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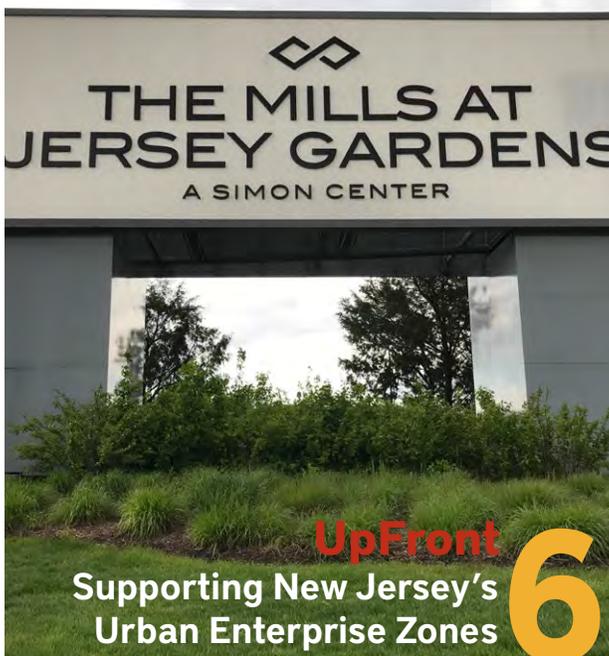
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About the Cover

This month, the League's 106th Annual Conference will provide a hub for **Creating Your Legacy** to network, learn, and catch up with the latest products and services.



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In-Person Perspectives

We've all come to know this new normal, which translates to finding creative routes to the positive outcomes we all want.

As this magazine goes to press, the League team is working together to create a safe and excellent in-person League Conference experience in Atlantic City Nov. 16 through 18. And when it's time to sit down for our turkey dinners the following week, we will truly be thankful for the opportunity we had to see each other and renew our connections.

We've all come to know this new normal, which translates to finding creative routes to the positive outcomes we all want. In this month's Conference Preview, we'll touch on some of the different aspects of the 2021 Conference such as the mask policy and vaccination/testing requirement. We worked in step with State and Federal health experts as well as the Atlantic City Convention Center to make this event as easy as possible to safely attend. While putting a name with a face may be a different sort of a challenge this year, seeing people in session rooms, event spaces, and the exhibit floor has a major value as we all move to our post-COVID operations.

When you arrive at the Atlantic City Convention Center, we ask that you come prepared with pre-registration managed and ready to verify your vaccine/testing and to wear your mask. That's all different and unique to 2021. But we also ask that you bring your ideas, energy, and attention to meetings such as the League Resolutions

Committee on Tuesday and the League Business Meeting on Thursday afternoon along with sessions, exhibitor and consultant interactions, and events. That's something that doesn't change and makes the NJLM Annual Conference such a must-attend event. Whether you're new to the Conference or just want to dust off your knowledge, I hope to greet you at the event Orientation Session on Tuesday morning. NJLM's officers and executive staff will be there and very happy to welcome you back.

So please read this issue and note the sessions that are previewed our Mayors Wellness Campaign, Sustainable Jersey, and NJ Clean Communities as well as the authors of our Focus topic of Business Development who shared their articles as a teaser for the big event. We are proud to have such a strong roster of experts addressing the most important topics in municipal life.

Also note our ads and exhibitor lists—please support these vital partners in the success of the Conference and the League's operations as well as your own day-to-day operations.

We appreciate all of the facets that factor into Creating Your Legacy and we look forward to putting them together with you soon in Atlantic City! 🍷

Michael Cerra

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Supporting New Jersey's Urban Enterprise Zones

Investing in our urban centers through restoration, revitalization, and renewal

J. Christian Bollwage, Mayor, City of Elizabeth; Past President, NJLM



Urban Enterprise Zones (UEZs) have been the lynchpin of investment and economic growth throughout New Jersey for decades. For more than 30 years, this statewide program has enabled millions of dollars to be leveraged through public/private partnerships and urban centers to flourish. Businesses, large and small, continue to excel, expand, and thrive, thanks in great part to the benefits offered through the Urban Enterprise Zone program.

Supporting local businesses and their success has always been a priority of our municipal and statewide leaders; however, the COVID-19 pandemic created an unforeseen and extremely challenging economic environment. From numerous business closures within New Jersey's downtowns and main streets to extraordinary unemployment and chain supply disruptions, an unprecedented and critical situation was upon us. Big box and department stores were closing locations, leaving underutilized sites and tremendous job loss. Travel, hospitality, food and service industries, who experienced significant reductions in consumer demand, sought ways to curb expenses, remain



competitive and maintain a profit. The public health and economic impacts of COVID-19 were devastating municipalities and forever changing the lives of residents throughout our state.

A voice for municipalities

Now more than ever, the success of New Jersey's Urban Enterprise Zones is imperative. Comprised of mayors, economic development directors, and urban enterprise zone coordinators, the Urban Enterprise Zone Mayors Commission has been a constant voice and advocate for municipalities containing Urban Enterprise Zones. Members act proactively to track pertinent issues as they arise in the legislature and work toward achieving their goal of best maximizing the effectiveness of the Urban Enterprise Zone program as well as safeguarding this important economic tool for municipalities.

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Urban Enterprise Zones

From the Northern to the Southern parts of our state, this program continues to have significant and transformative success. Within the City of Elizabeth's award-winning Urban Enterprise Zone is the municipality's most notable project, the Mills at Jersey Gardens, which opened in October 1999 on a remediated brownfield site. Once a 166-acre municipal landfill between Kapkowski Road and Newark Bay, the mall has become a regional destination of choice, due in part to its easily accessible location off of Exit 13A of the New Jersey Turnpike, Routes 1&9 as well as local roadways.

This \$320 million project created an estimated 1,700 construction jobs and over 4,000 permanent jobs. In addition, the project also included an onsite, free, industry-training development area known as the Retail Skills Center, which introduced and honed resident skills as well as provided assistance with job placement.

Located across the street from the mall are several hotels, and an impressive IKEA as well as a Floor and Décor store,

are minutes away. Acting as a continual catalyst for growth, expansion and transformation within our municipality, the Mills at Jersey Gardens is only one example of how impactful an Urban Enterprise Zone investment can be, in not only transforming landscapes, but the quality of life within a community.

More than 20 years later, the Mills at Jersey Gardens contributes to easing the long-term tax burden on the average homeowner by generating additional revenues to the city each year. Furthermore, it continues to have a significant, positive impact on the City of Elizabeth and the region, in that it demonstrates how job creation, environmental clean-up and natural habitat restoration can occur simultaneously, in one of New Jersey's oldest urban industrial areas.

Projects such as the Mills at Jersey Gardens mall, require multi-year planning and investment, infrastructure and supportive services, along with commitment and leadership from all levels of government. The Urban Enterprise Zone

UEZ Restored

On August 17, 2021, Assembly Bill 5580/Senate Bill 3600 (P.L. 2021, C. 197), was signed into law by Acting Governor Sheila Oliver, restoring and revising the Urban Enterprise Zone program as well as appropriating \$42.5 million in Zone Assistance Funds for Fiscal Year 2022. From vital façade grants and loans to improvements and opportunities for growth, these funds will enable the necessary resources to be provided to local business communities, in order to support service delivery, community investment and overall success.

Mayors Commission is grateful for the leadership and vision of both the Governor's Office and the New Jersey State Legislature, who recognize the needs of our urban centers and the tremendous impact of this program.



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Whether it is a successful large company that competes nationally and internationally; the dependable store that has remained open for generations and became a staple within your community due to their customer service and reliable products; or a favorite new restaurant that has made a name for itself through quality food and service, local businesses are not just names on paper or blocks and lots, they are members of our communities. They are families, employers, co-workers, friends, and neighbors.

For many, they represented the only personal interactions individuals had for months during the pandemic. Their establishments line our business districts, but their participation and presence within our municipalities change lives.

With the opportunities, potential for growth and access to resources they represent, Urban Enterprise Zone businesses are valued local partners, who are essential to our continued recovery and renewal. 📍

A Vital Mechanism for Change

For too many years, the Urban Enterprise Zone program came under attack from opponents, who called for not only discontinuing this vital mechanism for change, but ultimately discounting and invalidating the tremendous strides made, as well as successful growth visible, within New Jersey's urban centers.

As a result, it has been many years since the Urban Enterprise Zone program had a dedicated funding source and unfortunately, during that time, many municipalities suffered. Reduced local services and an inability to implement valuable economic projects as well as programs, placed urban communities at risk and on a path for devastating loss.

That is why the significance of this legislation, coupled with the inspiring commitment from the Governor's Office and the New Jersey State Legislature, is so important and appreciated. The hard work and support of New Jersey's leadership and representatives will greatly assist with the recovery of our local economies as well as provide a stable foundation for continued resource allocation and assistance.



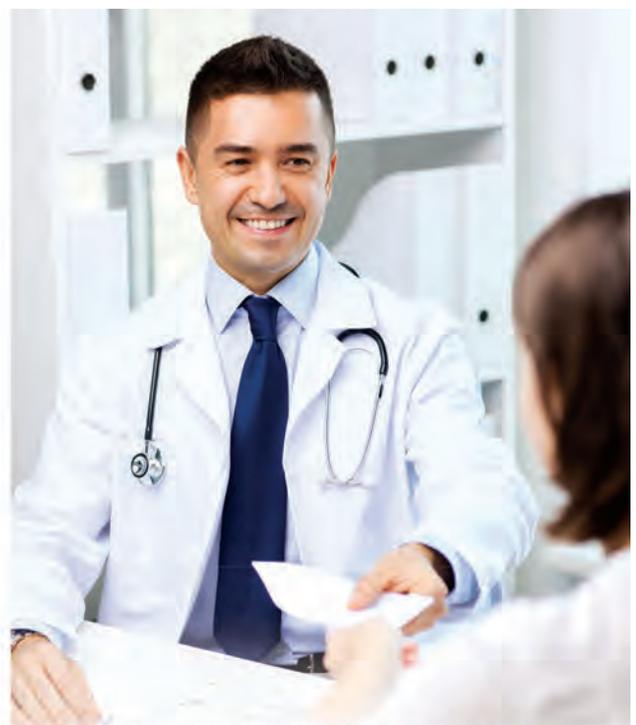
To learn more about UEZ topics, attend the session **New Urban Enterprise Zone Law-A Meeting of the Urban Enterprise Zone Mayors Commission on Wednesday, Nov. 17 at 3:30 p.m. in room 416.**

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New Board Members Named Cotton and Tuohy to Join NJLM's Executive Board

Two new members will be sworn in to the NJLM Executive Board this fall, Paterson Councilwoman Ruby Cotton and Allamuchy Council President Rosemary Tuohy. They fill the openings left by the late Mayor Jonathan Dunleavy of Bloomingdale and Immediate Past President James J. Perry Sr., retired Hardwick Committeeman.



Ruby Cotton was elected Councilperson of the 4th Ward in Paterson in 2012 and was re-elected in 2020. She became the City of Paterson's first female African American mayor in September 2017. As a member of the City Council, she has chaired Public Safety, Department of Public Works, Community Development, Finance, Legal, as well as a member of the Street Naming Committee. She is now President of Passaic Valley

Water Commission.

Cotton retired on July 31, 2015 from Passaic Valley Sewerage Commission after working more than 22 years. She is now a full-time 4th Ward Councilwoman.

Her involvement in the community started in the early 1970s, when Cotton worked with Marilyn Wilcox to start the Fourth Ward Coalition. The coalition collected clothes and monetary resources for fire victims throughout the Fourth Ward.

Cotton dedicates her life to improve the education of our children and her community. She is a diligent advocate for public schools, and wants all of our children to succeed.

Her activities extend beyond the educational system. Cotton is a member of New A.M.E. Zion Church in Paterson. She is a member of the Passaic County Democratic Party where she serves on the County Committee for the 4th Ward and 4th District. In addition to all of the organizations she hosts and supports, Cotton is a member of Band Against Neighborhood Destruction and Barbour Park Association, an Executive Board Member of the NAACP - Paterson Chapter, Second Vice President - Passaic County African American Women Inc., and a life member - National Council of Negro Women

Her recognitions include 2021 Recipient-Women of Wonder Leadership Award, Senator John Girgenti's Civic League Volunteer of the Year, Unsung Hero Award -Passaic County African American Women, Inc., and the Florence Letcher Tom Community Service Award -Delta Theta Sorority, Inc., Paterson Alumnae Chapter



Rosemary Tuohy, Councilwoman, was elected in 2018 and is currently serving her second term on the Allamuchy Township Council in Warren County. She was appointed Council President in 2021. She currently serves on the Finance, Safety, and Ordinance committees. Tuohy is also the township liaison to the Allamuchy Board of Education and the Allamuchy Township Volunteer Fire Department.

She is centered around building trust and transparency with the residents of Allamuchy and having an "Open Door" policy. She prides her service on delivering results that positively impacts the residents of Allamuchy that she serves. Her main focus this term is shared services.

With little to no more tax rateables available to Allamuchy Township, sharing services helps to eliminate government layers and improve access to resources, thereby creating a sustainable future for Allamuchy without putting the burden on the taxpayers. She was instrumental in not increasing taxes in 2020 during the COVID pandemic. Council President Tuohy is actively involved in several organizations in Allamuchy.

She currently serves on the board of Panther Valley Property Owners Association and is the Chairperson for the Recreation and Bylaws Committees.

Tuohy volunteers her time with senior citizens in her township and is a Member of Friends of Rutherford Hall which is a historical mansion owned by the Allamuchy Board of Education where they raise money to provide historical, cultural, and educational programs to Allamuchy residents and surrounding towns. 📍

BY THE NUMBERS:

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Mayor John McCormac
Township of Woodbridge

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Mayor Thomas Andes
Township of Denville

Dan and his team at JPM were instrumental in recruiting exactly the right person as our first Executive Director of our newly created Business Improvement District.

Mayor Fred Tagliarini
Township of Aberdeen

JPM provided an outstanding Temporary DPW Director, and completed an outstanding Efficiency Study of our DPW.

Mayor Beth Holtzman
City of Ventnor

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Stephen Mountain
Manager, Township of Randolph

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Mayor Richard Onderko
Borough of Marlville

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George Jackson
Administrator, Borough of Eatontown

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Mayor Dina Long
Borough of Sea Bright

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RVL Mayors Meet With U.S. Transportation Secretary

U.S. Dept. of Transportation Secretary “Mayor” Pete Buttigieg joined the Raritan Valley Line Mayors’ Alliance (RVL Mayors) in Westfield for an afternoon to discuss the area’s transportation needs. The group of mayors rode on the Raritan Valley line train from Somerville to Westfield to show Secretary Buttigieg some of their needs for the line in Central Jersey. “Transportation is the key that unlocks a better quality of life in all of these communities, from attracting young families to move here to inspiring employers to invest here to create jobs,” said Congressman Tom Malinowski.

Secretary Buttigieg said, “As we were meeting with the mayors, one of the themes that came up was that the cost of not having that one-seat service to New York that can add up to the average of 50 minutes. Just think about across a lifetime what that means.” He also discussed the importance of upgrading the Hudson River tunnels, which features “the absolute finest construction technology of 1910.”

“We have the opportunity that we haven’t had in my lifetime to modernize our transportation infrastructure, to make people’s commute safer, faster, more reliable, and that’s exactly what this bipartisan infrastructure framework is going to do,” the Transportation Secretary added. 🇺🇸



Officials including NJ DOT Commissioner Diane Gutierrez-Scaccetti (l), NJLM President Mayor Janice Kovach, Secretary Pete Buttigieg (center), Rep. Tom Malinowski, and NJLM Executive Board Member Mayor Sara Todisco of Garwood.



Above: Left to right: Mayor Kathleen Miller Prunty of Cranford, NJLM President Mayor Janice Kovach of Clinton Town, NJLM Past President Mayor Colleen Mahr of Fanwood, Rep. Tom Malinowski, Mayor Shelley Brindle of Westfield, and Mayor Robert Fazen of Bound Brook

NJLM Tours Cannabis Dispensaries with Local Officials



At the Garden State Dispensary in Woodbridge (l to r): Councilperson Matthew Hale, Highland Park; Community & Development Director Victor Klymenko, Roselle; Zoning Officer Robert Lawson, Roselle; Union Representative Hugh Giordano, UFCW Local 152; NJLM President Mayor Janice Kovach, Clinton Town; Megan Johnson, Councilwoman, Clinton Town; Executive Vice President Aaron Epstein, Esq., Garden State Dispensary; and Councilwoman Kathleen McNamara, Councilwoman, Keyport.

Over the summer, the League heard from a number of mayors and other municipal officials expressing an interest in touring a cannabis facility to better inform the opt-in/out decision. As a result, tours of Terra Ascend’s facilities in Maplewood and Garden State Dispensary in Woodbridge were arranged.

The tours were intended to help inform officials’ decision prior to the August opt-out date. 🇺🇸



Garden State Dispensary in Woodbridge.

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Newest LGLP Members Recognized

The newest members of the NJLM Local Government Leadership Program have been recognized for their educational participation and support of League activities.

- Elizabeth Rossell, Committeewoman, Southampton Township . . . Municipal Pioneer
- Judith Dunhour, Mayor, Stone Harbor Borough. Municipal Innovator
- Mary Jane Canose, Mayor, Bernardsville Borough,. Municipal Innovator
- Michael Inganamort, Council President, Chester Township . . . Municipal Leader
- Brandon Bernier, Councilman, Roselle Borough. Municipal Leader

The Local Elected officials Leadership Program is a voluntary recognition program that recognizes Elected Governing Body Members who complete additional training and advocacy. The program has three tiers; Municipal Leader, Municipal Innovator, Municipal Pioneer. Each tier has an assigned number of points. Once an Elected Governing Body Member has earned the required points they are awarded one of these tiers. The award will be a certificate of competition mailed to them and recognition during the Orientation Session at the Annual Conference in Atlantic City.

Leadership Levels:

- **Municipal Leader** (25 points) - Certificate is awarded
- **Municipal Innovator** (50 points) - Certificate is awarded
- **Municipal Pioneer** (75 points) - Certificate and pin are awarded

Elected Governing Body Members can achieve each level by attending training, seminars, writing articles for the magazine, and advocating for municipal interests.

Participants are required to keep track of the points earned and their certificates. When an Elected Governing Body Member has completed a program they will receive a certificate of completion indicating the points earned. Once an Elected Governing Body Member has acquired the necessary amount of points, they can send in copies of their certificates and the online application form and will receive a certificate in the mail.

They will also be recognized during the League's Orientation session on Tuesday at the Annual League Conference (officials who submit application forms after September 1 will be recognized at the next year's Annual League Conference). 📌

NJLM Events

November

November 16-18
106th Annual League Conference
 Atlantic City Convention Center

December

December 3
Understanding Library Law as Applied to Your Public Library
 Webinar-Your Computer

January

January 8
Orientation for Municipal Officials
 Hilton Meadowlands Hotel, East Rutherford

January 22
Orientation for Municipal Officials
 Westin Hotel, Mount Laurel

Visit www.njlm.org/seminars or contact Danielle Holland-Htut at dholland@njlm.org or 609-695-3481, Ext. 118.

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Secretary of Agriculture Douglas H. Fisher announced the overall winners of the 2021 #JerseyFreshisCOOLER social media photo contest are Matt and Caitlyn Macrie, who are proud members of the Macrie Brothers Blueberry Farm in Hammonton, the “Blueberry Capital of the World.”

The winning photo featured a shot of nearly ripe blueberries still on the bush with the rising sun illuminating on the clouds in the background. The #JerseyFreshisCOOLER grand prize that the Macries will receive is a custom, Jersey Fresh, 75-quart YETI cooler.

The Department encouraged Jersey Fresh fans to submit photographs showing their appreciation of everything Jersey Fresh by sharing images of New Jersey farmers, farms, markets or produce with the hashtag #JerseyFreshisCOOLER. There were more than 1,000 photos submitted in this year’s contest.

To participate in the 2021 contest, photos with the hashtag #JerseyFreshisCOOLER were shared on Facebook, Twitter, and Instagram. The contest ran from early June through early September.

More information about Jersey Fresh, including which crops are in season and where they are available, can be found at www.FindJerseyFresh.com. 🍷

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Sopranos Revisit NJ Towns in The Many Saints of Newark



(L-r) Director Alan Taylor and creator/writer/producer David Chase on the set of New Line Cinema and Home Box Office's mob drama "The Many Saints of Newark," a Warner Bros. Pictures release. Photo by Barry Wetcher

Tony Soprano got made in his big-screen debut in October in the Warner Bros. feature *The Many Saints of Newark*. Set in the 1960s and 1970s, the movie uses the 1967 rebellion in the city as a backdrop for tensions between the Italian-American and African-American communities. The story follows Tony in his teenage years, when his uncle and family are involved in a violent gang war.

The *Many Saints of Newark* is directed by Alan Taylor and written by David Chase and Lawrence Konner, and is essentially a prequel to Chase's landmark HBO crime drama, *The Sopranos*, which ran for six seasons between 1999 and 2007.

It premiered at the Tribeca Fall Preview on September 22nd and screened at The Arthouse Film Festival

The *Sopranos* was filmed in homes, shops, diners, and other local establishments throughout New Jersey. Nearly 15 years after the show's final broadcast, Chase returned to the state to film *The Many Saints of Newark* on locations in



(L-r) Joey Coco Diaz, director Alan Taylor and Alessandro Nivola on the set of New Line Cinema and Home Box Office's mob drama "The Many Saints of Newark," a Warner Bros. Pictures release. Photo by Barry Wetcher

Essex and Passaic counties, including Branford Place and Halsey Street (dressed to reflect the 1960s time period), the old Adams Theatre, and Hobby's Delicatessen in Newark. Filming also took place at Holsten's Brookdale Confectionery in Bloomfield (featured in the much-discussed final episode of the HBO series), and at Bendix Diner in Hasbrouck Heights. Satriale's Pork Store, originally located in Kearny, was recreated at 42 Market Street in Paterson.

Secretary of State Tahesha Way said, "The *Sopranos* changed the course of television history, and paved the way for the high-quality episodic television that we enjoy today. It was a game changer for New Jersey when it first aired, and significantly contributed to the state's rising popularity as a production center."

The *Many Saints of Newark* is one of many projects recently attracted to the state by the New Jersey Film and Digital Media Tax Credit Program, which offers a tax credit for qualified productions filming here. Other recent New Jersey projects include Zack Snyder's *Army of the Dead*, the HBO miniseries *The Plot Against America*, Hulu's *WuTang: An American Saga*, Aaron Sorkin's *The Trial of the Chicago 7*, and Steven Spielberg's upcoming remake of *West Side Story*. 🇯🇵

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Stepping Up the Local Fight Against Spotted Lanternfly

Douglas H. Fisher, *Secretary of Agriculture,*
New Jersey Department of Agriculture

New Jersey residents continue to be extremely concerned about the invasive Spotted Lanternfly (SLF), leading the New Jersey Department of Agriculture to field many phone calls, emails, and other messages asking what residents can do when they find SLF in their communities.

SLF, *Lycorma delicatula*, is a relatively new pest to the United States, initially discovered in Berks County, PA in 2014. It is native to Southeast Asia and poses a threat to forests, ornamental trees, and agricultural commodities. It was first discovered in New Jersey in 2018.

All life stages of this insect, from nymph to adult, can fly, hop, or drop right into or onto vehicles – and can easily and quickly be spread. Residents are asked to check their vehicles before driving and destroy any nymph or adult SLF they find on them.

Currently, 48 federal and state personnel are conducting surveys and treatments against this insect throughout the state. A total of 924,128 acres are involved in the project, with treatments occurring on 22,328 acres across 584 properties.



The Department has also asked all municipalities to put the Department’s SLF information and links on their websites. This will help inform residents and businesses about this insect and what they can do to prevent accidental movement.

The Department needs this support, and the ongoing help of residents, to continue fighting this battle that is vitally important to the future of New Jersey agriculture. The NJDA continues working closely with the USDA and Rutgers University to coordinate a state and federal response that brings all available resources to bear.

It will take everyone’s determination to bring this outbreak under control. When you see SLF you are encouraged to destroy them and remove egg masses from trees, plants or other surfaces. To report sightings and find treatment recommendations go to www.badbug.nj.gov and click on the Spotted Lanternfly photo. Sightings can also be reported by emailing SLF-plantindustry@ag.nj.gov.

Remember to “Join the Battle, Beat the Bug! Stomp it Out!” All of us working together can help keep this invasive insect from creating devastating damage to New Jersey’s vital agricultural industry. We thank you for your help in this effort. 🦋

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Meeting the Needs of Children and Families is Possible, Together

The way forward will define us

*Christine Norbut Beyer, MSW, Commissioner,
New Jersey Department of Children and Families*

The New Jersey Department of Children and Families, in partnership with the 21 County Human Services Advisory Councils, recently released the findings of its 2019-2020 Needs Assessment.

This most recent analysis represents a comprehensive and exhaustive accounting of individual counties' assets and needs, strengths, and opportunities, as we work together, across systems, to support families in becoming safe, healthy, and connected.

The analysis, which is conducted every two years, provides us the opportunity to look at the data, celebrate our successes, acknowledge where we can do better, and recommit ourselves to the work of supporting all New Jersey residents, in the best ways we can.

In each of our respective areas of service to New Jersey, we may be focused on a limited scope of resources or supports, but we all recognize that our systems inter-connect and overlap in so many ways to support the welfare and well-being of the entire family.

As examples: access to health care or well-paying employment opportunities depends on access to affordable transportation. Educational success depends on a student's ability to focus, and they can't focus on schoolwork if they don't have access to nutritious food inside and outside of the home through SNAP benefits, access to grocery stores, or school breakfast and lunch programs.

In this assessment, housing was the one single need prioritized by all 21 counties: a family cannot be expected to focus on securing other resources or attaining necessary services when they are worried about where they are going to live.

When there's an unmet need in one area, that can have far-reaching repercussions in other areas of the family's well-being.

And when families become unbalanced, when stressors mount, when they're struggling with rent, or medical payments or just putting dinner on the table—that's when they can reach a flash-point, when they're at the highest risk of becoming destabilized, or engaging in child maltreatment or intimate partner violence.

Before the crisis happens

At DCF, we want to be able to engage families before the crisis happens, not after. We want to remove the stigma associated with asking for help. We want to make sure that, when they do ask for help, families are made aware of and can access services. We want to be certain that the resources they

are connected to are high quality, culturally appropriate, and provide positive outcomes.

The last 18 months have been very difficult for so many families throughout our state. The economic, psychological, emotional, and social impacts of the pandemic continue to weigh on individuals and families and have laid bare some of the disparities and deficiencies within our infrastructure and safety net programs.

The challenges of the pandemic will be with us for many, many years to come.

But in this moment, we have an opportunity to build requested supports, to grow stronger, to learn and adapt, so that we're prepared—not just for the next global crisis, but for the next family crisis.

We want a system that can meet families' needs after 18 months of a pandemic, but also one that continues to meet their needs as they navigate the everyday stressors that were part of their pre-pandemic normal.

This work requires coordination, creativity, and courageous collaboration. It means recognizing the system as more than the sum of its parts.

It's about building bridges and knocking down silos. And we have to understand that the system should always be in support of its people, and not in perpetuation of the bureaucracy.

This needs assessment is the first step. What we do with the data, where we take this conversation next, how we work together to solve for some of the problems that rise to the top of the assessment, how we continue to look at these needs and barriers—that's what will define us.

As municipal and county leaders, you are determining how best to use American Rescue Plan money within your communities. This needs assessment plan can help guide you.

And as long as we keep a spirit of service at the core of what we do, service that transcends organizational barriers, we'll be the sort of system that our friends, our family members, and our neighbors deserve and can depend on.

We are so grateful to our partners on the county level that helped make this needs assessment possible, during an incredibly trying time. I look forward to our continued partnership and embarking on this journey together with each of you, to meet the needs of families in counties and municipalities across the state. 📍

@ For an overview of the Needs Assessment, please visit https://www.nj.gov/dcf/about/divisions/opma/hsac_needs_assessment.html

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Ras J. Baraka, *Mayor, City of Newark;*
Executive Board Member, NJLM

Building Community

The necessity of civilian complaint review boards

Amongst the nation's current most pressing issues is community and policing relations. As President of the New Jersey Urban Mayors Association (NJUMA) and Mayor of the City of Newark, I know firsthand the importance of establishing and maintaining safe communities where residents trust those sworn to protect and serve them. Since the onset of the COVID-19 pandemic this task has become more challenging as we have watched increases in misconduct and nationwide calls for police reform and departmental defunding. However, we consider an alternative solution to this problem—creating civilian complaint review boards.

The New Jersey Urban Mayors Association (NJUMA) has long strived to create and maintain community and police relations that reflect a safe and fair approach to policing. We strongly support the civilian complaint review boards (CCRB) legislation (A4656/S2963), which if enacted would grant municipalities the option to create CCRBs to review police conduct and it would appropriate \$800,000 in funding to do so. This legislation would provide a significant tool for our Association to move the needle forward in ensuring safety and protection for all of our residents.

Earlier this year, several rallies were held across the state calling for CCRBs and I held a press conference in the City of Newark to call for the swift passage of the A4656/S2963.

My colleagues at the New Jersey Urban Mayors Association and I will continue to push for the passage of this legislation to aid in eliminating implicit bias and unfair police practices. In early 2020, the NJUMA filed an amicus brief to ensure that the CCRB that was established in the City of Newark had

This issue impacts all demographics of American society on some level, which reflects the diversity of the makeup in our urban communities.

all of the contemporaneous investigative rights as the police department as set forth by state law. It was our hope that this action, if successful, would set the tone for operations of other CCRBs that have yet to be established, ultimately benefiting all New Jersey residents. Since then, the amicus brief was denied, however the NJUMA continues to push forward to ensure that the opportunity to create impactful, resourceful, and community-driven CCRBs in our communities becomes a reality. We fully support A4655/S2963 to accomplish this much-needed resource for our municipalities.

According to the Washington Post within the past year 942 US residents have been shot and killed by police, keeping pace with the annual average of 1,000 police killings per year. These slain individuals included people of ages ranging from



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adolescents to senior citizens, and differing races and cultures. Half of police shooting victims reportedly are Caucasian Americans. However, African American men are 2.5 times more likely to be killed by police than their Caucasian counterparts, Latino men also have a higher risk of being killed by police than Caucasian men. Moreover, women and men of African American, American Indian, and Alaska Native heritage are more likely to be killed by police than Caucasian women, according to the 2019 study “Risk of Being Killed by Policy Use of Force in the United States by Age, Race-Ethnicity, and Sex.”

What we know for certain is that the crisis of excessive police force is not exclusively a “black issue.” It certainly impacts communities of color more so than others; however, this issue impacts all demographics of American society on some level, which reflects the diversity of the makeup in our urban communities.

Critics have expressed that such

efforts such as the CCRB legislation (A4656/S2963) are anti-police in nature. However, given the facts there is a great cause for communities to have a vested interest in obtaining the ability to investigate police misconduct. Furthermore, the legislation gives localities the option to create CCRBs as they deem necessary therefore any mayor who does not want a CCRB in their municipality will not be required to create one.

As we continue to push for the passage of A4656/S2963 in the midst of a nationwide call for criminal justice

reform and safe policing practices, the Association strives for days when we no longer have to hold mass protests demanding justice for unarmed citizens who are killed by police. Our hope is that one day we will no longer have to make a call for police who unjustifiably use excessive force to be held accountable for their actions as was done after the police killings of George Floyd, Breonna Taylor, New Jersey’s own Maurice Gordon, and countless others. We recognize the necessity of CCRBs until that day comes. 🇺🇸



The New Jersey Urban Mayors Association hopes that you can join us at our League Session panel this year **“Building Community: The Necessity of Civilian Complaint Review Boards” on Wednesday, Nov. 17 at 10:45 a.m. in room 419.** The panel will include elected officials and experts who support these efforts to ensure fairness and transparency as we strive for the safety for all NJ residents.



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Time: 12:30-1:20 PM

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NJEDA's Main Street Recovery Program

Setting the stage for stronger, fairer recovery from COVID-19

Tim Sullivan, *Chief Executive Officer, New Jersey Economic Development Authority*



HURRICANE IDA AND HENRI RELIEF

Throughout the COVID-19 pandemic, business owners have faced countless unprecedented challenges. Now, the remnants of Tropical Storms Henri and Ida have imposed another burden on New Jersey businesses who have seen their buildings wrecked, facilities flooded, and inventory destroyed.

Governor Phil Murphy has made it a top priority to support communities and businesses that have been impacted by the economic and health challenges the pandemic and these extreme weather events have created. As the State's primary agency dedicated to driving sustainable, equitable economic growth, the New Jersey Economic Development Authority (NJEDA) has led New Jersey's economic response to COVID-19 and is administering a new, \$10 million Henri/Ida Business Assistance Grant Program.

Through a combination of grants, loans, and technical assistance programs, the Authority has approved more than 90,000 pandemic relief awards totaling more than \$625 million, and those numbers continue to grow as more relief resources become available. According to publicly available data, New Jersey ranks third among states in how much in grants it has distributed to small businesses during the COVID-19 pandemic.

A stronger, fairer recovery

As New Jersey reopens, the NJEDA is shifting its focus to achieving Governor Murphy's vision for a stronger, fairer recovery, with a particular emphasis on supporting small businesses and communities that have been hit hardest by the health and economic impacts of the pandemic.

The guiding light for these recovery efforts is the New Jersey

Economic Recovery Act of 2020 (ERA). Signed in January 2021, the ERA creates a package of programs that includes tax credits to incentivize job creation, new construction, and revitalization of brownfields and historic properties; financial resources for small businesses; support for new supermarkets and healthy food retailers in food desert communities; new funding opportunities for early stage companies in New Jersey; and support for the growing film and digital media industry.

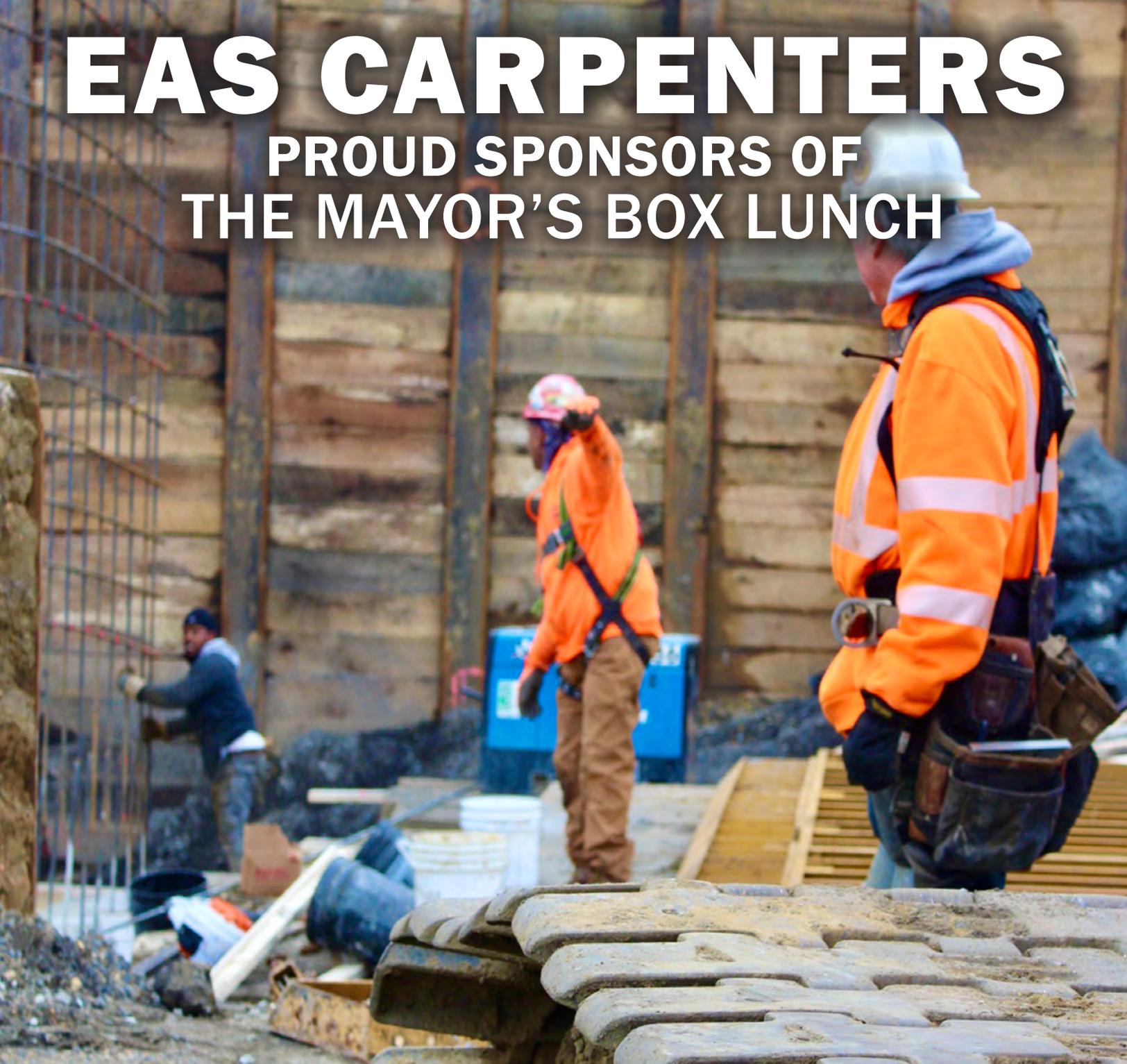
Many ERA programs are focused on revitalizing downtowns and main streets in communities of all sizes throughout New Jersey. The Emerge Program incentivizes job creation, the Aspire Program will support new commercial and residential development, and the Brownfield Redevelopment Incentive and Historic Property Reinvestment Program will play a critical role in revitalizing contaminated or abandoned properties into productive community assets.

Main street recovery program

While these programs help foster vibrant community spaces, the new Main Street Recovery Program will provide the financial boost businesses and nonprofits need to reopen and prepare for long-term success in the aftermath of the pandemic. This \$100 million program will fund multiple financial assistance products aimed at supporting the growth and success of New Jersey small businesses.

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Main Street Recovery Program

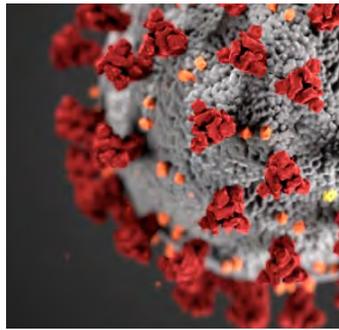
The first two products created under the Main Street Recovery Program are the Small Business Lease Grant and the Small Business Improvement Grant. These products are aimed at revitalizing downtowns by helping businesses lease street-level space or make investments in improving their façade or space.

SMALL BUSINESS LEASE GRANT:

The Small Business Lease Grant is a \$10 million program that will provide two grants of up to 20% of annual lease payments to businesses and nonprofits entering new or amended leases. The first grant will be paid to entities immediately after they are approved for the program and execute the grant agreement, and the second grant will be paid after the first year of the lease.

In order to qualify for the Small Business Lease Grant, businesses and nonprofits must enter a new lease, lease amendment, or lease extension that includes at least 250 square feet of street-level office, commercial, or retail space. Applicants must also commit to remaining in the leased space for at least five years.

Applications for the Small Business Lease Grant opened on Wednesday, October 20, 2021. More information about the program and how to apply is available at <https://www.njeda.com/small-business-lease-grant-program/>.



New Jersey COVID-19 Business Information

Up-to-date information for businesses on reopening after COVID, including rules and guidelines to follow, financial assistance programs, and other resources.

Search for the latest COVID information...

To learn more about NJEDA resources for businesses call NJEDA Customer Care at 609-858-6767 or visit <https://www.njeda.com> and follow @NewJerseyEDA on Facebook, Twitter, Instagram, and LinkedIn.

SMALL BUSINESS IMPROVEMENT GRANT:

The Small Business Improvement Grant is a \$15 million program that will provide grants up to \$50,000 to reimburse businesses and nonprofits for a portion of costs associated with façade and facility improvements and the purchase or installation of furniture, fixtures, and equipment. Grants are available for projects that were completed any time since March 9, 2020 with total project costs of \$5,000 or more.

Businesses and nonprofits that receive grants less than \$25,000 must commit to remaining in the space they are investing in for at least two years. Grant recipients who receive \$25,000 or more must stay in the space for at least four years. Projects that have total costs greater than \$50,000 are required to adhere to green building standards for mechanical and lighting improvements.

More information about the Small Business Improvement Grant and the application process is available at www.njeda.com/small-business-improvement-grant/.

In line with Governor Murphy's commitment to equity, 40% of all funding for products created under the Main Street Recovery Program is set aside for businesses and nonprofits in historically disadvantaged communities. Businesses and nonprofits that receive grants through these programs will also be required to pay employees at least \$15 per hour or 120% of the minimum wage. Tipped employees are exempt from the \$15 per hour requirement, but must still be paid at least 120% of the minimum wage.

New Jersey's COVID-19 relief efforts are among the most comprehensive in the country, and they have already drawn praise for their strong performance. As communities move beyond the pandemic, the new programs created under the ERA will support long-term, sustainable, and equitable economic growth. ↗



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Join NJEDA leadership for insights into programs created by the Economic Recovery Act at the Conference session:

Access to Economic Recovery Act Funds in room 304 at 3:30 p.m. on Tuesday, Nov. 16.

EDA CEO Tim Sullivan will also speak at the session: **New Jersey's Transition to an Equitable Green Economy in room 417 on Wednesday, Nov. 17 at 1:30 p.m.**



INTRODUCTION TO ASSET MANAGEMENT

Don't miss T&M's Exhibitor Learning Session: **Introduction to Physical Asset Management** during the 2021 NJLM Annual Conference.

Presented by:
JUSTIN FURCH
*Technology
Practice Leader*

November 16
12:30-1:20
Room 410



Physical asset management, which differs from financial or software asset management, is becoming an increasingly important area of decision making for municipal governments. It can be incorporated into virtually every part of an organizations operations and provides immediate value. Join us to learn about the basic components of asset management, what it provides, why it is so important, and how to get started.

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Downtown Haddonfield

Business district thriving in 2021

Susan Hodges, Chair, Partnership for Haddonfield



Downtown Haddonfield has experienced unprecedented business growth and expansion in 2021. While this fact may come as a surprise to many, it is not surprising to those of us who work to promote the downtown business district as the premier New Jersey location to experience, shop, dine, visit, and enjoy. These efforts are spearheaded by the Partnership for Haddonfield (PfH), the management corporation for Haddonfield’s Business Improvement District (BID).

Downtown Haddonfield welcomed several new businesses in 2021 and witnessed the expansion of many long-time establishments that experienced a need for larger spaces to better serve their growing customer base.

From new boutiques and dining options to an expanded wine tasting room, Haddonfield continues to grow with the support of a loyal customer base and supportive community. The winning combination of savvy and hard-working business owners and PfH volunteers—along with the support of Haddonfield Borough officials—has resulted in Downtown

Haddonfield retaining its position as the premier Delaware Valley downtown district. It’s a place where friendly smiles, local camaraderie, and fun experiences are always in business.

“Downtown Haddonfield’s growing list of new and expanded businesses—along with the staying power of our long-time businesses—illustrates the appeal and economic vitality of our award-winning downtown. Businesses do still want to call our New Jersey Main Streets home, and we continue to welcome them here in Haddonfield,” explained Colleen Bianco Bezich, Haddonfield Mayor.



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To learn more, come visit CGI at booth #1532 in the exhibit hall.

cgi.com/newjersey

CGI

Successful mix

It has certainly helped that we have always attracted retailers and restaurant owners who offer, deliver, and been known for their distinctive merchandise, outstanding food choices, and a curated selection of goodies along with personalized customer service. Sophisticated apparel boutiques, art galleries and athletic stores to jewelers, self-care boutiques and bridal shops are all nestled in quaint, well-preserved colonial buildings, lined up along stretches of cobblestone.

Downtown Haddonfield's growing list of new and expanded businesses—along with the staying power of our long-time businesses—illustrates the appeal and economic vitality of our award-winning downtown.

The PfH is responsible for helping to enhance the commercial viability and attractiveness of the Haddonfield business district, while promoting growth and employment within the Borough. The Partnership also strives to promote self-help and self-financing programs within the Haddonfield business community. The result is steady, year-round foot traffic and a demand for retail space in one of New Jersey's most successful Downtowns.



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Recognizing the ever-increasing challenges that our local government entities face as the result of extreme climate forces affecting public health, safety and the environment, Maraziti Falcon, LLP has developed a practice area devoted to assisting our clients to increase resiliency and strategically plan for a changing climate.

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This practice area complements Maraziti Falcon's existing practice area devoted to the counseling of public and private entities regarding public water supply, sewage, solid waste and recycling issues, procurement and bidding disputes, construction disputes, Green Acres diversion and disposal for public works projects, land use board applications, and qualified opportunity funds.



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Downtown Haddonfield

Events Entice Experiences

Further enhancing this unique shopping and dining experience is an exciting list of festivals and events that take place throughout the year and are designed to help businesses by giving visitors added incentive to come to the Downtown.

New for 2021, the PfH introduced Self-Care September as a way to encourage participants to treat themselves at our salons, spas and wellness centers. As a bonus, customers were afforded the chance to win a Self-Care Gift Basket and a \$100 Haddonfield town-wide gift certificate.

Also new in 2021 was Boutique Week, held in mid-October at participating businesses. Shoppers were encouraged to support their favorite Downtown Haddonfield boutiques, or to discover a new favorite during this new shopping extravaganza.

Traditional favorites such as I Heart Haddonfield, Super Summer Sale and Girls' Day Out! continue to take place annually, and coming soon, holiday shopping favorites Candlelight Shopping and Small Business Weekend. From Friday, November 26 through Sunday, November 28, we invite everyone to shop small and dine locally. Our businesses will be offering an outstanding selection of gifts, with extra shopping incentives, trunk shows, and other promotions. Free parking will also be available starting on Thanksgiving through Christmas Day.

Haddonfield's signature Candlelight Shopping experience is held every Friday during the holiday season, beginning Friday, November 26, and features streets lined and lighted by luminaries; exciting in-store holiday specials; horse-drawn carriage rides and live holiday entertainment throughout the town and visits from Santa Claus. 🦋

@ To learn more about our efforts or to plan your visit, go to www.downtownhaddonfield.com.



What's on the Menu?

A robust effort to tout the downtown's one-of-kind offerings, events and experiences is promoted through an aggressive public relations and marketing campaign, led by agency Suasion Communications Group, which keeps our downtown top-of-mind as a must-see destination.

Maison Marcelle Boutique, a Parisian boutique, promises a French-inspired shopping experience for the très chic fashionista. Boutique owner, Andréa Marcellé, incorporates her passion for fashion and travel by pairing fashionistas of all sizes and abilities with beautiful clothes that they not only look good in, but feel great in. Customers can play dress up with vintage accessories and shoe collection that spans two centuries.

Pedego Electric Bikes Haddonfield has introduced a new kind of athleticism to the downtown. Pedego Electric Bikes are for people that refuse to settle for less. Pedego stands for premium quality and local service. A complete line of 19 premium quality electric bike models can suit the needs of virtually anyone.

Over the last year, Downtown Haddonfield has also welcomed over a dozen new food/beverage establishments. One of the latest additions to the town is **Groovy Smooovies**. Owner Antonne Jones, a film producer and writer, opened the business with a vision of creating a classic movie-themed smoothie shop with eight movie-themed smoothies and various fruit combo drinks for guests to enjoy while watching classic movies that are always playing throughout the day at the shop.

Another addition is **Wanda BYOB**. Owner Anthony Lipot describes the cuisine at the Continental American eatery as "progressive American" and a blend of every technique he has learned over the years as a professional chef.

Valente's Italian Specialties has transformed itself from an Italian specialties shop into an authentic Italian restaurant—Valente's Cucina. Still in its original location, Valente's Cucina has become a BYOB restaurant.

The Bread Board Plus, a staple in the Downtown for over 35 years, expanded their neighborhood favorite into a new space, right next door to the previous location, with a modern look and new service approach.

William Heritage Winery also expanded its location in Haddonfield now equipped with a unique experience tasting room, offering a variety of local wines, as well as an entertaining area.

An area favorite, **DiBartolo Bakery** has opened its second location in our ever-growing Downtown, offering sugary creations you might recognize from seeing them on Food Network's Holiday Wars and TLC's Next Great Baker; where master cake decorator Al DiBartolo Jr. was a guest.



NEW LOGO

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We're proud to announce that Amy Greene Environmental is changing its name to Davey Resource Group, Inc. (DRG). While we are changing our brand, we are not changing our high-quality service offerings nor our commitment to excellent client experience. The talented staff of experts you have come to know will continue to offer the same comprehensive ecological consulting services including wetland delineation, wetland, riparian and stream habitat mitigation, arborist services, invasive species management, endangered species consulting and more.

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Weathering the Storm[water]: Lessons
Learned from Construction Monitoring of
Green Infrastructure BMPs

Tuesday, November 16, 2021
12:30-1:20pm | Room 408



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City Fiscal Conditions

National League of Cities survey shows impacts of federal aid

The National League of Cities’ (NLC) annual City Fiscal Conditions survey finds that federal assistance has been instrumental in helping communities large and small begin to recover from the economic shock of the COVID-19 pandemic. Federal aid was cited by 81% of city finance officers as having the most positive impact on FY2021 budgets, contributing to a more positive economic outlook. Still, infrastructure needs continue to weigh heavily on municipal budgets.

“Cities are leading the way in coming up with equitable ways to recover and rebuild from the COVID-19 pandemic,” said Clarence Anthony, Chief Executive Officer and Executive Director of NLC. “Municipal finances are on the mend and the economic outlook is improving as a result of direct, flexible federal relief, such as those from investments in the American Rescue Plan Act (ARPA). The data is clear—the nation’s economic recovery begins on the Main Streets of our cities, towns and villages.”

ARPA priorities

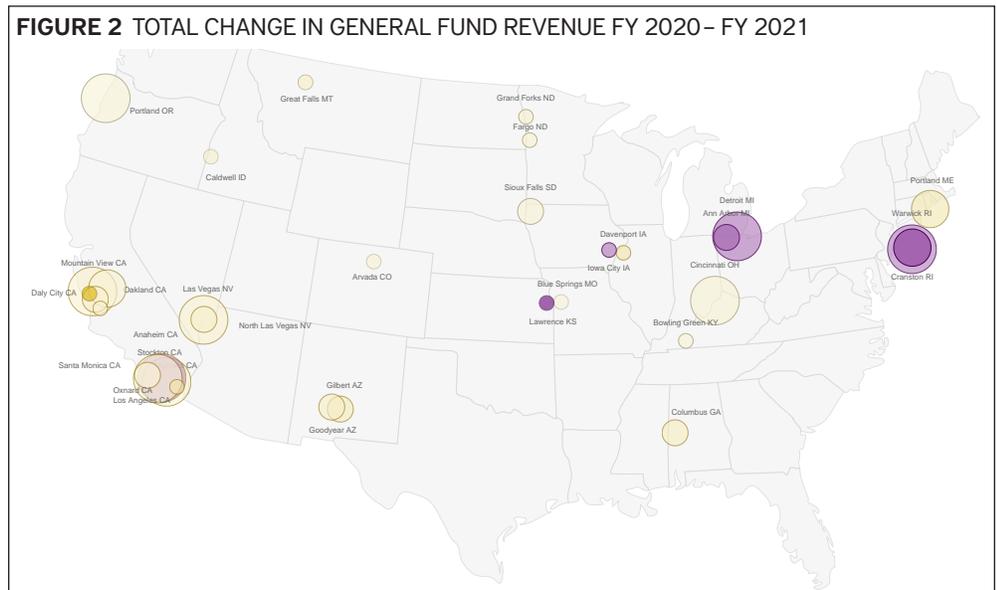
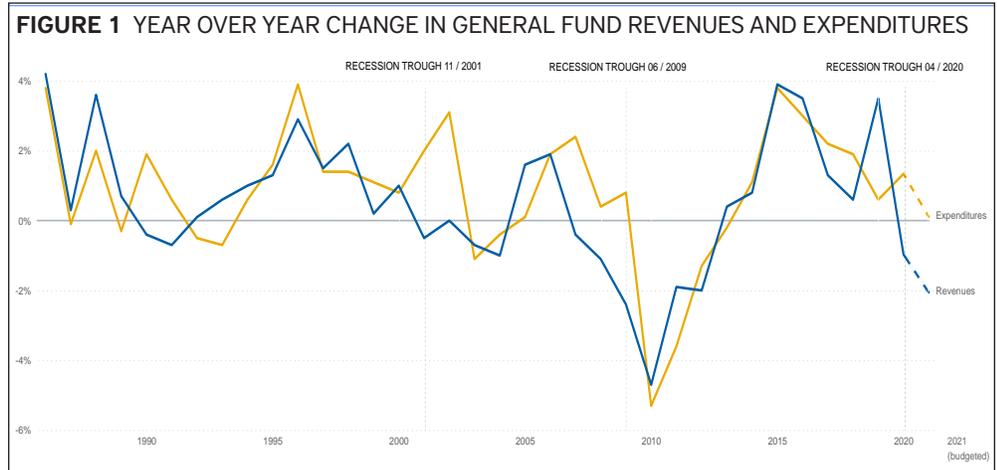
When asked about top, immediate priorities for ARPA funds, two-thirds of cities have or will replace lost revenue, and 54% will use funds to directly support residents and small businesses. Other spending priorities, from enhancing public safety to addressing homelessness, will also allow cities to make lasting investments in their communities.

The City of San Diego, for example, will dedicate 100% of its ARPA funds to revenue replacement, which will support expanded homelessness services, among other programs. In

Boulder, CO, city officials plan to provide assistance with utility bills, rental assistance and assistance to small businesses, among other priorities. Likewise, Winston-Salem, NC, plans to provide assistance to small businesses and non-profits impacted by the pandemic.

Many cities indicated that their communities are still planning how they will use ARPA funds for long-term, transformational investments.

The ARPA funds, and the CARES Act funding that came before it, helped pump the brakes on an economic freefall.



By the Numbers: Key Findings

- **81%** of city finance officers cite federal aid as having the most positive impact on FY2021 budgets.
- **Two-thirds** of cities surveyed anticipate using American Rescue Plan Act (ARPA) funds to replace lost revenue.
- **54%** of cities plan to use ARPA funds to directly support households, small businesses, non-profits, and impacted industries.
- **Half** of all city finance officers report that infrastructure is the factor most hindering their ability to balance FY2021 budgets.

Cities saw general fund revenues decline about 1% in FY2020, with cities anticipating a further year-over-year decline of 2% for FY2021, according to the survey. Although significant, these losses pale in comparison to the losses cities would have sustained without federal intervention.

While federal aid has helped stave off economic disaster, infrastructure needs continue to weigh heavily on municipal finances. Half of all city finance officers report that infrastructure is the factor most hindering their ability to balance FY2021 budgets. Many cities were forced to pause infrastructure projects during the COVID-19 pandemic due to budgetary constraints, and cities continue to face challenges in funding infrastructure maintenance as well as new projects.

“We look forward to Congress finalizing the Infrastructure Investment

and Jobs Act so that municipalities and the federal government can work together to build and strengthen the infrastructure that keeps Americans moving,” Anthony said.

The NLC City Fiscal Conditions survey is a national survey of finance officers in U.S. cities conducted in June and July of this year. Surveys were emailed to city finance officers from

cities with populations greater than 10,000. In total, the 2021 data were drawn from 443 cities of different sizes, representing all regions of the country. 📍

@ This is an excerpt from the National League of Cities City Fiscal Conditions 2021 report. To read the full report, visit www.nlc.org/resource/city-fiscal-conditions-2021/.

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Insurance Costs Increasing

Risk management must be with governing bodies taking an active part

Paul Tomasko, *Mayor, Alpine Borough; Executive Board Member, NJLM; and Thomas Merchel, Manager and CFO, Moorestown; Chair, Municipal Excess Liability JIF and Chair of the Municipal Excess Liability JIF*

Insurance and related employee, liability and property claims, cost New Jersey government over \$1 billion each year. Unfortunately, claims are accelerating because of recent legislation and administrative decisions from Trenton.

- It is projected that COVID claims under recently enacted legislation will increase governmental workers' compensation costs by approximately 25%. Hopefully, this is a one-time cost.
- A recent Department of Labor decision will increase workers' compensation by 11% by directing governmental entities to pay workers' compensation on many accidental disability claims that were paid by the pension plans before the change.
- The recent amendment in the Sexual Molestation statute of limitations will increase total liability costs by an estimated 6%. In some cases, towns are being hit with lawsuits based on allegations going back 40 years.
- The cost of general and auto liability claims are increasing at a rate of 5% to 10% per year because of the erosion of Title 59 in New Jersey's courts.
- Premiums for Cyber Liability are doubling and deductibles are also increasing. Organizations without strong cyber risk controls are finding it difficult to purchase any coverage.
- The frequency of natural disasters over the past few years is resulting in an estimated 10% increase in property insurance premiums each year.

The impact on any particular public entity will depend on where they secure their coverage and the success of their safety program. JIFs that have accumulated surplus can spread these increases over several years. JIFs without surplus and individual self-insurers will experience more immediate budget issues.

There are ten management strategies that make a substantial difference in any organization's insurance costs.

- **Monitor safety performance:** Organizations where top management closely follows the safety record have dramatically fewer accidents. The risk management program should be a monthly agenda item on the workshop agenda.
- **Require all personnel to complete a safety orientation and periodic refresher training:** Organizations where all personnel are up to date on their safety training average almost 50% fewer accidents.

- **Require supervisors and crew leaders to discuss safety with employees at the start of each shift:** Organizations where safety is discussed daily average less than half the frequency of accidents.
- **Monitor PEOSHA compliance:** Your JIF or insurer should periodically inspect your facilities and audit compliance with PEOSHA regulations. These audits should be included in the monthly risk management report to the governing body.
- **Implement the Employment Practices Risk Control Program.** The MEL provides a complete employment practices risk control program that is available to all New Jersey public entities on the MEL's web site.
- **Implement a Title 59 risk control program.** Every local government should have a litigation risk committee to monitor the status of lawsuits and reduce potential liabilities.
- **Encourage your Police Department to achieve accreditation.** It is critical that police policies and training be kept current. Verify this by having your police agency accredited.
- **Implement the Child Abuse risk control program.** Under 2019 legislation, local public officials can be held personally responsible if they fail to act. A model policy and procedure is available on the MEL web site.
- **Each year, reevaluate your cyber security plan.** Police departments are especially vulnerable. The MEL published an extensive cyber risk program on its website.
- **Implement an environmental risk control program.** Talk with your risk management consultant about steps that have been taken to protect your local government from these claims. For example, thirteen JIFs in the MEL established the New Jersey Municipal Environmental Risk Management Fund (E-JIF) that provides the most extensive pollution liability coverage available to local governments anywhere in the country.

Government risk management is becoming more complicated because of new laws that have significantly increased the cost of workers' compensation and liability claims. The only long term answer is risk management that must begin with the governing body taking an active part. The status of the risk management program should be a monthly topic on the governing body's agenda.

The MEL distributes a 234 page risk management handbook. There is no charge for copies and the book is also available on the MEL's website. If you have any questions, please contact your Risk Manager, Local JIF Executive Director or Local JIF Safety Director. 



SAFETY TRAINING REDUCES ACCIDENTS

16%↑ Safety training participation increased 16% in 2020 despite the pandemic.

19%↑ This year participation increased another 19%.

THE CHALLENGE:

When the pandemic closed down classroom safety training, the MEL transformed the courses to several online formats. The most successful are those in which employees can interact with instructors.

- Within two months, the 15 safety courses most in demand were available online – with CEU credit.
- Following the initial rollout, an additional 63 courses were also online – with CEU credit.
- A digital training platform called MSI NOW was added providing 24/7 computer access to over 220 essential safety subjects
- Developed the programs in-house so they can be conducted and adopted to meet MEL member needs at no additional cost

THE RESULTS:

- Over 62,000 employees registered for training in 2020 – a double digit increase from the prior year. Participation continues to increase at double digit rates in 2021.
- Class size more than doubled to 58 students from an average of 18 in classroom settings
- State mandated training regarding protection of children from abuse was made available as a webinar in the evenings to accommodate work schedules – over 4,500 employees have already participated.



Most importantly, the lost time accident frequency rate decreased below its pre-pandemic rate to its lowest level since the inception of the MEL. The reduction demonstrates the importance of high quality, accessible training – and the benefit it provides to MEL/JIF members.



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2020 Census Milestone

A great success for New Jersey

Patreinnah Acosta-Pelle, U.S. Census Bureau

Public Law 94-171, enacted by Congress in December 1975, requires the Census Bureau to provide states the opportunity to identify the small area geography for which they need data to conduct legislative redistricting. The law also requires the U.S. Census Bureau to furnish tabulations of population to each state, including for those small areas the states have identified.

On Thursday, September 16, 2021, the U.S. Census Bureau released the user-friendly version of the data for the general public's use. These data provide the first look at populations for small areas and include information on Hispanic origin, race, age 18 and over, housing occupancy, and group quarters. The legacy format data, for States to redraw congressional, legislative, and local redistricting boundaries, was released on August 12. The data represents where residents lived as of April 1, 2020, from the nation, down to the block level.

New Jersey's numbers

In 2020, the State of New Jersey's population topped 9 million; and during the lead up to the 2020 Census, New Jersey formed 235 Complete Count Committees to assist in the counting efforts.

As of 2020, the top five counties with the highest population were:

- Bergen: 955,732**
- Essex: 863,728**
- Middlesex: 863,162**
- Hudson: 724,854**
- Monmouth: 643,615**

The ongoing battle between the cities continued with Newark (population of 311,549, +12.4% from 2010) holding down the number-one spot as New Jersey's largest city. Jersey City (292,449 +18.1% from 2010) came in second, with Paterson (159,732, +9.3% from 2010) in third, Elizabeth (137,298, +9.9% from 2010) coming in fourth, and Lakewood Township (135,158, +45.6% from 2010) rounding out the top five largest cities in New Jersey in 2020.

State diversity

The 2020 Census used two separate questions (one for Hispanic or Latino origin and one for race) to collect the races and ethnicities of the U.S. population. The Diversity Index (DI) measures the probability that two people, chosen at random, will be from different racial and ethnic groups.



The data shows that the United States experienced a Diversity Index increase from 54.9% in 2010 to 61.1% in 2020. In particular, New Jersey's diversity index was one of the highest state scores found.

In 2010, the Diversity Index of New Jersey was 59.4%, ranking number 9 out of 51 states (this includes the District of Columbia). However, in 2020, New Jersey's diversity index increased to 65.8%, ranking 7 out of the 51 states (including District of Columbia). By size, the largest Racial or Ethnic Group in New Jersey in 2020 is White alone, not Hispanic or Latino, making up 51.9% of the state's population, down from 59.3% in 2010. Hispanic or Latino came in as the second largest Racial or Ethnic group, at 21.6% of New Jersey's population in 2020, up from 17.7% in 2010. Rounding out the top three, Black or African American alone, not Hispanic or Latino was the third largest Racial or Ethnic Group, coming in at 12.4% of the state's population in 2020, down just slightly from 12.8% in 2010.

A milestone moment

Acting Director Ron Jarmin stated, "we are excited to reach this milestone of delivering the first detailed statistics from the 2020 Census. We appreciate the public's patience as the Census Bureau's staff worked diligently to process the data and ensure it meets our quality standards."

"It was an enormous task to overcome the hurdles and obstacles of the COVID-19 pandemic to finally arrive at this day. It was because of our amazing partners, and their tireless and creative efforts in ensuring their local community members understood the importance of being counted, making the 2020 Census the most successful in the history of our region," says, Jeff T. Behler, New York Regional Census Director. 🇺🇸

@ For any questions or concerns, reach out to the New York Regional Office at 1-800-991-2520 or email New.York.Regional.Office@census.gov.

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Coastal Management Plans

New Jersey coastal towns striving for economic sustainability, navigable waterways, ecologic health, and flood protection

Eric Rosina, C.C.P., Vice President, ACT Engineers, Inc

If rising tides are said to float all boats and sea levels are rising, why are so many boat owners in New Jersey complaining? Why are the New Jersey Department of Transportation Office of Maritime Resources, the United States Army of Corps Engineers (USACE) Operations Unit, and local maritime communities working tirelessly to restore navigable water depths within the state, federal and local waterways throughout the state? And, if so many resources are being expended in this effort, how can we best leverage this work to build storm resiliency and reduce nuisance flooding in our coastal communities?

The answer may be closer than you think. Several communities have begun to think holistically about these issues and have retained engineers to assist in taking the first steps to put plans into action.

The past and the future

Much has been said and written about the historical trend of rising sea levels and the coastal communities of New Jersey. In the 1980s, the New Jersey Department of Environmental Protection (NJDEP) and the USACE, with the insights and assistance from the late Ambassador Hughes, provided an elegant framework for beach nourishment that has protected the beaches of New Jersey through many storms and maintained one of New Jersey's primary tourism attractions.



This photo of the back bay marsh areas in Ocean City illustrates the erosion taking place due to rising tides and storm events

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Coastal Management Plans

From beach nourishment to dune creation, these projects have and continue to hold the leading edges of our state's oceanfront. Communities have learned to accept the presence of dredge discharge pipes and grading equipment for relatively short duration projects, knowing that they prepare and protect communities for the coming storms.

In the wake of Superstorm Sandy, which exposed the dangers associated with the unprotected shorelines on the back bays, the Federal Emergency Management Agency (FEMA) restored uplands; and the National Oceanic and Atmospheric Administration (NOAA), through the National Fish and Wildlife Foundation, provided grant funds to restore and protect the marshes, estuaries and habitats impacted by the storm.

Nonprofits, academia, community leaders, and regulators have advanced project permitting and restoration

projects throughout the state to restore the shorelines and back bays at an unprecedented rate, and all should be commended for their Herculean efforts.

Last year, Ocean City took a proactive step and developed its own Back Bay Management Plan for the care and preservation of the city's back bay area in the Great Egg Harbor.

Simultaneously, the USACE, with NJDEP initiated the NJ Back Bay Study to evaluate long-term need and concept-

level solutions to protect the barrier islands and mainland coastal communities should historical sea level rise continue unchecked into the future.

Action plans

As community leaders listen to back bay residents, they hear two main messages: 1) Our boats can no longer get out of the slips and channels throughout the tidal cycles; and 2) Our marshes are shrinking and sinking.

Recognizing that sediment in these waterways could potentially be used to restore the marshes, community leaders have begun to take the first steps by trying to quantify the problems in their communities. Engineers have assisted towns like Ocean City, Atlantic City, Stafford, and Brick to conduct township-wide bathymetric surveys to determine how much sediment has been deposited in their waterways; and to prepare township-wide dredge permit



A bathymetric survey for a city-wide dredging permit in the Gardners Basin area of Atlantic City

applications (some pending approval), to begin the waterway restoration process.

These towns have also begun discussions with state and federal agencies about dredge material management strategies that would build community resilience and restore the ecosystems that have been disappearing year after year. At a recent community workshop in Stafford, Administrator Matthew von der Hayden acknowledged that “...the first step is securing the permit which would allow other opportunities to come to fruition. To get to that point, we have to continue to work that permitting process.”

Although the Back Bay Adaptive Management Plan was developed for Ocean City, every coastal/barrier island town should move forward to develop its own coastal management plan and determine its own locally preferred options for future planning.

Last year, Ocean City took a proactive step and developed its own Back Bay Management Plan for the care and preservation of the city’s back bay area in the Great Egg Harbor. The plan’s goals are based on economic sustainability, navigable waterways, ecologic health, and flood protection for Ocean City. In 2015, Ocean City Mayor Jay Gillian and Council Members all recognized the need to manage dredging and drainage

issues related to waterways in and around their barrier island. Ocean City retained an engineering team to develop a manageable and effective plan that would focus on all aspects of the impacted back bay areas.

Restoring waterways

With multiple coastal towns now following suit, the first part of the

program focuses on restoring waterways. This process reinvigorates the marine community and develops the building blocks of the long-term Comprehensive Back Bay Adaptive Management Plan. Included is a collection of data with bathymetric surveys, material testing, establishing local flow patterns, and identifying beneficial dredge material re-use possibilities for permitting purposes.

It's what New Jersey does today that counts the most.

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Coastal Management Plans

It incorporates the evaluation of survey data revealing existing depths along with navigational requirements, dredge material volume calculations, engineering design of the areas needing to be dredged, and not insignificantly, development of community-wide permits. Once the permits are approved, the city will conduct routine maintenance dredging to restore its waterways while adding to the real estate value, recreational lifestyle, and aquaculture.

While effective, this progress is mid-cycle for Ocean City. By tracking year-to-year progress, Ocean City's engineers understand the quantity of sediment available, where it will be and when it will be available. This not only provides a budgeting framework but also provides resource availability schedules for future marsh restoration and resiliency building projects. Data from each year's program and continual community engagement feeds back into the program design. This annual program information is evaluated, and new goals are created, thereby leading to the adaptive nature of the plan. This approach is designed to be cyclical, meaning the phase leads directly back into the plan, creating a positive feedback loop to the adaptive management plan.

Although the Back Bay Adaptive Management Plan was developed for Ocean City, every coastal/barrier island town should move forward to develop its own coastal management plan and determine its own locally preferred options for future planning. With a bit of planning now, we can make sure that as we watch the rising of the tide, we plan for the protection of our communities, restore our ecosystems, and create a more resilient New Jersey. 🌊

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Website: <https://actengineers.com>



Inspecting dredging operations for Ocean City's Snug Harbor residential boat slips.

NJ Back Bay Study

The USACE NJ Back Bay Study proposes storm surge barriers, cross bay barriers, elevation and floodproofing of our buildings, and perimeter measure designs (available as a draft at the time of this writing) to protect the state's coast well into the 22nd century.

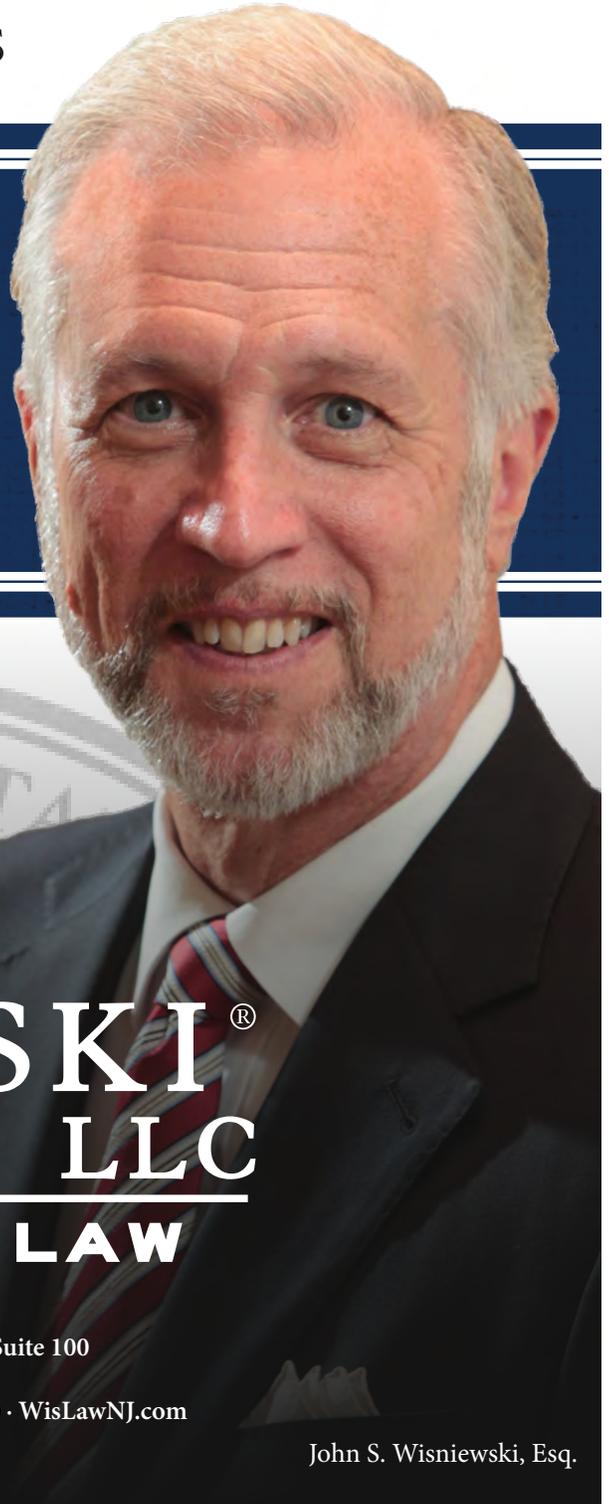
While effective, local communities are asking key questions about when and how and, most frequently, at what cost? Some communities have even gone to the next step of proposing alternate solutions that preserve the elegance of adaptability and self-preservation by leveraging the knowledge of the people who know New Jersey back bays best—their residents.

The draft USACE Back Bay Study also made considerations for alternative plans that prioritize economic development, building retrofits, a natural-based plan, and a locally preferred plan that has not been identified yet. The locally preferred plans to be created by municipalities will allow them to express their specific needs to protect their residents and assets. This comes at a perfect time, as Governor Murphy signed a law (A-2785/S-2607) earlier this year that requires municipalities to include coastal storms, higher seas, and flooding effects in updates to their master plans. This will allow for an investigation/study to be performed based on the municipalities' specific needs to protect their residents from storms, sea level change, and flooding.

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Bring Your Own Reusable Bags

NJ Clean Communities shares education on upcoming single-use plastics ban

JoAnn Gemenden, Executive Director, New Jersey Clean Communities Council



Asbury Park Mayor John Moor joined with New Jersey Clean Communities Executive Director JoAnn Gemenden, Asbury Park Clean Communities Coordinator Yvonne Adams and other officials to distribute reusable bags on the Asbury Park boardwalk on August 12. It was part of an ongoing statewide education campaign known as “Bag Up NJ,” which focuses on the upcoming ban of paper and plastic bags at stores beginning May 4, 2022. The message now: Please begin bringing your own reusable bags to the store when you shop. Learn more at BagUpNJ.com. From left to right: Asbury Park Mayor John Moor, Asbury Park Clean Communities Coordinator Yvonne Adams, Newark Clean Communities Coordinator Brenda Anderson, New Jersey Clean Communities Executive Director JoAnn Gemenden and Will Johnson, clean communities coordinator for Monmouth County.

In just a few short months, the Garden State promises to be cleaner and greener thanks to Gov. Phil Murphy and the New Jersey Legislature who passed the most progressive single-use plastics ban in the country.

The statewide ban, effective May 4, 2022, seeks to create an effective and uniform sustainability policy for all shoppers and business owners in New Jersey. The new law bans the provision or sale of single-use carryout plastic bags, polystyrene foam food service products, and single-use paper carryout bags at grocery stores at or over 2,500 square feet.

Beginning November 4, 2021, single-use plastic straws will only be provided upon customer request at all food service businesses. Packages of straws and pre-packaged items, such as juice boxes, may still be sold in stores.

Sustainable decisions

To help educate New Jersey residents, the NJCCC has

launched a “Skip the Straw” campaign. By skipping the straw, or bringing your own, it helps reduce litter, which in turn protects the health of our waterways and our wildlife. Making more sustainable decisions today will protect New Jersey’s environment for future generations. Bringing reusable bags and straws is an easy and worthwhile habit to create.

Need help getting prepared? The NJCCC has joined forces with the state Department of Environmental Protection (DEP) and the New Jersey Business Action Center (NJBAC), part of the NJ Department of State, to help educate residents and business owners alike to prepare for the launch of the sweeping changes that are coming to all retail, grocery stores, and food service businesses.

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Reusable Bags

Bag up NJ

The NJCCC, one of the lead proponents of reducing our reliance on single use plastics, has launched a statewide education campaign, known as “Bag Up NJ.” The campaign has a simple sustainability message for consumers: Bring your own reusable bag(s) anytime you shop.

Their website, www.BagUpNJ.com, offers myriad valuable resources, including free downloadable graphics such as web banners, social media posts, signs, flyers, and even taglines. The NJCCC is also looking for government and business partnerships to augment its reusable bag giveaway programs.

“The new plastics ban law will impact all retail stores, groceries, and food service businesses statewide, from restaurants to food trucks and government agencies and there’s not much time for businesses to prepare. That’s why we are asking for your help now in educating the businesses in your communities about their responsibilities under the new law,” requests Melanie Willoughby, Executive

For more information...

The NJBAC, NJDEP, and NJCCC are conducting roundtables around the State with Economic Development Agencies, Chambers of Commerce, and other business organization to prepare businesses and their customers and build enthusiasm for the program. Email melanie.willoughby@sos.nj.gov to set up a roundtable for your organization.

At www.business.nj.gov the “live chat” feature and helpline at **1-800-JERSEY-7** connects you to NJBAC experts that can answer your business questions and direct you to the resources you need, Mon.-Fri., 8 a.m.-5 p.m.

The NJDEP is the compliance regulator. Its website, www.nj.gov/dep/plastic-ban-law/, provides a timeline for implementation, FAQs, and a listing of establishments that are covered by the law.

Director of the NJBAC. “The team at the NJBAC, NJDEP and NJCCC have put together a comprehensive website designed to get you the most current information you need, and a vendor clearinghouse of manufacturers and suppliers providing products that

comply with the new standards. We urge you to visit business.nj.gov to become familiar with its features.”

@ To get involved and learn more, visit www.njclean.org.



New Jersey Clean Communities will be taking an in-depth look at the Plastic Bag Ban legislation at the session **NJ Clean Communities: Exploring the Implementation of the Plastic Bag Law on Tuesday, Nov. 16 at 3:30 p.m. in room 401.**

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Whole-of-Community Approach

Building a secure and resilient state

*New Jersey Office of
Homeland Security and Preparedness*



New Jersey’s residents, visitors, community leaders, businesses, places of worship, and schools play vital roles in keeping our communities safe and secure. Preparedness is a shared responsibility that requires everyone’s involvement. The New Jersey Office of Homeland Security and Preparedness (NJOHSP) leads and coordinates New Jersey’s counterterrorism, cybersecurity, and preparedness efforts while building resiliency throughout the state.

With a whole-of-community approach to achieving its mission, NJOHSP develops programs and offers resources to educate, strengthen partnerships, and increase information sharing with federal, state, county, and municipal government agencies, as well as the residents of New Jersey. The Hometown Security Initiative, the New Jersey Shield program, and efforts being taken by the New Jersey Cybersecurity and Communications Integration Cell (NJCCIC) are key measures to bolster statewide capabilities.

Homeland Security starts with Hometown Security

NJOHSP coordinated with the New Jersey State Police and US Department of Homeland Security (DHS) to develop the Hometown Security Initiative as a pathway to engage local communities to enhance their levels of preparedness and build a more secure and resilient New Jersey. Piloted in June 2016, the Hometown Security Initiative allows federal, state, and local agencies to connect directly with the local community, small businesses, faith-based organizations, and educational institutions.

Through the initiative, NJOHSP coordinates the delivery of customizable in-person and virtual seminars designed to encourage audience participation and interactive discussions with government representatives on an array of topics, including Recognizing and Reporting Suspicious Activity, Cybersecurity Practices for Small Businesses, and Individual and Community Preparedness. Participating agencies—such as NJOHSP, the New Jersey State Police, DHS, and local police departments, offices of emergency management, and county prosecutors’ offices—focus on educating community participants on common risks they may face and provide them with tools and resources to assist in enhancing security and building their preparedness posture.

New Jersey Shield

New Jersey is home to many organizations performing vital functions both locally and nationally. The New Jersey Shield program was launched to connect with these organizations. This collaborative effort between NJOHSP and the New Jersey Regional Operations & Intelligence Center (NJ ROIC) is a private-public partnership program that fosters information sharing and strengthens collaboration by enhancing communication between New Jersey State agencies, homeland security representatives, and law enforcement officials, as well as private- and public-sector managers of security, emergency management, and business continuity.

New Jersey Shield partners with similar programs worldwide, providing a global network of intelligence to share and access easily from one site. The program is a no-cost service that serves as a centralized location for members to obtain counterterrorism, cybersecurity, and emergency preparedness information and resources. This includes a member-only portal, accessible at <https://njohsp.gov/newjerseyshield>, that contains analytical products, educational opportunities, and resources made available by New Jersey agencies and global partners.

Membership is open to federal, State, and local government representatives or law enforcement agents tasked with counterterrorism, cybersecurity, or emergency preparedness duties, as well as private- or public-sector security directors or managers tasked with duties related to their organization’s security, emergency management, and business continuity.

New Jersey Shield’s motto, “Working Together to Build a Prepared and Resilient New Jersey,” highlights the importance of two-way communication to the program’s success. Members are asked to report suspicious activity, share their subject matter

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expertise and best practices, aid in identifying preparedness and resiliency gaps, and assist in developing solutions.

NJCCIC

The mission of the NJCCIC is to lead and coordinate New Jersey's cybersecurity efforts while building resiliency to cyber threats throughout the state. In this role, the NJCCIC is tasked with the strategic development and execution of the State's cybersecurity efforts, which includes acting as the state's one-stop shop for cybersecurity information sharing, threat intelligence, best practices, and incident reporting and response. In addition, the NJCCIC is tasked with the development, management, and execution of an information security program that ensures the confidentiality, integrity, and availability of the information resources, systems, and services of the State of New Jersey Executive Branch's departments and agencies.

Located at the NJ ROIC and acting in a cyber fusion center capacity, the NJCCIC is comprised of members from

Municipal Resources

There are various no-cost resources and solutions for municipalities to take advantage of from the NJCCIC, CISA, and MS-ISAC.

These resources were highlighted in the August 2021 New Jersey Public Sector Partners Symposium and can be found online, along with a recording of the event. Information on cybersecurity best practices, ransomware, cyber threat mitigation guides, and much more is also available at www.cyber.nj.gov.

If you are interested in any of these programs or want to learn more, please email RiskManagement@njohsp.gov about the Hometown Security Initiative, NJShield@njohsp.gov about New Jersey Shield, NJCCIC@cyber.nj.gov about the NJCCIC, and Communications@njohsp.gov about NJOHSP.

NJOHSP, the New Jersey Office of Information Technology, and the New Jersey State Police. The NJCCIC also maintains partnerships with other state and federal agencies, including the New Jersey Office of the Attorney General, the FBI, the Cybersecurity and Infrastructure Security Agency (CISA), national organizations such as the Multi-State Information Sharing and Analysis Center (MS-ISAC), and various sector-specific working groups and information sharing and analysis organizations.

Through weekly bulletins, alerts and advisories, symposiums, vulnerability and cyber threat notifications, presentations, and website publications, the NJCCIC provides its members and the public with near real-time threat intelligence, cybersecurity information, and best practices to ensure awareness of the current cyber threat landscape and ways to remain resilient to these threats. In doing so, the NJCCIC develops a better overall cybersecurity posture for the State. 

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Planning for the Unexpected

Conversation of Your Life engages communities in important discussion



Adelisa Perez-Hudgins, *Director of Quality,*
New Jersey Health Care Quality Institute



Municipal Support for Residents

Here are a few ways that mayors and municipal employees can provide support to their residents:

- Refer residents to Division of Aging Services' programs and services, which aim to help older adults maintain their independence and live in their communities for as long as possible with assistance. The programs can be found on their website at www.nj.gov/humanservices/doas/services/.
- Share COYL resources available at www.njhcqi.org/coyl. Here, residents will be guided through three easy steps to help them think about, communicate, and document their wishes for care. The website link can be shared on municipal social media channels, newsletters, or on municipal websites.
- Ask about hosting a COYL program for your residents. Programs are available for different populations (young adults, caregivers, retirees, older adults, Veterans, individuals with Dementia, and others) and in languages other than English. Municipal leaders can reach out to Adelisa Perez-Hudgins at aperez@njhcqi.org if you are interested in bringing a COYL program to your town.

Throughout the COVID-19 pandemic, Conversation of Your Life (COYL) task force members and volunteers have continued to engage people in important discussions about the kind of care they would want in the event of a medical emergency or serious illness.

During the pandemic, these discussions about advance care planning became more critical just as people could no longer meet in person. In cities and towns across New Jersey, COYL found new ways to talk with residents about advance care planning—and to help them legally record their wishes.

COYL, a program of the New Jersey Health Care Quality Institute, connected with residents over the phone, through email, and on video platforms. In place of COYL's traditional in-person programs, task forces created webinars about planning ahead for the unexpected and how to legally put your wishes for care in writing. COYL's webinars are not just for residents, but also for caregivers and clinicians.

Webinar series

An example is a three-part webinar series for caregivers that discusses how to address your aging parents' needs and expectations, setting caregiver boundaries, and how to have difficult conversations with those who are important to you. COYL also has resources dedicated to veterans, and others for people living with Alzheimer's or Dementia.

People were and continue to be appreciative of our ability to help them start these important conversations, and to provide them with the tools they need to record their wishes. COYL task forces were able to continue reaching people around the state with our virtual programming.

The Quality Institute started COYL in 2014 and the program is now in 15 New Jersey counties. The program is driven by volunteers and trusted members of communities, such as county and municipal officials, including mayors, and religious leaders, librarians, health care professionals, and others.

New partnership

This past year, COYL also partnered with Rowan University and the New Jersey Division of Aging Services to provide advance care planning training sessions beyond community members. The training was for employees and volunteers of the Division's NJ Aging Network, which includes Adult Day Programs, the Program of All-Inclusive Care for the Elderly (PACE), Jersey Assistance for Community Caregiving, Area Agencies on Aging/Aging & Disability Resource Connection, the Statewide

Respite Care Program, and others. Sessions covered topics such as options for medical care, how to have conversations with program participants, and advance directive forms.

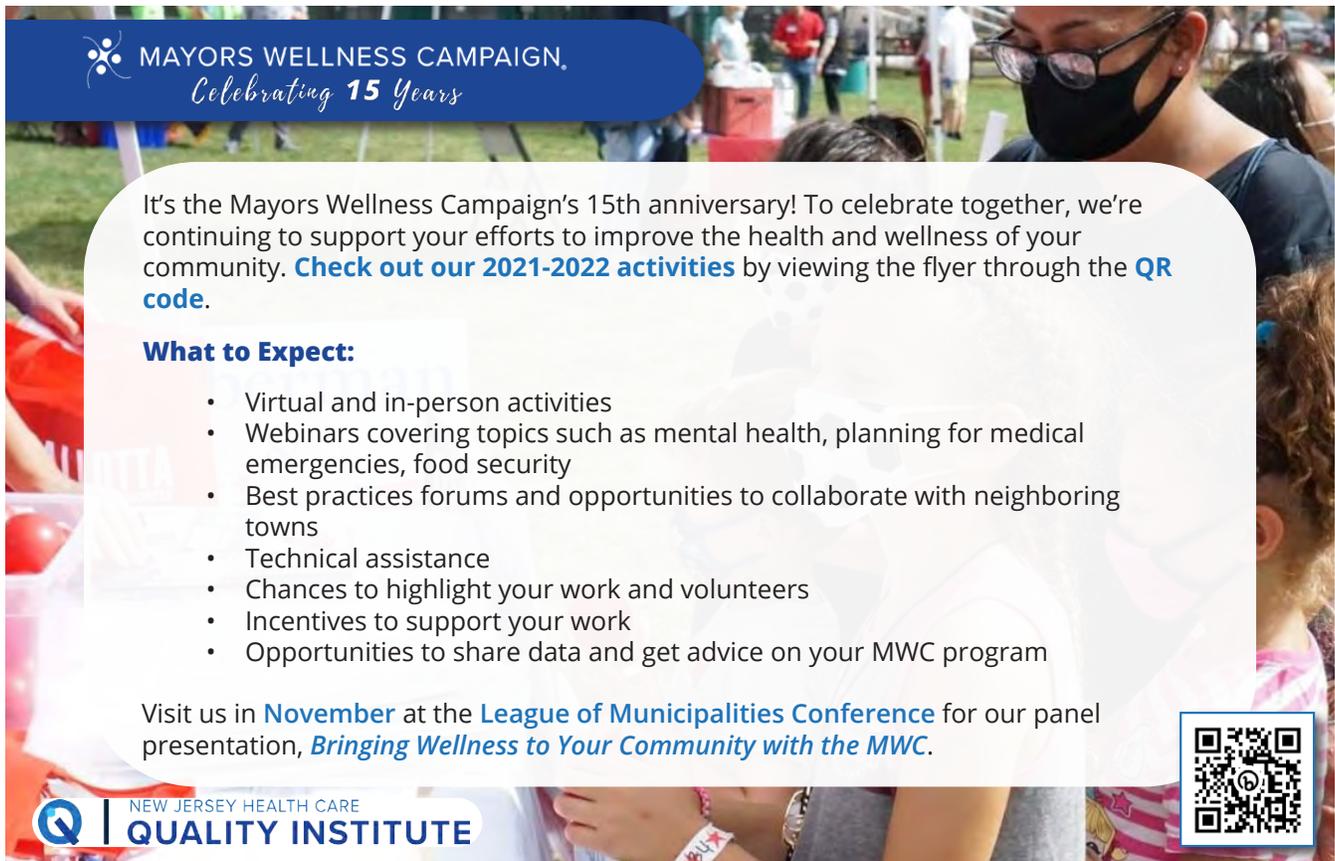
We realized the impact this challenging year has had on caregivers and health care professionals dedicated to caring for others. Through these trainings, we were able to provide support and education to professionals as well as caregivers. We now want mayors to share these tools and resources to support even more New Jersey residents. 📌

About the New Jersey Health Care Quality Institute:

At the New Jersey Health Care Quality Institute, our mission is to improve the safety, quality, and affordability of health care for everyone. Our vision is to create a world where all people receive safe, equitable, and affordable health care and live their healthiest lives.



The Mayors' Wellness Campaign will hold a session at **1:30 p.m. on Tuesday, Nov. 16 in room 415.**



MAYORS WELLNESS CAMPAIGN,
Celebrating 15 Years

It's the Mayors Wellness Campaign's 15th anniversary! To celebrate together, we're continuing to support your efforts to improve the health and wellness of your community. **Check out our 2021-2022 activities** by viewing the flyer through the **QR code**.

What to Expect:

- Virtual and in-person activities
- Webinars covering topics such as mental health, planning for medical emergencies, food security
- Best practices forums and opportunities to collaborate with neighboring towns
- Technical assistance
- Chances to highlight your work and volunteers
- Incentives to support your work
- Opportunities to share data and get advice on your MWC program

Visit us in **November** at the **League of Municipalities Conference** for our panel presentation, *Bringing Wellness to Your Community with the MWC.*

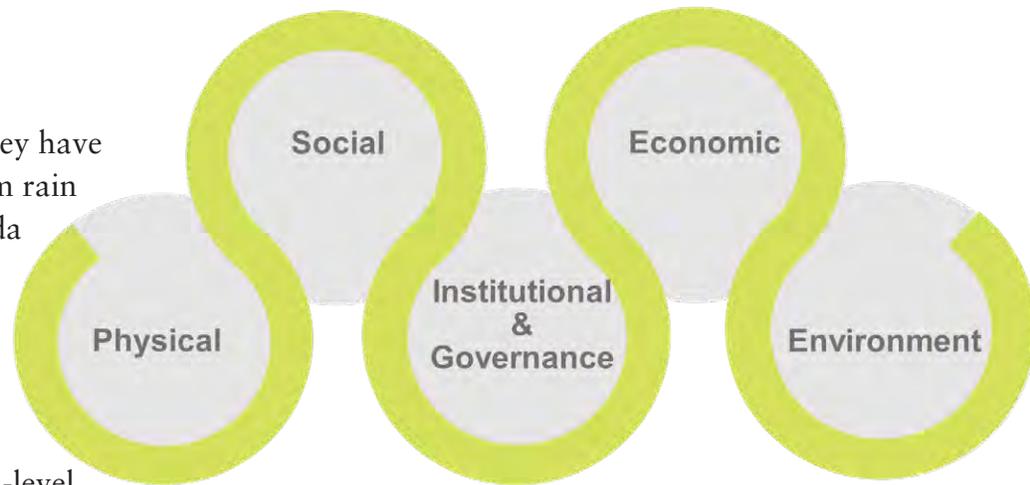



Resilient New Jersey

Reframing resilience across New Jersey

Megan Bushlow, *Water Engineer, Arcadis U.S.*

Communities across New Jersey have faced repeated struggles from rain events like Tropical Storm Ida over the summer of 2021, leading to widespread property damage and overwhelming local emergency management officials. Flash floods and storms are growing in intensity and coupled with the impacts of sea-level rise on sunny-day flooding and storm surge, people across the state and country are becoming increasingly vulnerable.



PILLARS OF RESILIENCE

In an effort to help mitigate future risk, the New Jersey Department of Environmental Protection (NJDEP) Bureau of Climate Resilience Planning launched the Resilient NJ initiative in 2020, funded by the U.S. Department of Housing and Urban Development (HUD).

Implementing solutions

The goal of Resilient NJ (RNJ) is to build on existing efforts and capabilities in New Jersey to create and implement creative regional planning solutions that address current and future flood-related hazards and promote the health and well-being of coastal and riverine communities. Four regions across the state are participating in the program: Northeastern New Jersey, the Raritan River and Bay Communities, Long Beach Island, and the Atlantic County Coastal Region.

In each region, the program brings together resilience experts, local leaders, community organizations, residents, and regional infrastructure entities to develop solutions that reduce flood risk and build resilience. The RNJ program is just one component of New Jersey's statewide climate resilience initiative, and is intended to complement other ongoing statewide, regional, and local efforts. The development of regional action plans through this program aims to leave a legacy of local, regional, and cross-regional coordination among resilience players.

CBO partnerships

Community input is central to the RNJ program, and to maximize reach, each regional team has partnered with local community-based organizations (CBOs) to lead outreach to community members who are most likely to be impacted by flooding. Each region is actively involving community members at each step of the project to gather feedback to guide development of flood risk reduction solutions that are reflective of community vision and priorities. Effective community engagement that is carefully structured to include various outreach channels and multiple touchpoints will allow the program to advance solutions that equitably improve resilience.

Resilience, in the context of flooding and climate change, refers to the ability of systems to absorb and adapt to shocks and stresses while becoming better positioned to respond in the future.

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Resilient New Jersey

We can advance resilience by creating physical change that you can see and that will prevent flood damage, as well as creating strong civic and governance systems that support inclusive decision-making so we can equitably adapt to changing conditions.

While most people assume that a resilient New Jersey is one that doesn't flood at all, a future without flooding is virtually impossible, and resilience means recognizing that there will be challenges but that we can strategically prepare for them. With this in mind, every report, anecdote or experience related to flooding that is shared with the program helps the teams to evaluate the region's vulnerability in light of these all-too-frequent storms.

In assessing flood risks to the communities, the RNJ project teams will investigate interdependencies of systems and the interwoven elements that can create ripple effects throughout

a community. People are at the heart of the RNJ program, but those same people are dependent on employment and their income, the availability of goods and services, transportation networks that can accommodate emergency evacuations and access to hospitals, and businesses and power and water infrastructure that supports their basic needs.

Protecting quality of life

In building a more resilient New Jersey, everything is on the table because everything has an impact on protecting quality of life. Specifically, the recommendations for flood risk reduction will likely consist of a suite of solutions that are physical and nature-based, policy and governance-related, and that advance adaptive capacity through individual and community-based actions.

Adaptive capacity refers to the ability of individuals and systems to respond to potential damage and the adaptive capacity of community members are influenced by factors such as health, housing, education, and social cohesion.

The four regions that are included in RNJ are some of the most diverse and socially vulnerable areas in the state.



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BIOPHARMACEUTICAL SECTOR IMPACT ON NEW JERSEY'S ECONOMY



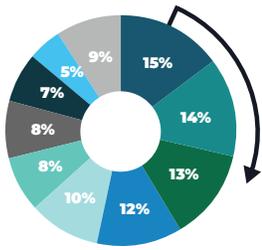
Biopharmaceutical Sector Supported Jobs in New Jersey

60,715
Direct Sector Jobs



244,543 =
Jobs Supported in
Other Sectors

305,258
Total Jobs



Variety of Jobs in New Jersey's Biopharmaceutical Sector

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- Architecture and Engineering (STEM)
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- Management
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- Sales and Related
- Computer and Mathematical (STEM)
- Transportation and Material Moving
- Other*

Biopharmaceutical Sector's Contribution to New Jersey's Economy



ECONOMIC OUTPUT

\$83.4B

Total Value of Goods and Services Supported by Biopharmaceutical Sector



REVENUE GENERATED

\$6.3B

Total State and Federal Taxes Paid



EMPLOYEE PRODUCTIVITY

\$614,168

Per Employee in Direct Biopharmaceutical Sector Jobs

VERSUS

\$176,728

Per Employee Across All New Jersey Jobs



AVERAGE COMPENSATION

\$176,621

Per Employee in Direct Biopharmaceutical Sector Jobs

VERSUS

\$70,388

Per Employee Across All New Jersey Jobs

*Other occupations include areas such as Installation, Maintenance, & Repair, Healthcare Practitioners, Arts, Design, & Media, and Building & Grounds Maintenance, among others.

Source: TEconomy Partners, The Economic Impact of the Biopharmaceutical Industry: U.S. and State Estimates. Report prepared for PhRMA in September 2019 and reflects 2017 data.

Resilient New Jersey

They are coastal areas in which residents face the combined risks of coastal surge, sea-level rise and coastal erosion, flash flooding from rainfall, and flooding along tidally influenced rivers. Some of the areas have combined sewer systems, which presents added health hazards from flooding that occurs due to sewer system back-ups. Combining all of these factors presents an elevated level of risk that needs to be informed by actual experiences to make sure the solutions reflect community members' priorities.

Do communities want more green space to promote wellbeing and help reduce storm surge, or would a community center that facilitates relationship-building and provides shelter during a storm be more desirable?

Would they be interested in taking individual actions to mitigate flooding, and if so, what resources are available to provide guidance on cost-effective

actions and how to finance them?

Mitigating risk in a community facing a myriad of challenges means reflecting their top priorities and simultaneously creating opportunity that scales back the intensity of the obstacles preventing recovery.

While there is no single solution that will prevent climate change from affecting New Jersey, this program is an opportunity for residents to shape their own response to future storms and sea-level rise. It also serves as a reminder that, beyond a specific flood-focused program, every social, environmental, and economic decision needs to be shaped with input from everyone, particularly vulnerable populations. Siloed decision making will only make recovering from natural disasters slower and more expensive, but by combining efforts and perspectives, New Jersey will instead grow more resilient. 📌



The Regional Teams

Community members, local agencies and organizations, and resilience practitioners are encouraged to get involved in the regional projects!

Northeastern NJ: Jersey City, Newark, Hoboken, Bayonne, Hudson County, Ironbound Community Corporation, HOPES Community Action Partnership
www.resilient.nj.gov/nenj

Raritan River and Bay Communities: Carteret, Old Bridge, Perth Amboy, Sayreville, South Amboy, South River, Woodbridge, Middlesex County, YMCA Raritan Bay
www.resilient.nj.gov/rrbc

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www.resilient.nj.gov/lbi

Atlantic County Coastal Region: Ventnor, Atlantic City, Margate, Longport, Brigantine, Pleasantville, Northfield, Atlantic County, American Red Cross
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- **Clarence Anthony,**
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- **Tucson Mayor
Regina Romero**



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- **Pleasant Hill Mayor
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Administrative Success

Boroughs of Bay Head and Point Pleasant enter into shared services agreement

Frank Pannucci, *Borough Administrator, Bay Head and Point Pleasant*

The Borough of Bay Head and the Borough of Point Pleasant have entered into a Shared Services Agreement for Administrative Services, an arrangement both governing bodies are hailing as a move that will greatly benefit both municipalities.

The State of New Jersey is often pushing municipalities to share services with other local entities in an effort to reduce overall costs and improve services.

Governor Murphy through the New Jersey Department of Community Affairs is also quoted as saying that “It is imperative for New Jersey’s 565 municipalities to collaboratively pursue shared services so they can operate more efficiently and ensure better delivery of services for our residents.”

A true partnership

According to Robert A. Sabosik, Mayor, Point Pleasant Borough, “This is a true partnership with two neighboring towns that have a rich history and unlimited potential with further cooperation and sharing. With Mr. Pannucci, we have one of the best administrators in the entire state, who is more than up for the challenge. He has been an integral part of my administration’s accomplishments since we hired him and is a tireless worker. I’ve no doubt he is going to be of the same benefit to Bay Head as he is with us. A shared service for municipalities pools resources, maintains (and in this particular case increases) levels of service and reduces overall costs. To be able to do this with a valued neighbor such as Bay Head is a groundbreaking opportunity that should be the model for towns in the rest of the state to follow.”

Mayor Sabosik added that “This is something that both political parties throughout the state actually agree on, greater shared services for high level positions between municipalities. Towns can benefit from an economy of scale for various services from certain public works or engineering functions to procurement and financial functions and in what I consider a first, administration.”

Mayor Bill Curtis of Bay Head, Executive Board Member, NJLM, echoed those statements and added, “We know Mr. Pannucci well and we know what he’s accomplished with Mayor Sabosik and Point Pleasant’s Council. I’ve no doubt he



(L to r) Point Pleasant Borough Mayor Robert Sabosik, Borough Administrator Frank Pannucci, and Bay Head Mayor Bill Curtis, a member of the NJLM Executive Board.

is going to bring a wealth of knowledge and experience to Bay Head that our residents will ultimately benefit from.”

“With a shared service, we are not just sharing an administrator,” he added, “we are sharing both towns’ entire networks and knowledge. There are things Point may do better than us that we could end up mirroring and vice versa. As a matter of fact, such agencies as Moody’s Investor Services have been quoted in countless articles on the topic hailing the benefits of such arrangements throughout the state. There are 565 municipalities in our State, and almost all of them have their own Administrator, Chief Financial Officer, and other executive positions. It’s time towns start sharing more resources to curb property tax growth in our state.”

Catching opportunities

Point Pleasant Council President Antoinette DePaola added that “Municipalities across the state, especially smaller ones here at the Jersey Shore, don’t do enough with each other. There are multiple missed opportunities to share financial burdens for necessary positions and more importantly, there are missed opportunities to learn from one another and grow professionally to better serve our residents. This is one of those opportunities we do not want to miss. New Jersey’s residents don’t want to see exorbitant tax increases and at the same time don’t want their services diminished. Towns like Bay Head

and Point Pleasant are leading by example with an arrangement like this.”

Bay Head Council President Doug Lyons echoed those statements, and said “Point Pleasant and Bay Head entering into this shared services agreement has great potential. On Bay Head’s end, we are small enough where we do not need to pay for a full-time administrator but still need one at least on a part time basis. With this arrangement, we are still paying what we were with our previous part-time administrator, but now we are getting to use an administrator who is known to work around the clock and is available to us when we need him. And logistically speaking, being right next-door really makes this an optimal arrangement. This has the potential for us to receive new grants, share further services down the road, tighten operations and provide greater efficiency. This is something the rest of the state should be pushing and it’s important for us to lead by example.”

Council President Lyons added that “This agreement is for the rest of 2021. Come the end of the year, both governing bodies will evaluate how it went and then decide on the terms going forward if, and I believe it will be, this venture is successful.”

A shared service means both municipalities are ultimately saving money by sharing the position and gaining knowledge and opportunities through cooperation. Bay Head and Point Pleasant Borough have outstanding elected officials that work hard for their residents. By sharing the Administrator position which is a rarity, they will be working together in ways they

haven’t before to the benefit of our residents. Both towns have an opportunity to keep their local identity but at the same time not to duplicate certain services, thus saving taxpayers money. 📌

Frank Pannucci is a graduate of Seton Hall University where holds both a Master’s Degree in Public Administration and a Bachelor’s Degree in Political Science. He also holds a Qualified Purchasing Agent Certification from the New Jersey Department of Community Affairs, Division of Local Government Services.

Author’s Networking Note: I would be remiss if I didn’t mention that one of the reasons I am doing well in this career is because of the tremendous network I have. I am a member of the New Jersey Municipal Management Association (NJMMA) which is an Affiliate of the League of Municipalities. The NJMMA is a professional association consisting of town administrators and managers throughout the state. The networking and relationships made with colleagues is invaluable and vital to being successful in this business. If any administrators reading this article are not aware of the NJMMA, please visit <https://njmma.org/>.

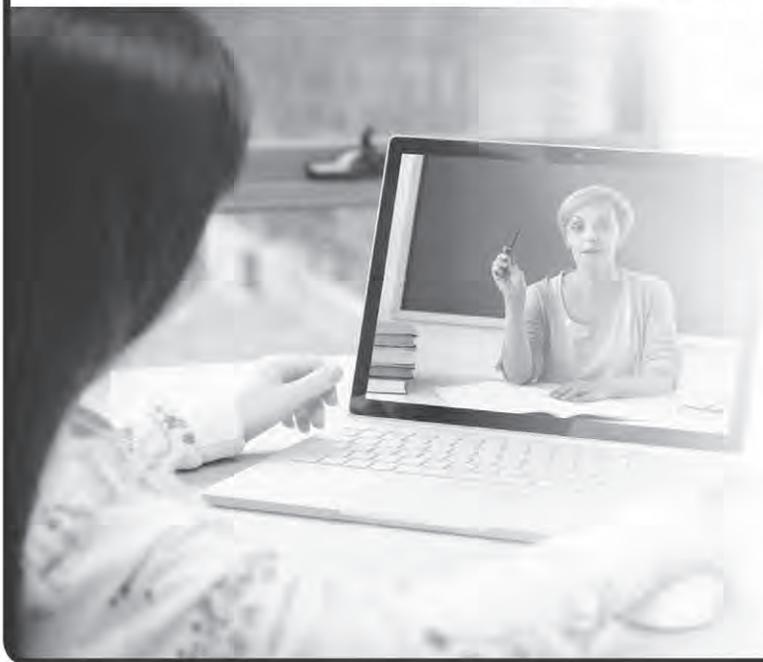
Frank Pannucci will be speaking at the session:
Date Based Decision Making: A Best Practice on Wednesday, Nov. 17 at 10:45 a.m. in room 308.



For more information about Shared Services, attend the session:
Shared Services Update with the Czars on Thursday, Nov. 18 at 10:45 a.m. in room 404.

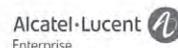
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With the help of 15 issue-based Sustainable Jersey Task Forces and review by the Certification Standards Committee, Sustainable Jersey staff continuously revise and add to over 100 sustainability actions. This diligence ensures that the Sustainable Jersey program continues to be relevant and effective. In addition to attaining certification at the silver and bronze levels, municipalities can also work towards a Gold Star



Randall Solomon, Executive Director, Sustainable Jersey



for individual dimensions of sustainability including Energy, Health, and Water.

In 2017, Sustainable Jersey released the Gold Star in Energy. It provides a roadmap of the specific actions and levels of performance for municipalities to reach energy goals. Woodbridge Township in Middlesex County received the first Gold Star in Energy.

Released in May 2021, the Gold Star in Water identifies specific actions and levels of performance for municipalities to achieve improvements in water quality, quantity and use.

In July 2021 the Gold Star in Health was released, identifying specific actions and levels of performance for municipalities to demonstrate how they have effectively incorporated health in municipal decision-making and addressed certain social and environmental determinants of health within their communities.

Technical Assistance

Sustainable Jersey offers grants and technical assistance to New Jersey municipalities and school districts to help achieve certification and earn Gold Stars. Over \$6.5 million in grants have been provided to towns, school districts and schools for community-based sustainability projects.

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Sustainable Jersey at the Annual New Jersey State League of Municipalities Conference

Sustainable Jersey will share information and case studies at nine sessions at the 106th Annual New Jersey State League of Municipalities Conference.

Annual Sustainable Jersey Awards Luncheon

Tuesday, November 16 11:45 a.m. – 1:30 p.m.

Sheraton Atlantic City Crowne Plaza Ballroom (Ticket Required)

Tuesday, November 16

- 1:30 p.m. Stormwater: Tools to Help Municipalities Weather the Storm
- 3:30 p.m. Bringing the Clean Energy Revolution to Your Community

Wednesday, November 17

- 9:00 a.m. Resources to Support Local Sustainability Initiatives
- 10:45 a.m. Building Healthier Communities Through Municipal Action
- 1:30 p.m. Making the Most of Solar in New Jersey
- 3:30 p.m. Municipal Action for Lead-Safe and Healthy Homes

Thursday, November 18

- 9:00 a.m. State Plan & Sustainable Jersey - Good Planning Together
- 10:45 a.m. Municipal Fleet Electrification
- 1:30 p.m. Reducing Food Insecurity in Your Municipality

NJLM Conference Session Spotlight

Bringing the Clean Energy Revolution to Your Community: This session will provide case studies on New Jersey community efforts to promote electric vehicles, renewable energy and energy efficiency.

Nicole Miller, chair of the City of Newark Green Team, will share her experience planning an outreach campaign to help Newark's residents learn about the New Jersey Comfort Partners Program. New Jersey Comfort Partners is a free energy savings and education program for income-qualified residents. Miller followed the process outlined in the Sustainable Jersey Comfort Partners Outreach Toolkit. The campaign was strengthened with county-wide outreach provided by Sustainable Essex Alliance, a Sustainable Jersey Hub.

Also presenting for this session is Ken Jones, a member of the Glen Rock Environmental Commission. He will share highlights of Glen Rock Borough's outreach efforts focused on residential energy efficiency and electric vehicles.

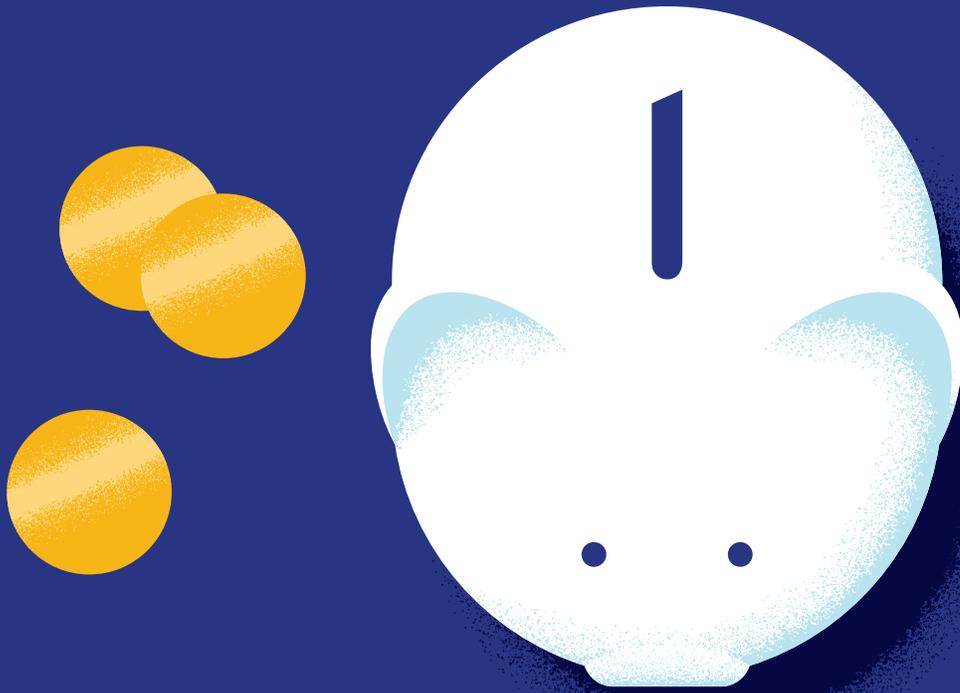
The Energy Smart Rock Homes is a home energy audit program to encourage and help residents get a home energy assessment. Glen Rock Environmental Commission has been successfully promoting the use of electric vehicles by residents while encouraging electric vehicle drivers from neighboring communities to visit Glen Rock for their shopping and dining. Jones will discuss Glen Rock's electric vehicle charging stations and the effective electric vehicle demonstrations and local promotions. ♻️

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Ben Dworkin, Ph.D., *Director, Rowan University Institute for Public Policy & Citizenship (RIPPAC)*

Lame Duck: The End of the Two-Year Legislative Session is Filled With Possibilities

With the election season over, attention now turns towards the legislature’s “lame duck session.” This session falls during the period after the election but prior to inauguration of the new legislature.

The lame duck session often handles the business that wasn’t finished before the Assembly and Senate went on break, usually because there wasn’t enough time on the legislative calendar or because it was seen as politically disadvantageous to take certain votes just before an election.

Thus, the lame duck period is the last chance for Senate President Stephen Sweeney and Assembly Speaker Craig Coughlin to post a final vote on any bill that has been working its way to find support over the last two years. Once the new legislature is sworn in, anything that wasn’t passed has to be reintroduced, starting the process over again.

Some of the most time-sensitive pieces of legislation likely to be considered during the lame duck session include a bill to implement a \$500 per child tax credit. The funding was appropriated in the state budget passed in June, but implementing legislation is still necessary. The current authorization expires at the end of the year.

Another issue likely to be front and center is raising the pay for poll workers to \$400 from \$200 per day. These critical, frontline election workers have already been promised the new wage, but only the Senate has passed the legislation, so the Assembly will be looking to follow suit.

Further, while a broad moratorium on rental evictions for non-payment of rent ended in July, it was extended to December 31 for certain low- and moderate-income tenants. No additional extension is likely, which means thousands of New Jerseyans will have to start paying rent again, as well as the money they owe.

This could result in a severe economic shock to many families, which is why the state has allocated more than \$1 billion to help. Depending on the pace and substance of guidance from the state’s Department of Community Affairs and the needs of those affected, including landlords, Trenton may have to step in with additional remedial legislation during the lame duck period.

Legislation that revamped how casinos were taxed starting in 2017 will expire on Jan. 1 and there is some question as

to what comes next. Resolving this issue may be wrapped up in broader discussions about whether the industry, having suffered significantly during the pandemic, is deserving of a targeted relief package.

Some of the other high-profile issues that the legislature might consider over the next few weeks fall into a few categories.

Social justice

Among social justice issues, advocates for undocumented, but still tax-paying workers, are hoping Trenton will extend a number of pandemic-era benefits to this community, which is the fourth largest in the nation.

Even if one’s priority issue doesn’t come up for a vote over the next few weeks, that doesn’t mean it’s gone forever.

Assemblywoman Angela McKnight has been leading several discussions on police reform in communities across the state, with a focus on establishing civilian community review boards with subpoena power. If passed, this legislation would be among the most significant social justice efforts in the country. Assuming a suitable compromise can be reached among reformers, law enforcement, and others, a bill may well be brought up for a vote in the lame duck session.

November and December in Trenton are also likely to see significant movement on filling judicial vacancies on the Superior Court. By January, there will be 81 empty seats to fill due to forced retirements or judges simply choosing to leave the bench before being required to do so at age 70. Many of these vacancies are still awaiting nominations by Governor Phil Murphy to fill them.

Technology

On the technology front, legislators are eager to utilize the availability of federal dollars during the lame duck session to fight climate change. If New Jersey is going to be “carbon neutral” in the next decade or so, investing in infrastructure

like electric vehicle charging stations, and establishing corresponding policies, will need to be passed soon.

There is also a new push to allocate \$20 million to promote the hiring of high school teachers in the STEM (science, technology, engineering, math) fields. Every year since 2007, New Jersey has reported widespread shortages of qualified teachers in these areas.

Local authority

Another issue that might come up during the lame duck session is statewide approval for building out the next generation (5G) of wireless communications capacity. Assemblywoman Carol Murphy and others argue that the pandemic demonstrated a clear need for an upgraded network accessible by all New Jerseyans, from individuals and families to businesses, and, especially, first responders and government agencies.

Right now, wireless companies have to go town-by-town to get the approvals for the additional antennas and nodes that are needed to update the state's network. Typically, these are three- to five-foot extensions placed on telephone poles or lamp posts. In the next few weeks, a growing push to grant one statewide approval may gain steam. Such a proposal would limit the authority of each municipality to negotiate one-on-one with the wireless companies in pursuit of a faster deployment of the technology.

Another area where the lame duck session might consider

intruding on municipal prerogatives is in managing the surge in warehouse construction. The pandemic increased the use of online shopping and this has led to the need for more facilities that can house and distribute products. New Jersey's unique geography—just one day's drive from reaching one-third of the American population—makes it an ideal location for these distribution centers.

But one community's economic development project is another community's traffic headache, as trucks ramble day and night across local roads to get to and from giant warehouses. The lame duck session could see a vigorous debate over proposals to ensure that any new warehouse construction will require the pre-approval of adjacent municipalities.

Unfinished agendas

Whether any of these issues gets addressed during the lame duck session will depend greatly on the Big Three in Trenton—Murphy, Sweeney, and Coughlin. After putting off legislative matters for the last five months, they each have their own unfinished agendas that they have to balance with those of their members and numerous powerful special interests.

Of course, even if one's priority issue doesn't come up for a vote over the next few weeks, that doesn't mean it's gone forever. The new legislative session begins in January allowing every legislative idea, from the mundane to the critical, to start with a clean slate. 

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Mandating Vaccines for Your Workplace

Unfortunately, since March of 2020 and with no end in sight, the COVID-19 pandemic has not only dominated the headlines but has dominated our everyday lives. In the labor context it has raised numerous issues such as whether to close buildings, when to open to the public, how to reconfigure office space based on the most recent CDC and OSHA guidelines, enforcing mask requirements, taking temperature checks, and the list goes on and on.

A recent development as more employees return to the office and many municipalities have required their workforce to return to the workplace, has been the requirement of staff to be vaccinated. At the time of the writing of this article the Public Employment Relations Commission in an Interlocutory Decision issued a decision on the City of Newark's vaccination policy and the Appellate Division issued a decision on appeal, other challenges are pending, municipalities throughout the State have issued vaccination policies, and President Biden signed the Executive Order on Requiring Coronavirus Disease 2019 Vaccination for Federal Employees. It is certain that this issue, as with other legal issues presented during the COVID-19 pandemic, will continue to evolve and be modified. However, this article will set forth the general parameters of what municipalities' obligations are for negotiations of vaccinations of their workforce.

Mandate validity

The first question that must be answered is whether a public employer can mandate a vaccination requirement. The question of vaccination requirements has been addressed previously by the United States and New Jersey's Supreme Courts. The seminal United States Supreme Court case of *Jacobsen v. Commonwealth of Massachusetts* [197 U.S. 11 (1905)] examined the City of Cambridge's directive that its

citizens be vaccinated against smallpox. The Supreme Court upheld the vaccination requirement indicating, among other things, that the "police power of the state must be held to embrace, at least reasonable regulations established directly by legislative enactment as will protect public health and safety." Decades later, the New Jersey Supreme Court in *Sadlock v. Carlstadt Boro. Bd. of Ed.* [137 N.J.L. (1948)] upheld compulsory vaccinations of public-school children, following the *Jacobsen* decision.

**The Appellate Division
upheld PERC's order
that held that the City has
a managerial prerogative
to implement the
vaccine mandate.**

Against that backdrop, the Commission Designee in *City of Newark and Newark Police SOA, et. al.* (I.R. No. 2022-4) determined that the City has a managerial prerogative to require its employees to be fully vaccinated, subject to religious or medical exemption. As with many negotiability issues, the analysis hinged on the third prong of the test, i.e., the balancing of the parties' interests, since the issue clearly directly affects the work and welfare of public employees. The analysis reviewed the Commission law on safety issues.

In the final analysis, the COVID-19 delta variant resulting in surges of hospitalizations in the city among unvaccinated people properly addressed health and safety concerns about stemming the infection rate amongst employees and citizens of the City in upholding the vaccination requirement as a managerial prerogative. This managerial prerogative is subject to religious or medical exemptions. Religious or medical exemptions must be analyzed by public employers on a case-by-case basis.

While the decision to have employees get vaccinated appears to be a managerial prerogative from the Interlocutory Decision in City of Newark, effects of that decision are required to be negotiated. Other issues related to the policy included: providing physical proof of full vaccination; providing proof of a negative COVID-19 test if unvaccinated; failing to comply would result in docking of pay and discipline; employees solely responsible for setting up COVID-19 tests and the expense for same. These are all issues related to the effects of the decision to have the workforce vaccinated. It was determined that these issues, especially discipline which could have a loss of income, etc., would have such an effect on employees that they would need to be negotiated and be deemed negotiable while the case was still pending.

The matter was then appealed, and the Appellate Division reversed in part and affirmed in part. All the restraints that were imposed by PERC as far as negotiating issues were vacated thereby permitting the City to implement and enforce its COVID-19 mandate.

The Appellate Division upheld PERC's order that held that the City has a managerial prerogative to implement the vaccine mandate. The court lifted the restrictions to implement the mandate, but left the door open for negotiations on certain issues, such as who pays for the costs of tests while employees are in the process of getting fully vaccinated. However, those negotiations could

occur after the vaccine mandate is put in place. The decision also highlighted those negotiations over such issues as discipline would undercut the effectiveness of the mandate.

One thing that is certain is the COVID-19 pandemic has required constant adjusting to the changed circumstances concerning guidance,

and the virus itself. This issue will likely be no different. It is, therefore, vital to continue to follow developments on this issue and consult your professionals to stay up to date on the most recent developments. 

Mr. Hannon thanks Mohamed Barry, Esq. for his assistance with this article.

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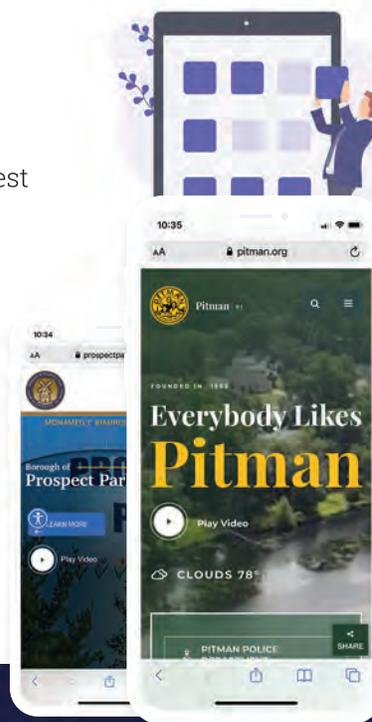
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C-PACE 2.0: Commercial Property Assessed Clean Energy Gets Reboot in New Jersey

On August 24, 2021, Governor Murphy signed A2374, creating the first viable Commercial Property Assessed Clean Energy, or C-PACE, Program in New Jersey. Under this program, commercial property owners can borrow money for flood and hurricane resistant improvements, renewable energy systems, energy efficiency improvements, and water conservation and stormwater management improvements, among others, and make loan repayments to the lender via a special assessment charged, collected, and enforced by the municipality in which the project is located.

Commercial property owners include industrial, agricultural, commercial and multi-family residential (5+ units) property owners, and property owned by a tax-exempt or nonprofit entity (hospitals, colleges and religious institutions).

In a typical C-PACE transaction, a property owner receives a loan from a traditional lender or from C-PACE bond proceeds and uses the loan to pay 100% of the hard and soft costs of an energy efficiency, renewable energy, or resiliency project. Upon completion of the project, the municipality charges the property owner a special assessment on the subject property tax bill in an amount equal to the loan repayments, plus administrative costs. The property owner pays the special assessment to the municipality which, in turn, pays it to the lender (or bondholders).

In the event that the property owner fails to pay the special assessment, the lender is secured by a first lien on the property, akin to a tax lien, enforced by the municipality. This security allows for better interest rates, longer-term financing, and transferability of the loan to a new property owner if the property is sold. The special assessment loan repayments are typically less than the energy savings produced by the C-PACE improvements, resulting in an immediate cash flow benefit to the property owner.

New Jersey's C-PACE Programs

New Jersey's new C-PACE law establishes two types of programs:

Garden State C-PACE Program: The New Jersey Economic Development Authority (NJEDA) is authorized to create the Garden State C-PACE Program. The NJEDA has 270 days from the signing of A2374 to create program guidelines, procedures and model documents for its program. Every municipality in the state is eligible to adopt an opt-in ordinance, sign a Garden State program agreement and participate in the NJEDA's program.

Local C-PACE Programs: Municipalities with populations in the top third of all municipalities in the state (approximately 13,500+), and counties, may adopt an ordinance creating their own Local C-PACE Programs. Such municipalities and counties may hire private parties or engage a county improvement authority to administer Local C-PACE Programs, and can collect fees for the billing and collecting of the special assessments.

Both C-PACE programs are 100% voluntary for municipalities and counties. Property owners will only be able to participate in C-PACE if their municipality or county voluntarily opts-in to one of the two programs.

C-PACE Loans

C-PACE loans can be made by traditional commercial lenders, through non-recourse bonds issued by municipalities that established Local C-PACE Programs, or through non-recourse bonds issued by county improvement authorities at the request of municipalities and counties that established Local C-PACE Programs.

C-PACE bonds issued by municipalities and county improvement authorities are not direct or general obligations of such issuers, are not considered gross debt of such municipalities and do not count towards the debt limit of such municipalities.

C-PACE loan eligibility criteria and loan terms include:

- No defaults on mortgage loans, taxes and other charges that encumber the subject property;
- Neither loan recipient nor subject property is subject to bankruptcy proceedings;
- C-PACE loan, together with all outstanding mortgage and lien obligations on a property cannot exceed 90% of the property's appraised value after accounting for the increase in value resulting from the C-PACE Project;
- C-PACE loan term is limited to the lesser of 30 years or the weighted average useful life of the improvements being financed; and
- Existing mortgage lenders must consent to C-PACE loans.

C-PACE Benefits

To date, C-PACE programs in 26 states nationwide have resulted in over \$2 billion in investment and created 24,000 jobs. New Jersey's C-PACE Programs will help our communities increase storm, flood, and hurricane resilience to natural disasters, reduce greenhouse gas and other harmful emissions, and reduce energy consumption, all while spurring economic investment, increasing property values, and driving local job creation. 📌



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That Can't Be Right! Federal Overtime Rules and Administration

“Oh, that just can't be right!” That's what I have heard over the past 20 years when I have talked about overtime. The Fair Labor Standards Act (FLSA), has been in effect for local governments in the United States since 1986. The problem is we all have our own interpretation of what causes overtime and who gets it. Some believe that it is governed by a labor contract or, by the NJ Civil Service Commission. This is incorrect. When I have tried to explain this, I get a resigned sigh and, “that just can't be right!”

Problem is, it's true. There is so much misunderstanding, I am hopeful that this article leads you onto evaluate your own organization and make changes before you get a visit from the US Department of Labor, Wage and Hour Division (WHD).

It all starts with your organization's determination if an employee is “exempt or non-exempt.” According to the WHD, “A job title alone is insufficient to establish the exempt status of an employee. Exempt or non-exempt status of a particular employee must be determined based on whether the employee's salary and duties meet the requirements of the regulations in this law.” In other words, however you have classified them, or the title given, you must review the actual work performed in order to properly classify the position (see 29 CFR part 541, Section 541.2) Job Titles Insufficient.

Exempt employees

Before everybody goes into panic mode, many municipalities can exempt half their workforce. Employees who are engaged in fire protection or law enforcement or emergency medical technicians are exempt. Typically, these employees are covered by labor agreements with specific requirements for overtime. Additionally, IT employees are exempt as well. This is a general

rule and is worth your time to verify the exemption. (While you're at it, make sure you're very familiar with the overtime rules in your labor agreements.)

The WHD conducts investigations for a variety of reasons to ensure compliance with the law. The WHD does not have to tell you why or give you a reason for their investigation.

Another class of employees that are exempt are the bona fide executive employees. This is where the most confusion comes in. Over the years, classification of employees has been distorted. It is very important that you examine all your management positions to ensure that the supervisory employees are truly performing exempt work. Management employees who direct the work of two or more other employees and have the authority to hire and fire employees are generally exempt. But do the work and review exactly what those employees do.

I do not attempt to give you the instructions to do the examination. I refer you to the US Department of Labor, Wage and Hour Division website: www.dol.gov/agencies/whd. If you do nothing else, look at this website and gather all the information you need to examine your organization.

Moreover, it is critical that you work with your labor attorney. At a minimum, have your attorney review your results.

Over the years, I have found a few key examples of difficulties with changing policies in order to comply with the FLSA.

First, before you start, have a discussion and understanding with your governing body. Frankly, the most resistance I have received has been from the governing body. Especially if you find employees who have not received overtime, and now are determined to be paid overtime. In many of our smaller communities, where the governing body is very much involved in the administrative functions of the government, changing the policy may find a lot of resistance. So, before you start the process, make sure you've had a conversation in closed session with your governing body.

Second, payment to employees who do work outside the normal workday and are compensated by a stipend, is not proper. For example, a clerical employee who works the day and then in the evening attends a meeting to take notes or minutes should be compensated at an overtime rate if during that particular week his or her work week exceeds 40 hours. I have also heard that the employee is "fine with the stipend." It is important to know that the employee cannot waive the overtime rules established by the federal government.

The third example are those employees who "help out" during special events. If the work that they're doing is the same that they do during a normal workday, that is an overtime event. Many times, I've had this argument, especially with

elected officials, and even the employees themselves, who just wish to help. While this is admirable, and totally agreeable, the overtime liability is still there. An employee may be perfectly fine with a stipend or volunteering to help his/her community. However, if that position changes or if the Department of Labor performs an examination of your community and finds these events, you are subject to paying the overtime and in some circumstances a fine.

The WHD conducts investigations for a variety of reasons to ensure compliance with the law. The WHD does not have to tell you why or give you a reason for their investigation. In other words, you may be able to get away with not paying overtime to employees who are entitled to overtime but, if the WHD investigates and finds a violation, you may be penalized. At a minimum, you're going to have to pay the employee the overtime due.

I'm hopeful that this information is helpful. If you have any questions, please contact me at Matt@njcs.us.

Matthew U. Watkins is a retired municipal manager, and former PERC Commissioner and Director of DLGS. He is now President of NJ Community Solutions, LLC

@ To speak with him about the NLJM Labor Advisory Service, email Matt@njcs.us

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NJ Zoning & Land Use Administration

William M. Cox (1988-2010) & Stuart Koenig (2011-2012)

Revised and Updated By
Jonathan E. Drill & Lisa John-Basta

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Municipal Questions on the Cannabis Application Process

What role does a municipality play in the application process for those looking to obtain a cannabis license?

 Applicants seeking to obtain one or more of the six cannabis operator licenses must go through the State's licensing application process, overseen by the New Jersey Cannabis Regulatory Commission (CRC). The CRC's licensing process is market-based, meaning it is tethered to the actual demands of the state.

While no one is permitted to legally sell, cultivate, manufacture, or deliver cannabis without first obtaining State approval, municipalities play an important role in the State licensing process. Any applicant seeking licensure must include as part of their application to the CRC both, (1) municipal zoning approval for the proposed location, and (2) proof of local support for the proposed business location.

Municipal zoning approval must be in the form of a letter or affidavit from the appropriate zoning official indicating that the applicant's proposed location is compliant with local zoning requirements for the proposed cannabis activities, including variances granted.

Proof of local support for the suitability of the location may be demonstrated by one of the following:

- Where a municipality has a governing body, adoption of a municipal resolution indicating the intended location is appropriately located or otherwise suitable for cannabis business activities; or
- Where a municipality has no governing body, a written letter of support from the municipality's executive indicating that the intended location is appropriately located or otherwise suitable for cannabis business activities.

Municipalities can, but are not required to, establish their own local licensing system. Each potential host municipality, regardless of whether or not they have their own licensing requirements, is able to weigh in with the CRC on preferences for license applicants.

A municipality looking to adopt its own licensing system should keep in mind that any application for a license submitted to the CRC will be shared with the host municipality. Knowing this, municipalities may want to avoid asking for information through their own licensing processes that are duplicative of CRC requirements, and instead focus on issues specific to their own communities. At this time the CRC has not published an application, but what information will be required for the State application can be gleaned from the initial regulations adopted on August 19, 2021, and within the Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act.

Municipalities should also be aware of conditional licenses. CRC regulations provide for the issuance of conditional licenses, which provides the license-holder with 120 days to find a site and secure local support and zoning approval. This allows the conditional license holder the opportunity to obtain state approval without first having the necessary local support and zoning approval. If your municipality is approached by the holder of a conditional license, you should keep in mind the window of time which the license holder has to secure local approvals.

As you can see, municipal governments maintain quite a bit of discretion in terms of licensing and permitting of cannabis establishments within their boundaries. Those that seek to welcome the industry into their community have the flexibility to do so thoughtfully and meaningfully, while those who do not feel the industry is appropriate for their community have the ability to set necessary limitations. 



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"Impacts of China Sword and Pandemic on Municipal Recycling and Solid Waste Contracts"

Date: Wednesday, November 17

Time: 12:30 p.m. – 1:20 p.m.

Room: 311

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Today's Recycling and Solid Waste Issues

Legislative Update

Lori Buckelew, NJLM Assistant Executive Director and Director of Government Affairs;
Andrew LaFevre & Paul A. Penna, Legislative Analysts;
Frank Marshall Esq., NJLM Associate General Counsel

Lame Duck Preview: Municipal Highlights

After Election Day we are entering into the end of the 219th legislative session and the end of the Governor's four-year term. This time between Election Day and the beginning of the new legislative session, when state legislators will begin new terms, is known as the "lame duck" period. In the past legislation has moved very quickly during this period; with newly introduced legislation moving to full floor vote within weeks.

The League's Legislative Team is currently tracking 2,743 of the 10,853 bills introduced to date during the 219th Legislative Term. Below is a preview of just some of the legislation we should all pay attention to during lame duck. We urge you to keep an eye on the League's Town Crier blog (www.njlm.org/blog), daily updates, and legislative alerts to stay abreast of the fast-moving legislation. We will continue to be your advocate in Trenton, but we ask that you join us by contacting your legislative representatives and echoing our collective municipal voice at local district offices.

Responsible Collective Negotiations Act

The Responsible Collective Negotiations Act (S-3810/A-5862) would substantially expand the power and influence of public sector labor unions in collective bargaining negotiations with county and municipal governments across the State. The legislation would eliminate a long-established precedent in public sector labor negotiations by creating permissive issues of negotiations that would broaden the category to include all collective bargaining units, eliminate the category's temporary nature, and subject previously non-negotiable items to binding arbitration.

S-3810/A-5862 permits all terms and conditions of employment that are not otherwise mandatorily negotiable and "intimately and directly affect employee work and welfare" to be subject to collective negotiations. Any dispute about whether a matter is within the scope of collective negotiations can be submitted to the Public Employment Relations Commission (PERC).

The legislation also requires grievance procedures to provide for binding arbitration as a means for resolving disputes. Furthermore, S-3810/A-5862 mandates that binding arbitration be the final say for any dispute regardless if there is just cause for a disciplinary action, including reprimands, withholding of increments, termination or non-renewal of an employment contract, expiration or lapse of an employment contract or term, or lack of continuation of employment, irrespective of the reason for the employer's action or failure to act. The burden of proof will now be on management even where labor is the moving party.

Local governing bodies negotiate with property taxpayer dollars and the public's vested interest in limiting the scope of labor negotiations. The League joins the New Jersey Association of Counties in strongly opposing S-3810/A-5862 as it will not only infringe upon the ability of public sector management to manage, but it will also drive up costs borne by local government and, ultimately, our taxpayers.

S-3810/A-5862 also requires public employers to provide the union with an Excel file list of employees not represented by a union along with the non-union employee's name, job title, worksite location, work email, and work phone number every 120 calendar days. In addition, at the request of a public union, the public employer must provide a job description for each non-union employee along with the employee's name and job title within 30 days.

The legislation also addresses some unintended consequences of the U.S. Supreme Court's *Janus v. AFSCME* decision and the Workplace Democracy Act. The legislation permits the union

to charge a non-union member for the cost of representing them in an arbitration proceeding as well decline to represent the non-union member if they do not agree to the payment. In addition, the legislation permits an employee to revoke their authorization for union dues at any time provided that the employee submits a written notice to the public employer and such notice is provided to the unions within five days of receipt of such notice.

Local governing bodies negotiate with property taxpayer dollars and the public's vested interest in limiting the scope of labor negotiations. The League joins the New Jersey Association of Counties in strongly opposing S-3810/A-5862 as it will not only infringe upon the ability of public sector management to manage, but it will also drive up costs borne by local government and, ultimately, our taxpayers.

S-3810 was amended on the Senate floor in June and the assembly companion, A-5862 has been reported out of Assembly Budget Committee. The bills now await consideration by the full Senate and full Assembly.

Small Cell Wireless and 5G

A-1116/S-2674 is known as the "5G" or "Small Cell" bill. The League opposes A-1116/S-2674 because it provides broadband telecommunications providers with favorable and

discounted access to public rights-of-way without requiring these cost savings be passed on to customers, or requiring broadband infrastructure buildout necessary to help bridge the digital divide.

Further, committee amendments to A-1116/S-2674 expand the scope of the legislation beyond the legislation's original intention, further limiting safeguards for local communities.

It is important that municipal governments are empowered to act as effective stewards. Provisions within A-1116/S-2674 would dilute the ability of local governments to manage and protect the public right of way, providing a benefit to the private shareholders of broadband telecommunications providers.

A-1116/S-2674 would put limits on what aesthetic requirements a municipality could set on the potentially hundreds of pieces of small cell equipment and new poles that would be

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Legislative Update

placed in the right of way. The legislation would also restrict a municipality's ability to fully recover the costs associated with permitting reviews. Not only are application review fees capped, but A-116/S-2674 also creates a "shot clock" mandating municipal consideration of applications and permit reviews. Should a municipality fail to act on an application and permit within the shot clock period, municipal approval would be deemed granted.

Municipal governments actively manage public rights of way to protect residents' safety, preserve the character of their community, and maintain the availability of the public rights of way for current and future uses. As trustees for this limited public asset, it is important that municipal governments are empowered to act as effective stewards. Provisions within A-1116/S-2674 would dilute the ability of local governments to manage and protect the public right of way, providing a benefit to the private shareholders of broadband telecommunications providers.

The League is engaged on this legislation and continues to work with

stakeholders in the hopes drafting legislation that will ensure equitable deployment and access to broadband internet while protecting the public

reading before the Senate. It was posted for a full Senate vote in June but was held. We should expect it to be posted again during lame duck.

While some provisions of S-379, which makes various changes to OPMA, and S-380, which makes certain access changes to OPRA, have changed, the League must continue to oppose both pieces of legislation.

rights of way. We urge you to reach out to your legislators to express your concerns about these bills.

The legislation is already advanced in both chambers with A-1116 being passed in the Assembly by a 63-9-2 vote on June 24 and S-2674 being reported out of committee and onto second

Open Public Records Act & Open Public Meetings Act

We do anticipate a push to advance legislation regarding the Open Public Records Act (OPRA) and the Open Public Meetings Act (OPMA).

While some provisions of S-379, which makes various changes to OPMA, and S-380, which makes certain access changes to OPRA, have changed, the League must continue to oppose both pieces of legislation.

S-379 continues to require that governing bodies make a determination if a subcommittee meeting is open to the public, and that regardless of whether the subcommittee is open to the public, they must prepare quarterly reports. We have long held that the purpose of subcommittees is to make recommendations to the governing body for the governing body to take action. Subcommittees are designed to digest and vet information informally. Subcommittees do not expend public funds nor make binding decisions. That power remains with the governing body. By their very nature, subcommittees are advisory,



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deliberative, and consultative. Just as advisory, deliberative, and consultative material is exempted from OPRA, so should subcommittees remain not subject to the provisions of the OPMA.

Prevailing attorney fees continue to be mandated in the OPRA legislation and the OPMA legislation changes prevailing attorney fees from permissive to mandatory. The League strongly believes that the courts and the Government Records Council need the flexibility to award reasonable attorney's fees based on the given circumstances of a particular case.

Finally, both bills continue to exempt the Legislature from many requirements of the Open Public Meetings Act and all of the requirements of the Open Public Records Act. The League has strongly argued that in the interest of transparency and openness, the various exceptions in OPMA and OPRA that apply to the legislature and the legislators should be removed. The rules that the legislation makes applicable to other governmental bodies should apply equally to all governmental levels and officials.

We understand that there may be proposed additional amendments to the legislation. But for now, both bills await consideration by the Senate State Government committee.

Payment in Lieu of Taxes (PILOTs)

The League will also engage on any legislation that will require municipalities to share Payment in Lieu of Taxes (PILOTs) payments with school districts. PILOTs are the single-most powerful tool available to municipalities to encourage businesses and developers to make improvements to property or to locate a project in a distressed or blighted area.

Municipalities, not school districts or other government entities, have the responsibility to develop the commercial, residential, and industrial ratable base

of the municipality to maintain and expand the financial viability of the municipality and provide the financial support for the other governmental entities as well. Municipalities are

The League has requested that any discussions on the reallocation of PILOT payments be delayed until there is a broader discussion regarding the entire property tax collection process. Municipalities, not counties and school districts, expend the energy and resources to spur economic development for the benefit of the entire community.

responsible for the billing and collecting the real estate taxes, not only for the municipality but also for the county, the

school district, fire districts, and other similar entities within the municipality. The county, school district, fire district, and other similar entities are guaranteed 100% of the levy regardless of the real estate taxes collected. Any shortfall is borne by the municipality. In addition, municipalities are responsible for defending tax appeals and paying out any judgments.

Often these PILOT projects have no impact on the needs of school districts. If there are residential components that affect the population of the school district, those can be factored into any discussions or negotiations between the municipality and the school district.

The League has requested that any discussions on the reallocation of PILOT payments be delayed until there is a broader discussion regarding the entire property tax collection process. Municipalities, not counties and school districts, expend the energy and resources to spur economic development for the benefit of the entire community.

These efforts encourage new tax rate-ables while also promoting job growth in areas in need of redevelopment. ↴

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12:00 Noon - 1:45 p.m.

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Tickets limited to
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Women in Municipal Government

**Wednesday,
November 17, 2021**

5:15 p.m.

Networking &
Awards Event

Sheraton Hotel,
Pearl Ballroom

Cost: \$30 per person

League Delegates Luncheon

**Thursday,
November 18, 2021**

12:00 Noon - 1:30 p.m.

Sheraton Hotel,
Crown Ballroom

Cost \$40 per person

Download the order form from
www.njlm.org/events



Please note the following legislatively oriented sessions for your Conference calendar.

Assistant Executive Director and Director of Government Affairs Lori Buckelew will speak at two sessions:

NJLM Orientation Coffee with NJLM Leadership on Tuesday, November 16 at 9 a.m. in room 319.

Are you new to the League or to the Annual Conference? Join the League leadership for coffee and learn more about the Annual League Conference, the Annual Business Meeting, Conference Resolutions, policy updates, and how you can get involved.

Legislative Update Tuesday, November 16 at 9 a.m. in room 402.

An update on legislative issues in the State of New Jersey.

League Associate General Counsel Frank Marshall will speak at:

League Resolutions Committee Meeting Tuesday, Nov. 16 at 3 p.m. in room 322.

The Resolutions Committee meeting is open to all delegates. Municipal officials are encouraged to attend and comment upon proposed resolutions. Only members of the Committee may vote at the Committee Meeting.

Other topics of legislative interest include:

Legislative Leaders Wednesday, Nov. 17 at 1:30 p.m. in room 201.

Post-election, we ask the people in charge of setting the Legislative agenda about their hopes and concerns in this conference highlight session.

Leadership, Laughter, & Learning: A Workshop for Government Officials Tuesday, Nov. 16 at 3:30 p.m. in room 411

features Assembly Republican Leader Jon Bramnick. This past year has been a strange one in the Garden State, but the New Jersey leaders who have survived most effectively are the ones who laughed at themselves and learned a great deal in the process. For elected government leaders, the benefits of laughter are many. So how can you add a daily laughter pill (or two) to your government diet?

Federal Issues– American Rescue Plan and Infrastructure Tuesday, Nov. 16, at 1:30 in room 403.

Mary Cruz, Chief of Staff for the Office of Congressman Donald Norcross will discuss how the spending priorities of the new presidential administration and the pandemic have created federal funding opportunities for municipalities. The American Rescue Plan Act State and Local Fiscal Recovery Funds provides funds directly to municipalities to replace lost revenue, replace outdated water and sewer pipes, improve broadband connectivity, and support community programs. Congress is considering a multi-year infrastructure package that funds repairs to roads, bridges, and lead pipe replacement. This timely session will help municipal officials develop best practices to identify, apply for, and utilize these funds. It will also provide a “crystal ball” on upcoming changes that municipalities can anticipate and plan for in the near future.

Maximizing Federal Aid in Urban Centers Wednesday, Nov. 17, at 9 a.m. in room 401.

Hanno Mori, State Director for Senator Cory Booker’s office will join the session examining how urban municipalities are the backbone of our state. Given this, these cities face a unique set of challenges and

opportunities. As local leaders continue to work to improve their communities in light of the coronavirus pandemic, federal aid plays an important factor in funding projects to improve the state’s urban hubs, which ultimately benefits all New Jerseyans. In this session, you will hear from mayors, federal representatives, and experts on the nuts and bolts of how to maximize local and federal partnerships during this critical time.

Small Cells in the ROW: Challenges and Benefits Wednesday, Nov. 17, 9 a.m. in room 311.

Senator Declan O’Scanlon will join in a discussion of wireless facilities in the municipal right-of-way and how they raise issues not generally considered when siting traditional macro-sites. A panel of experts will discuss what municipalities should expect when wireless providers look to gain access to the ROW for small cell deployment, and how the technology can benefit communities.

Exploring Liquor Licenses Thursday, Nov. 18 at 9:00 a.m. in room 411.

New Jersey’s Liquor License Law has always been a complex topic. Explore a breakdown of the State’s Liquor License Laws, how they impact downtown communities, and the potential future of liquor licenses in New Jersey.




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The theme for this year's League Conference is **Creating Your Legacy**. As municipalities throughout the country have adapted to the extraordinary circumstances of the pandemic, elected and appointed officials have been faced with tough decisions and unique opportunities to create programs that best meet the needs of residents.

From distance work and health department strain to philanthropic efforts and emotional support for those struggling, the new normal of local government will be discussed in sessions and with exhibitors in the exhibit hall. With the 106th League Conference, we will continue a long tradition within the safest and most effective parameters.

- EXHIBITS • NETWORKING EVENTS • SESSIONS
- LEAGUE BUSINESS MEETINGS

WELCOME BACK

This year the League is striving to create a diverse and expansive educational and exhibit program while maintaining high health and safety standards. The means increased time built into the schedule for room cleaning and setups. As a result, League and Affiliate sessions will be 75 minutes long broken up into four time blocks, leaving time to visit the 400+ exhibitors in the Exhibit Hall and safely experience the entire conference. The time blocks are:

- 9-10:15 a.m.
- 10:45 a.m.-12:00 noon
- 1:30-2:45 p.m.
- 3:30-4:45 p.m.

HEALTH & SAFETY

In accordance with the CDC, NJ Department of Health, and the Atlantic City Convention Center GBAC STAR certification protocols, the League is creating a plan to keep all conference participants healthy, safe, and comfortable. The League will fully comply with State regulations requiring masking at all State-owned buildings, which includes the Atlantic City Convention Center. Exhibit halls, meeting rooms, and lobbies all are included in this mandate. The details will be posted online at www.njlm.org/conference and sent to each attendee.

The plan is subject to change depending on current recommendations and requirements in November.

Conference Preview

Join us in person at this year's Annual Conference at the Atlantic City Convention Center in Atlantic City!

Start your planning with this preview focusing on the preliminary session listings, meetings, and exhibitor list. For more information, visit the Conference website at www.njlm.org/conference.

PROGRAM AT A GLANCE

Tuesday, November 16

- 8:30 a.m. Affiliates' meetings
(see listing of all Affiliates' meetings on page 64)
- 9:00 a.m. Registration and Exhibits open
- 9:00 a.m. Select from concurrent sessions & meetings
- 10:30 a.m. Affiliate session
- 10:45 a.m. Select from concurrent sessions & meetings
- 11:45 p.m. Affiliates' meetings
- 12:30 p.m. Exhibitor Learning Sessions
- 1:30 p.m. Select from concurrent sessions & meetings
- 1:30 p.m. League Welcome: Orientation about the Conference & NJLM
- 3:00 p.m. Resolutions Committee
- 3:30 p.m. Select from concurrent sessions & meetings
- 5:00 p.m. Exhibit Hall Closes

Wednesday, November 17

- 8:00 a.m. Affiliates' meetings
- 8:30 a.m. Registration & Exhibits open
- 8:30 a.m. Affiliates' meetings
- 9:00 a.m. Select from concurrent sessions & meetings
- 9:15 a.m. Affiliates' meeting
- 10:00 a.m. Affiliates' meeting
- 10:30 a.m. Affiliates' meeting
- 10:45 a.m. Select from concurrent sessions & meetings
- 12:00 Noon Affiliates' Luncheon
- 12:00 Noon Mayors' Box Luncheon (Sheraton)
- 12:30 p.m. Exhibitor Learning Sessions
- 1:30 p.m. Select from concurrent sessions & meetings
- 2:00 p.m. Affiliates' meeting
- 3:30 p.m. Select from concurrent sessions & meetings
- 5:00 p.m. Affiliates' meeting
- 5:00 p.m. Exhibit Hall closes
- 5:15 p.m. Women in Municipal Government Networking & Awards Event, Crown Ballroom (Sheraton)

Thursday, November 18

- 8:00 a.m. Affiliates' Meeting
- 8:30 a.m. Registration and Exhibits open
- 8:30 a.m. Affiliates' meeting
- 9:00 a.m. Select from concurrent sessions & meetings
- 9:30 a.m. Affiliates' meeting
- 10:30 a.m. Affiliates' meeting
- 10:45 a.m. Select from concurrent sessions & meetings
- 12:15 p.m. League Luncheon
- 1:00 p.m. Exhibit Hall Closes
- 1:30 p.m. Select from concurrent sessions & meetings
- 3:30 p.m. League Business Meeting (Sheraton)
- 3:30 p.m. Affiliates' meeting
- 5:00 p.m. Affiliates' meeting



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In an effort to best serve conference attendees, NJLM is rolling out tech tools to enhance your planning and preparations before, during, and after the event.

This year, the NJLM Conference has a new and improved website with easy-to-search exhibitors and sessions. You can also reserve your hotel room and register for the event simply and quickly through the site.

In addition, Conference delegates should download this year's app to access a fully searchable session schedule, interactive map of the exhibit floor, a thorough listing of exhibitors, and up-to-date event information.

The 2021 Conference app is currently available through the iTunes and GooglePlay shops.



General Information

MAKE YOUR PLANS

The 106th Annual League Conference fosters an environment to help your Create Your Legacy with sessions covering the hottest topics for municipal officials. Use this guide, the website www.njlm.org/conference, and the conference app to set up a personalized schedule.

A combined session and exhibitor program will also be distributed on site at the Conference.

CONFERENCE ORIENTATION

Come enjoy the coffee and get a jump start on your Conference experience and membership in the League on Tuesday, Nov. 16 at 9 a.m. in Room xxx. A panel of NJLM officers will be followed by an informal coffee and opportunity to meet up among young municipal officials for networking and idea exchange.

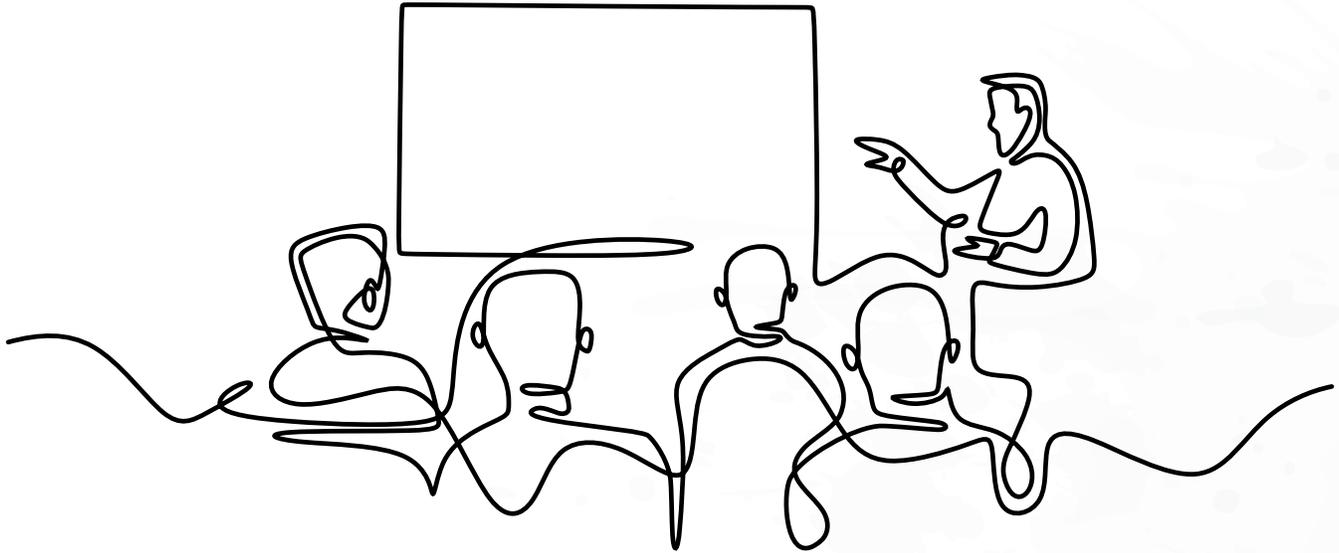
NJLM RESOLUTIONS COMMITTEE MEETING

All interested delegates are invited to attend the NJLM Resolutions Committee Meeting Tuesday, Nov. 16 at 3:00 p.m. in Room 322 at the Convention Center for a discussion of resolutions submitted for committee action. All can attend, only Resolutions Committee members can vote. Committee recommendations will be voted on at the Annual Business Meeting on Thursday, Nov. 18. Pick up a resolution synopsis at the League Information Booth.

NJLM ANNUAL BUSINESS MEETING

Have a voice in the League's operations! Attend the Annual Business Meeting Thursday, Nov. 21 at 3:30 p.m. in the Pearl Ballroom at the Sheraton Hotel. All are invited, voting is restricted to the Mayor/official designee. Celebrate the swearing-in of the elected League Officers for 2021-22 and witness the adoption of the Conference Resolutions that will drive the League's legislative efforts for the year.





EDUCATION SESSIONS

The Conference features 100+ education sessions, many offering CEU credits. For credit information, visit www.njlm.org/ceu or the Conference app. CEU certificates can be printed out from www.njlm.org/ceu Nov. 29, 2021 through May 1, 2022.

EXHIBIT HALL

Exhibitors at the Annual NJ League of Municipalities Conference are companies that provide products and services used by New Jersey's local governments. There are over 400 exhibiting companies from a wide variety of industries! For a full list of exhibitors visit www.njlm.org/exhibitors or download the Conference app.

CONFERENCE CONSULTANTS

Conference Consultants Pre-arrange face-to-face meetings with State and Federal program directors, area experts, and grant providers by accessing the consulting contacts at www.njlm.org/consultants, the app, and in the printed Session Program. Take advantage of the ample space for one-on-one and small group meetings in the Exhibit Hall lounges and in the Atrium lobby.

NJLM Annual Conference
11/16-18
BOOTH 227

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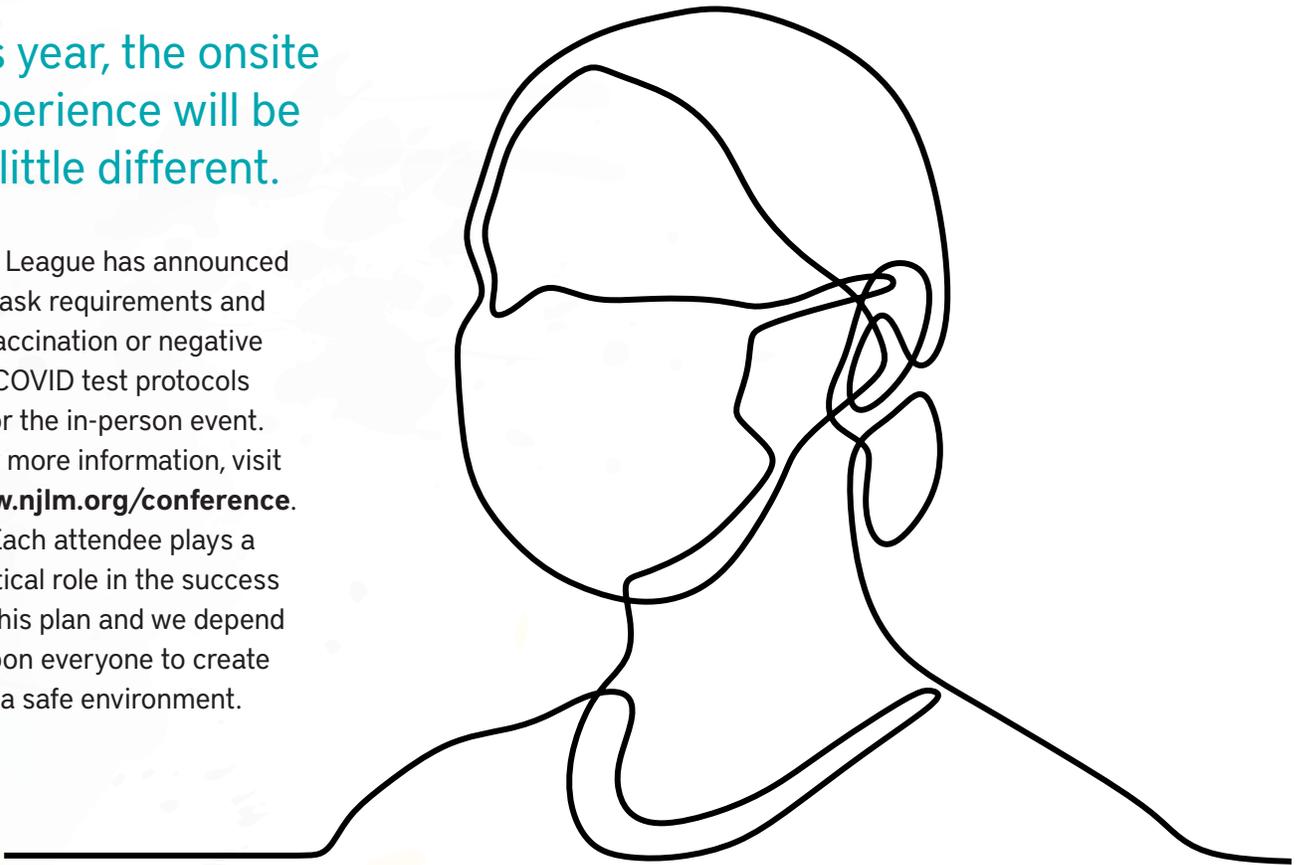
www.njtruck.com

Health & Safety

This year, the onsite experience will be a little different.

The League has announced mask requirements and vaccination or negative COVID test protocols for the in-person event. For more information, visit www.njlm.org/conference.

Each attendee plays a critical role in the success of this plan and we depend upon everyone to create a safe environment.



MASKS REQUIRED

Masks are required for all participants upon entry to the Atlantic City Convention Center & Sheraton for League-sponsored events at all times, except as necessary to consume food or beverage.

HAND SANITIZER

Stations will be placed throughout the conference center to promote hygiene and stop the spread of germs.

VACCINATION OR COVID TEST

Proof of full vaccination OR negative COVID test (test within 72 hours of entrance) required for all Conference attendees during Conference hours.

You Make A Difference.

Like you, we understand there is a higher purpose to the work we do every day. It's not just about working together to improve the infrastructure of our communities — but making everyone's lives better and safer through progress.

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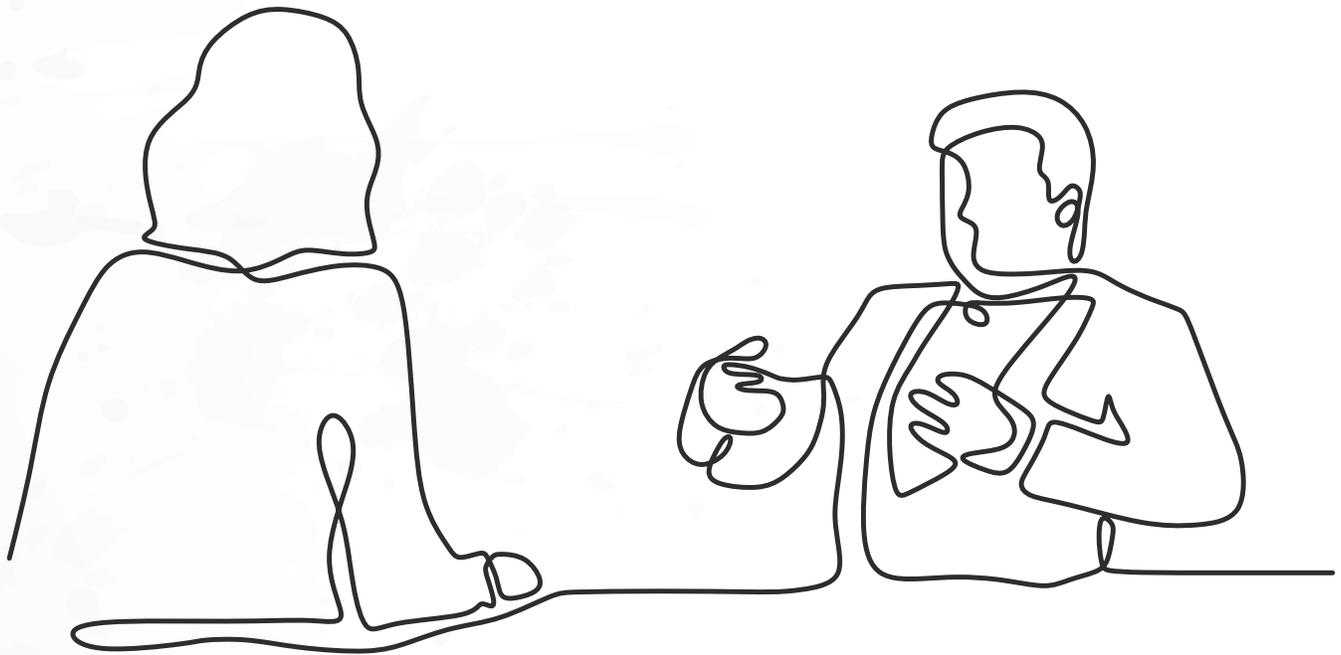


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Registration



To ensure maximum safety and minimize crowding in the registration area, please prepare for your entry to the conference.

BEFORE YOU ARRIVE

Be prepared. Fill out the Onsite Registration Card in advance and bring it with you. Download the card from www.njlm.org/registration

WHEN YOU ARRIVE

If you are not registered and are registering with cash, check, or purchase order, fill out the white onsite registration card located on the registration tables on the 2nd floor of the Atlantic City Convention Center and present it to the typist to register.

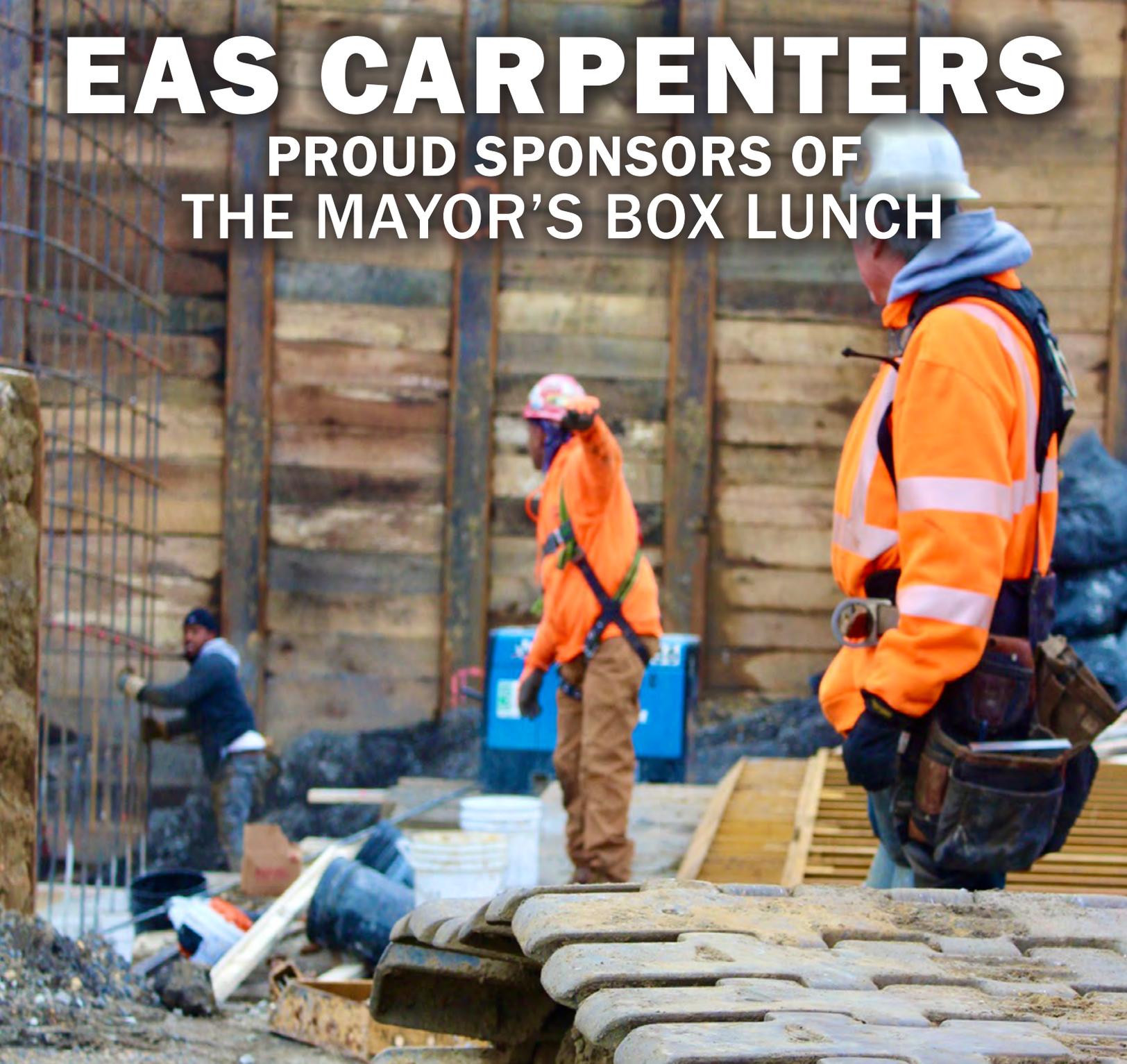
If you have your badge, you do not have to stop by registration counters or check-in, you will find conference programs & badge holders at the kiosk displays located throughout the second level of the Atlantic City Convention Center.

If you are required to pick up your badge onsite, take your barcode page or scan the code from your tablet or mobile phone and print your badge from the scan & print kiosks located in the atrium of the Atlantic City Convention Center.

If you registered in advance and do not have your badge or barcode page, go to the registration badge change counters on the 2nd floor of the Atlantic City Convention Center, right of Hall C, and ask an attendant to print your badge.

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League Stands by Code of Conduct for 2021 Conference

This Code of Conduct outlines our expectations for all those who participate in League meetings and events, as well as the consequences for unacceptable behavior.

This policy applies to any “participant” at League of Municipalities (NJLM) events, including but not limited to staff, contractors, vendors, exhibitors, venue staff, members, presenters, and all attendees. We expect all participants to abide by this Code of Conduct in all venues at NJLM meetings and events, including ancillary events and official and unofficial social gatherings.

The League intends to maintain a welcoming professional atmosphere in all aspects of the Annual League Conference. To that end, conduct that violates this Code should not be tolerated by anyone who witnesses it, or is subjected to it.

Professional conduct includes using care in words that you choose. Harassment, even harassment that a person believes is a “joke,” is unacceptable behavior. Sexist, racist, and other exclusionary jokes are unacceptable and offensive to those around you. Excessive swearing and offensive jokes are not professional behavior and violate the League code of conduct. Retaliation for reporting harassment is a violation of the Code of Conduct.

Examples of Unacceptable Behaviors and Conduct

- ▶ Intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions.
- ▶ Harmful or prejudicial comments or images related to gender, gender identity, gender expression, sexual orientation, race, ethnicity, religion, disability, age, appearance, or other personal characteristics.
- ▶ Deliberate intimidation, stalking or following.
- ▶ Harassing photography or recording.
- ▶ Sustained disruption of talks or other events.
- ▶ Unwelcome and uninvited attention or contact, including unwelcome touching or groping.
- ▶ Assault.
- ▶ Real or implied threat of harm including physical, professional, or financial.
- ▶ Advocating for or encouraging any of the above behavior.

Participants engaging in unacceptable behavior are subject to responses deemed appropriate by the League including but not limited to:

verbal warning, removal from NJLM events, prohibition from attending future events, notifying the offender’s employer. If you are subjected to, or witness such behavior, contact League staff. All reports are confidential to the extent permitted by law.

To Report Unacceptable Behavior – All Reports Are Confidential: During the Annual League Conference, contact any League Staff Member at 609-695-3481. League Staff will direct you to a trained person who will assist you. Your report and any assistance will remain confidential to the extent permitted by law.

In Case of Sexual Assault

To Connect with Professionals with Relevant Expertise 24/7:

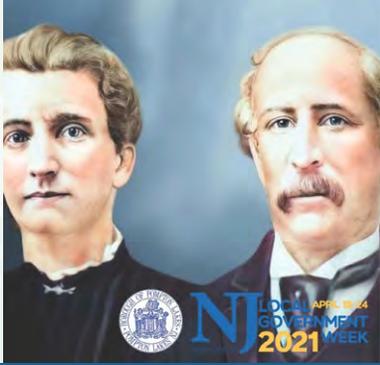
New Jersey Coalition Against Sexual Assault (NJCASA)
609-631-4450

New Jersey Crime Victim’s Law Center:
973-729-9342

National Sexual Violence Hotline:
800-656-HOPE

Rape Crisis Center in Atlantic County:
Atlantic County Women’s Center 609-646-6767

List of New Jersey Sexual Violence Service Program in Each County:
<https://njcasa.org/find-help/>



NJ LOCAL GOVERNMENT WEEK EVENT



**Business Roundtable
Discussion with Council
& Town Officials**

Answering Questions Facing Local Businesses
and Our Community

**APRIL 20, 2021 | 8:30 - 10 A.M.
STAGEHOUSE TAVERN**

Join Mayor Losardo, members of the Town Council, as well as directors
from the Department of Public Works, Inspections, Public Safety,
Downtown Redevelopment and the Manager's Office for a discussion
on Township issues

RSVP to Tom Strowe at tstrowe@scotchplainsnj.com



CELEBRATE NJ LOCAL GOVERNMENT WEEK



NJLM invites you to join municipalities around the Garden State April 3-9, to engage citizens while celebrating the work of local government.

SHOWCASE the hard work of local governments and value residents receive by highlighting programs and services

COORDINATE community service and volunteering events with local organizations to cross-promote NJ Local Government Week.

SHOW-OFF your citizens' view of the community with photography showcases and contests that can serve as a feeder program for your entries to the League's Show Off Your Municipality photo contest!

Publicity tips and strategies as well as links to a sample press release and resolution and a downloadable NJ Local Government Week logo are available at www.njlm.org/njlocalgovt.

#njlocalgovt

"As we kick off Local Government Week, we want you to know communicating and providing services and information to our residents is one of our top priorities."

-Deptford Mayor Paul Medany and Deptford Council Members

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NJLM Programs, Sessions, & Workshops

All sessions are held in the Atlantic City Convention Center unless otherwise noted.

COVID & Emergency Recovery The past 18 months have introduced brand new challenges to the municipal landscape. How local governments can manage these impacts and successfully move forward is the spotlight for a number of sessions, including the following:

Tuesday, November 16, 2021		Room #
9:00 a.m. Registration & Exhibits Open		
8:30 a.m.-9:00 a.m. Sessions		
Affiliate Session: RANJ Business Meeting - Registrars NJ		Salon 1 & 2, Tropicana Hotel
9:00 a.m.-10:15 a.m. Sessions		
Affiliate Session: Ask the State Registrar and OVSU Updates - Registrars NJ		Salon 1 & 2, Tropicana Hotel
League Session: Investing in Infrastructure: Successful Project Delivery		411
Affiliate Session: Legislative Update - Assessors (AMANJ), Municipal Clerks (MCANJ), Purchasing Agents (GPANJ), Tax Collectors & Treasurers (TCTANJ)		402
League Session: NJLM Orientation: Coffee with NJLM Leadership		319
Affiliate Session: Staying Out of Trouble - Planning Officials (NJPO)		315
10:30 a.m.-11:45 a.m. Sessions		
Affiliate Session: Amendments - Registrars NJ		Salon 1 & 2, Tropicana Hotel
10:45 a.m.-12:00 p.m. Sessions		
League Session: Economic Recovery Post COVID		412
Affiliate Session: Master Plan Update - Planning Officials (NJPO)		314
Affiliate Session: Buckle Up, We Are in This Together - Part 1 - Prosecutors (NJSMPA), Court Administrators (MCAANJ) Municipal Courts Evolving:		404
League Session: NJ Department of Human Services & Your Community		312
Affiliate Session: Preparing for Your Audit - Tax Collectors & Treasurers (TCTANJ)		Hall A
League Session: Public Private Partnerships & Municipal Projects, Perfect Together?		418
League Session: Transitioning to New, Remote Ways of Governing		201/202
11:45 a.m.-1:00 p.m. Sessions		
Affiliate Session: RANJ Luncheon - Registrars NJ		Salon 3 & 4, Tropicana Hotel
11:45 a.m.-1:30 p.m. Sessions		
League Session: Sustainability Luncheon - Sustainable Jersey		Sheraton
12:30 p.m.-1:20 p.m. Sessions		
Exhibitor Learning Session: Best Practices for Administering Public Construction Projects		307
Exhibitor Learning Session: Customized Professional Development		306
Exhibitor Learning Session: Introduction to Physical Asset Management		410
Exhibitor Learning Session: Lessons Learned: Green Infrastructure Construction Monitoring		408
Exhibitor Learning Session: Preparing Your Building Departments for Electronic Permitting		305

1:30 p.m.-2:45 p.m. Sessions

Affiliate Session: Birth Processing Changes - Registrars NJ	201/202
League Session: DLGS Director's Update	302
Affiliate Session: E-Commerce & Assessment/Appraisal - Assessors (AMANJ)	320
Affiliate Session: Election Law Updates - Municipal Clerks (MCANJ)	409
Affiliate Session: Ethical Obstacles & Obligations in Local Government - Tax Collectors & Treasurers (TCTANJ)	402
League Session: Federal Issues – American Rescue Plan and Infrastructure	403
League Session: Mayors Wellness Campaign	415
Affiliate Session: Municipal Courts Evolving: Buckle Up, We Are In This Together - Part 2 - Prosecutors (NJSMPA), Court Administrators (MCAANJ)	404
League Session: New Jersey Climate Change Initiatives & Impacts on Local Governments	405/406
Affiliate Session: RSIS - Refresher - Planning Officials (NJPO)	315
League Session: Stormwater: Tools to Help Municipalities Weather the Storm - Sustainable Jersey	420
League Session: The Importance of Maintaining Your Town's Physical Infrastructure	312
Affiliate Session: Trends in Substance Abuse & How Science Is Leading to New Treatments - Community Recreation Society of NJ	316

3:00 p.m.-4:15 p.m. Sessions

League Session: Resolutions Committee Meeting	322
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3:30 p.m.-4:45 p.m. Sessions

League Session: Access to Economic Recovery Act Funds	304
League Session: Bringing the Clean Energy Revolution to Your Community - Sustainable Jersey	421
Affiliate Session: Cannabis and the Building Code - Building Officials (NJBOA)	414
Affiliate Session: Ethics for Planners - Planning Officials (NJPO)	314
Affiliate Session: Labor Law - Tax Collectors & Treasurers (TCTANJ)	Hall A
League Session: Leadership, Laughter, & Learning: A Workshop for Government Officials	411
League Session: New Jersey Clean Communities: Exploring the Implementation of the Plastic Bag Law	401
Affiliate Session: NJ State Archives - Registrars NJ	201/202
Affiliate Session: Procurement & Supply Chain Workforce Challenges - Purchasing Agents (GPANJ)	321
League Session: Promoting Public Health Through Harm Reduction	303
League Session: Small Downtowns Can Do Economic Development Too!	318

Wednesday, November 17, 2021

Room #

8:00 a.m.-10:00 a.m. Sessions

Affiliate Session: NJBOA Election of 2021 Officers - Building Officials (NJBOA)	Neptune Room, Caesars
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8:30 a.m.-9:00 a.m. Sessions

Affiliate Session: Court Administrators: Opening Discussion/ Swearing-In Ceremony - Court Administrators (MCAANJ)	Royal Swan Ballroom, Tropicana
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9:00 a.m.-10:00 a.m. Sessions

Affiliate Session: NJSME Past Presidents Breakfast - Municipal Engineers (NJSME)	Pearl Ballroom 1, Sheraton Convention Center Hotel
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9:00 a.m.-10:15 a.m. Sessions

Affiliate Session: Affordable Housing Update - Planning Officials (NJPO)	201/202
League Session: Cannabis Regulatory Update	403
League Session: Daniel's Law Update - Municipal Clerks (MCANJ)	414
Affiliate Session: Farmhouse v. Warehouse - Planning Officials (NJPO)	310
League Session: Maximizing Federal Aid in Urban Centers	401
Affiliate Session: NJACCHO Business Meeting, Breakfast, & Osborne Award - Health Officers (NJACCHO)	318
Affiliate Session: Prioritizing Sports Field & Grounds Maintenance Tasks - Community Recreation Society of NJ	315
Affiliate Session: QPA & P2P: Not So Perfect Together - Purchasing Agents (GPANJ)	415
League Session: Resources to Support Local Sustainability Initiatives - Sustainable Jersey	421
League Session: Small Cells in the ROW: Challenges and Benefits	311
Affiliate Session: TCTANJ Breakfast & Business Meeting - Tax Collectors & Treasurers (TCTANJ)	Hall A
Affiliate Session: Welcome & Introduction to Programs & CLE Requirements - Municipal Attorneys (NJILGA)	313

9:15 a.m.-9:45 a.m. Sessions

Affiliate Session: Court Administrators: Keynote Speaker - Court Administrators (MCAANJ)	Royal Swan Ballroom, Tropicana
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10:00 a.m.-12:00 p.m. Sessions

Affiliate Session: AMANJ Annual General Membership Meeting - Assessors (AMANJ)	Brighton Ballroom, Hard Rock Hotel & Casino
Affiliate Session: NJ Uniform Construction Code - Permit & Submission Process - Electrical Inspectors (NJMEIA)	320
Affiliate Session: NJBOA General Meeting - Building Officials (NJBOA)	Tiberius/Spartacus/ Romulus Room, Caesars

10:30 a.m.-12:00 p.m. Sessions

Affiliate Session: AOC Updates - Court Administrators (MCAANJ)	Royal Swan Ballroom, Tropicana
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10:45 a.m.-12:00 p.m. Sessions

Affiliate Session: 2021 Labor/Employment Law & Ethics Update - Finance Officers (GFOANJ)	304
Affiliate Session: A Year in the Life of a NJ Tax Collector - Tax Collectors & Treasurers (TCTANJ)	312
League Session: Building Healthier Communities Through Municipal Action - Sustainable Jersey	420
League Session: Cyber Security & Technology After COVID	404
Affiliate Session: Data Based Decision Making: A Best Practice - Managers (NJMMA)	308

Mayors' Box Lunch

Wednesday, November 17, 2021

12:00 Noon-1:45 p.m.

Corwn Ballroom, 2nd Floor

Sheraton Hotel, Atlantic City

Tickets \$25 per person

Limited to the Mayor and two guests of the Mayor's choosing.

Presiding:

Janice Kovach *Mayor, Clinton Town;*
NJLM President

Presentations:

- **Mayors' Hall of Fame Induction**
- **Innovation in Governance Awards**

Guest Speaker:

Sheila Oliver *Lieutenant Governor, State of New Jersey; Commissioner, Department of Community Affairs (invited)*

League Session: Elected Officials Primer: Ethics, OPRA, OPMA, and Civility	417
League Session: Emergency Prep and Response for Public Works	418
Affiliate Session: NJSME Business Meeting - Municipal Engineers (NJSME)	306
League Session: NJUMA Session: Building Community: The Necessity of Civilian Complaint Review Boards	419
League Session: State of the State's Health	402
Affiliate Session: The Impact of COVID-19 on Social Services - Municipal Welfare Assoc. of NJ	307
Affiliate Session: Topics in Local Government Ethics - Municipal Attorneys (NJILGA)	314
Affiliate Session: Variances: Proofs & Case Law - Planning Officials (NJPO)	322
League Session: Your Reputation Precedes You: Public Service and Personal Integrity	411

12:00 p.m.-2:00 p.m. Sessions

Affiliate Session: ???????? - Planning Officials (NJPO) Boulevards Cafe - 2nd Fl, Sheraton Hotel	
Affiliate Session: NJBOA Luncheon, Swearing-In of Officers, & Awards Presentation - Building Officials (NJBOA)	Neros Italian Steakhouse, Caesars
Affiliate Session: NJMMA Awards Luncheon - Managers (NJMMA)	Crown Ballroom 1, 2, Sheraton Hotel
Affiliate Session: NJSME Annual Awards Luncheon - Municipal Engineers (NJSME)	302

12:30 p.m.-1:20 p.m. Sessions

Exhibitor Learning Session: 5G Wireless In Your Town	309
Exhibitor Learning Session: Impact of Pandemic on Municipal Recycling & Solid Waste Contracts	311
Exhibitor Learning Session: Solving Today's Challenges Using Esri's GIS Solutions	408
Exhibitor Learning Session: Technology Solutions for Tracking COVID Relief Funds	410

1:30 p.m.-2:45 p.m. Sessions

League Session: Best Practices for Governing During Challenges	415
League Session: Broadband Deployment in the National Infrastructure Bill - Jersey Access Group (JAG)	404

League Delegates Luncheon

Thursday, November 18, 2021

12:00 Noon-1:30

Crown Ballroom, 2nd Floor

Sheraton Hotel, Atlantic City

Tickets: \$ 40 per person

Presiding:

Janice Kovach Mayor, Clinton Town;
NJLM President

Invocation:

TK

Speaker:

Phil Murphy Governor, State of New Jersey

Outstanding Public Service Award:

Richard LaLena Official Towne Crier of the
New Jersey State League of Municipalities

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1:30 p.m.-2:45 p.m. Sessions

League Session: Communicating with Residents During COVID	412
Affiliate Session: Future of Parking (EV Stations, Uber Impact, Etc.)- Planning Officials (NJPO)	310
Affiliate Session: General Licensing Update- Municipal Clerks (MCANJ)	414
Affiliate Session: Hot Topics in Judiciary- Court Administrators (MCAANJ)	304
Affiliate Session: In Rem Forclosures- Tax Collectors & Treasurers (TCTANJ)	312
League Session: Legislative Leaders: What's Next in Trenton?	201/202
League Session: Making the Most of Solar in New Jersey- Sustainable Jersey	421
Affiliate Session: New Jersey Public Sector Law Update- Municipal Attorneys (NJILGA)	314
League Session: New Jersey's Transition to an Equitable Green Economy	417
Affiliate Session: Pandemic! How Municipalities Survive Pre, During, and Post- Managers (NJMMA)	308
League Session: Public Finance in 2021 and Beyond	411
League Session: Recent OPRA Decisions	402
Affiliate Session: Trails 101 - Community Recreation Society of NJ	315

2:00 p.m.-4:00 p.m. Sessions

Affiliate Session: Update on Retail Market Trends- Assessors (AMANJ)	Brighton Ballroom, Hard Rock Hotel & Casino
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3:30 p.m.-4:45 p.m. Sessions

League Session: A Legacy of Safety: How Municipalities are Making it Happen	301
League Session: Annual Risk Management	302
League Session: Holland Ethics	303
League Session: Municipal Action for Lead-Safe and Healthy Homes- Sustainable Jersey	420
Affiliate Session: Municipal Land Use Law- Bonding Requirements; Engineering Contracts- Municipal Attorneys (NJILGA), Municipal Engineers (NJSME)	321
League Session: New Urban Enterprise Zone Law- Meeting Of The Urban Enterprise Zone Mayors Commission	416
League Session: Prevailing Wage and Public Works Contracting Update	403
Affiliate Session: Q&A with the AOC Teams- Court Administrators (MCAANJ)	304

WIMG Networking & Awards Event

Wednesday, November 17, 2021

5:15 p.m. Pearl Ballroom, 2nd Floor

Sheraton Hotel, Atlantic City

Tickets \$30 per person

The Women in Municipal Government Committee (WIMG) was established by the League of Municipalities' Executive Board to encourage active involvement and full participation of elected female municipal officials in local government. This year's event begins the League's celebrates the Suffragists who fought for the ratification of the 19th Amendment, giving women the right to vote.

We will also recognize Senator Loretta Weinberg and Retired Newark Council President Mildred Crump for their lifetimes of service to local government.

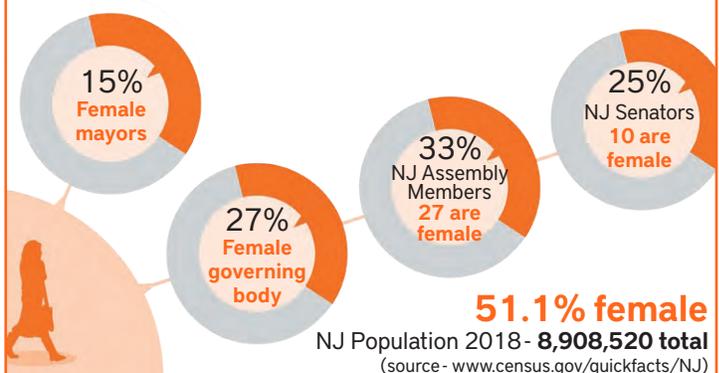
Elected Women in Municipal Government



NJ Governing Body members:
790 women
out of **2,892 total**

NJ Mayors:
87 women
out of **565 total**

% of Mayors, Governing Body Members, Assembly, Senate



Affiliate Session: The DCA, the Inspectors, & Changes to Come in 2022 - NJ State Plumbing Inspectors Association	317
Affiliate Session: Toxic Zombies - Tax Collectors & Treasurers (TCTANJ)	311
5:00 p.m.-6:00 p.m. Sessions	
Affiliate Session: TNJPO Annual Board Meeting - Planning Officials (NJPO)	305

Thursday, November 18, 2021

Room #

8:00 a.m.-8:30 a.m. Sessions	
Affiliate Session: Court Administrators - Continental Breakfast - Court Administrators (MCAANJ)	Royal Swan Ballroom, North Tower, Tropicana
8:00 a.m.-9:00 a.m. Sessions	
Affiliate Session: Attorneys' Breakfast - Planning Officials (NJPO)	Pre-Function 413 (Treehouse)
8:30 a.m.-9:00 a.m. Sessions	
Affiliate Session: MCAA of NJ November Meeting - Court Administrators (MCAANJ)	Royal Swan Ballroom, North Tower, Tropicana
9:00 a.m.-10:00 a.m. Sessions	
Affiliate Session: Working Outside the Box - Court Administrators (MCAANJ)	Royal Swan Ballroom, North Tower, Tropicana
9:00 a.m.-12:00 p.m. Sessions	
League Session: A Discussion on Daniel's Law: Joint Tax Assessors Program - Assessors (AMANJ)	412
Affiliate Session: William M. Cox Symposium - Planning Officials (NJPO)	416
9:00 a.m.-11:00 a.m. Sessions	
Affiliate Session: Flood Plain - Getting Back to Basics - Building Officials (NJBOA)	315
Affiliate Session: NJACCHO President's Award Ceremony - Health Officers (NJACCHO)	Aqua Room, Water Club, Borgata Hotel and Spa

9:00 a.m.-10:15 a.m. Sessions	
League Session: Are You Prepared? Getting Ready for Negotiations	302
League Session: Exploring Liquor Licenses	411
Affiliate Session: Managing Conflicts within Municipalities - Municipal Attorneys (NJILGA)	414
League Session: OPMA/ Civility/Administration of Public Meetings	311
League Session: Public Contracts Law and Regulation Update	303
League Session: Starring NJ: Setting the Scene for a Booming Film Industry	309

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202713 (09/21)



9:00 a.m.-10:15 a.m. Sessions**League Session:** State Plan & Sustainable Jersey - Good Planning Together - Sustainable Jersey 420**League Session:** Zombie Properties: Collecting the Uncollectable - Planning Officials (NJPO), Tax Collectors & Treasurers (TCTANJ) 402**9:30 a.m.-1:00 p.m. Sessions****Affiliate Session:** MWANJ Annual Meeting - Municipal Welfare Assoc. of NJ Casa Taco Restaurant, Tropicana Hotel**10:00 a.m.-12:00 p.m. Sessions****Affiliate Session:** How to Prevent Thermal Runaway of LI-ION Batteries - NJ State Fire Prevention and Protection Association (NJFPPA) 318**10:30 a.m.-1:30 p.m. Sessions****Affiliate Session:** Judiciary Hollywood Squares - Court Administrators (MCAANJ) Royal Swan Ballroom, North Tower, Tropicana**10:45 a.m.-12:00 p.m. Sessions****League Session:** ARP Compliance 403**Affiliate Session:** Cyber Issues - Tax Collectors & Treasurers (TCTANJ) Hall A**League Session:** Elected Officials Primer: Budget and Procurement 417**League Session:** Municipal Fleet Electrification - Sustainable Jersey 421**Affiliate Session:** OPRA & Right to Know: Recent Developments & Strategies - Municipal Attorneys (NJILGA) 415**League Session:** Personnel Policies – Diversity, Equity, & Inclusion Policy 201**Affiliate Session:** Post-Pandemic Tools That Can Help You Reach Your Citizens - Jersey Access Group (JAG) 409**League Session:** Shared Services Update with the Czars 404**10:45 a.m.-12:00 p.m. Sessions****League Session:** Technical Assistance Programs for Climate Resilience 405/406**1:30 p.m.-2:45 p.m. Sessions****Affiliate Session:** Effects of COVID on the Office Market & Appeals - Assessors (AMANJ) 412**League Session:** Farmland & Solar, Coexisting in Harmony 409**Affiliate Session:** Ins and Outs of Municipal Cannabis Law in New Jersey - Municipal Attorneys (NJILGA) 415**League Session:** Interest Arbitration & Negotiation Update 2021 401**League Session:** New Jersey Tourism in the Wake of COVID-19 301**League Session:** Reducing Food Insecurity in Your Municipality - Sustainable Jersey 420**3:30 p.m.-4:45 p.m. Sessions****Affiliate Session:** Municipal Law Update 2021 - Municipal Attorneys (NJILGA) 414**5:00 p.m.-5:15 p.m. Sessions****Affiliate Session:** Institute of Local Government Attorneys Annual Meeting - Municipal Attorneys (NJILGA) Pre-Function 413 (Treehouse)**6:00 p.m.-8:00 p.m. Sessions****Affiliate Session:** NJILGA Social Event - Municipal Attorneys (NJILGA) Palladium C, Caesars Hotel

Exhibitor Learning Sessions

Conference exhibitors share their expertise and insights with free, informative sessions open to all Conference delegates on Tuesday, Nov. 16, and Wednesday, Nov. 17.

Tuesday, November 16

12:30-1:20 p.m.

Room 305

Spatial Data Logic (SDL)

Preparing Your Building Departments for Electronic Permitting

Room 306

Fairleigh Dickinson University

Customized Professional Development

Room 307

Eastern Atlantic States Regional Council of Carpenters (EASRCC)

Best Practices for Administering Public Construction Projects

Room 408

Amy Greene Environmental, a Davey Company

Room 410

T&M Associates

Introduction to Physical Asset Management

Wednesday, November 17

12:30-1:20 p.m.

Room 311

Republic Services

Impact of Pandemic on Municipal Recycling & Solid Waste Contracts

Room 408

Civil Solutions

Solving Today's Challenges Using Esri's GIS Solutions

Room 410

CGI Technologies

Technology Solutions for Tracking COVID Relief Funds

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- Changes to the League's educational sessions schedule
- Shuttle bus changes
- Sold-out League events
- Daily highlights

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Exhibitors Share Visions for a Better Future

The following companies are exhibiting at the League Conference and are eager to offer their knowledge, products, and services to assist municipal officials. Be sure to visit their booths to see how they can assist you. Look for the highlighted vendors and visit, www.njlm.org/exhibit for more information or to learn more about becoming an exhibitor. Following is a list of exhibitors at press time.

Contact: Kristin Lawrence, Director, Conference Business Development, at klawrence@njlm.org or 609-695-3481, Ext. 125

A & K Equipment Co., Inc.
Abbingdon Engineering
Absolute Fire Protection & Vehicles
ACCESSREC LLC
ACCSES NJ
AccuScan
ACT Engineers, Inc.
Acuity Brands-Holophane-AEL-Cyclone
ADA Site Compliance
Advanced Air Duct Cleaning
Affordable Housing Alliance
Aflac
AIG Retirement Services
Air Brake & Equipment
Allan Briteway Electrical Contractors
Allen Associates Insurance Services
Altec Industries, Inc.
Altitude Unlimited Advanced Tech Solns
American Fidelity
American Hose & Hydraulics
American Recycling Resources
AmeriHealth New Jersey
Amy Greene Environmental, a Davey Co.
Aqua New Jersey, Inc.
AQUATECH-USA.COM
ARH Associates, Inc.
ArtPride New Jersey
Asphalt Paving Systems
ASPIRIS
Asplundh Tree Expert, LLC
ATC Corp
Athletic Fields of America
Atlantic Coast Recycling
Atlantic County Government
Atlantic InfraRed
Atlantic Mobile Health
Atlantic, Tomorrows Office
Aurora Environmental, Inc.
AVS Technology
Barber Beach Cleaners
Battalion 1 Consultants
Bayshore Family of Companies
BE
Ben Shaffer Recreation
Bergen County Dept of Planning & Eng.
Beyer Bros
Beyer Chrysler Dodge Jeep Ram
Beyer Fleet
Beyer Ford
BGIA
Bird Rides, Inc.
BIS Digital, Inc.
Black Lagoon Pond Management
Bobcat of North Jersey
Bonfire Interactive
Bosch Rexroth
Bowman Consulting Group (Bowman)
Boyce Associates
Brief Relief
Brighton Health Plan Solutions
Britton Industries
Bruno Associates Inc.
Bryan Electric Co.
Bulk Storage, Inc.
Buyers Products
CAI-NJ
Campbell Supply Company
Capital Benefits, LLC
Carbtrol Corporation

Care Supplies
CASA Payroll Services LLC
Cascade Cart Solutions
CEMCO, Inc.
Central Jersey Equipment
CentralSquare Technologies
Certified Power Solutions
CFG Health Network, LLC
CGI
Challenger Fence Inc.
Chambers Architecture, Inc.
Champion Alarm Systems, LTD
Cherokee the Zombie Zapper
Cherry Valley Tractor Sales
City Fire Electric
City Fire Equipment Company
City of Long Branch
CivicPlus
Civil Solutions, a division of ARH
Claims Resolution Corporation, Inc.
Classic Turf Company LLC
Cliffside Body Corp
Cloudpermit Inc.
CM3 Building Solutions, Inc.
CME Associates
CMI Limited Co
Colliers Engineering & Design
Cologna Productions
Combined Insurance - a Chubb Company
Commercial District Services LLC
Commercial Recreation Specialists
Common Security Corp.
Conner Strong & Buckelew
Consolidated Steel & Aluminum Fence Co.
Convault-Diesel Pure
Cooper Lighting Solutions c/o Metro-Tech
Cooper's Office Furniture
County of Union
Cracker Utility Solutions
Creative Bus Sales
Creative Composites Group
Credit Union of New Jersey
Creston Hydraulics, Inc.
Cubic Transportation Systems
CUES, Inc.
Data Network Solutions
De Block Environmental Services, LLC
Dejana Truck & Utility Equipment
Deschamps Mats Systems Inc. - MOBI-MAT
DEVO & Associates, LLC / Flowbird
Dialight Corp
Direct Flooring
DMR Architects
Dossier Systems
Downes Forest Products
Downtown New Jersey
Duke's Root Control, Inc.
Eagle Wireless
Eastern Lift Truck/ GEM/Polaris
EAW Security
Edmunds GovTech
EISCO-Environmental Industrial Services,
Corp.
Electronic Risks Consultants, Inc.
Elizabeth Truck Center
Environmental Resolutions, Inc.
e-PlanSoft
Esposito Construction LLC
ESS

Essex County Small Business Development
Excel Environmental Resources, Inc.
Extra Duty Solutions
EZ Docks Mid-Atlantic
EZ Street Company
Facility Solutions Group Inc.
FDR Hitches LLC
FDU School of Public & Global Affairs
Ferguson
Ferriero Engineering
Filebank
Finger's Radiator Hospital Inc.
Fire & Safety Services, LTD
Firefighter One
First Choice Automotive Equipment
FirstNet Built with AT&T
Fitzgeralds New Jersey Legislative Manual
Florlan ReApparatus
Foley, Inc.
FORCE America, Inc.
Foveonics Document Solutions
Frank Mazza and Son Inc.
Franklin Trailers Inc.
French & Parrello Associates
Fuel Ox, LLC
FuelForce Multiforce Systems
Gabrielli Truck Sales
Gallagher Asphalt Hot-in-Place Recycling
Gametime Park & Play Equipment/ MRC
Garden State Laboratories, Inc.
Gasboy & Veeder Root Fuel Management
Gateway Cleaning Equipment LLC
General Code
General Recreation, Inc.
Genetec
Gente Employee Benefits and HR Solutions
GEOD Corporation
George Ely Associates
Geospatial Analytics®
Golden Equipment Co., Inc.
GovDeals
GovPilot
Granite Telecommunications
Granturk Equipment Co., Inc.
GrantWorks, Inc.
Greenfields Outdoor Fitness
Greenman-Pedersen, Inc.
GREYHAWK
GRM Information Management
Groff Tractor Mid Atlantic
Grotto Engineering Assoc LLC
GSMJIF
GVM Inc., Snow Division
H.A. DeHart & Son, Inc.
H2M architects + engineers
Hackensack Riverkeeper
Hannon Floor Covering Corp.
Harbor Consultants Inc.
HCDNNJ
Hellas Construction, Inc.
Henderson Products
Herc Rentals
Highway Equipment Company
Highway Traffic Control
Hoarders-Clutterers Express
Hoffman Services, Inc.
Hoplite Communications LLC
Horizon Signal
Hudson County Improvement Authority

Hudson County Motors
Hudson Machinery LLC
Hudson Regional Hospital
Hunter Technologies
Hunter Truck
Hutchinson Mechanical Services
I.M.S.A. New Jersey
IAPMO
IBEW Local 102
ICC Community Development Solutions
ICON & Universal Compliance Fuel Tanks
Info Tech, Inc.
Info-Cop, by GTBM Inc.
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Integrated Technical Systems, Inc.
Integrity Health
Intelligent Traffic Supply Products, LLC
Interport
Invest Newark
Investors Bank
Ion Wave Technologies, Inc.
IPL Inc.
IPS Group Inc.
Jack Doheny Company - JDC
JCT Solutions
Jersey Access Group
Jersey Cape Tags
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Keyport Army Navy
Keystone Structures, Inc.
Kimco USA Inc.
Komptech Americas
L.E.A.D.
Laborers Local 172
Laurel Lawnmower
LED Roadway Lighting Ltd
Leonardo/ELSAG ALPR Solutions
Liberty Parks and Playgrounds, Inc.
Lincoln Financial Group
LINK by Superpedestrian
Maco Office Source
Major Police Supply
Mantis Innovation
Matrix New World Engineering
Max Spann Real Estate & Auction Co.
Mazza Recycling Services
McGrath Municipal Equipment
Mercer Gasket & Shim
Messinas
MGL Printing Solutions
Mid Atlantic Truck Centre
Mid Atlantic Waste Systems
Mid-Atlantic Solar & Storage Ind Assn
Milberg Coleman Bryson Phillips Grossman
Millennium Communications Group, Inc.
Millennium Strategies LLC.
Miller Pipeline
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Mitchell Associates Architects
 Mitchell Humphrey & Co.
 MME Works for ActivePure
 Mobile Dredging and Video Pipe Inc.
 Modern Group
 Momentum Solar
 Montrose Environmental Solutions, LLC
 Mott MacDonald
Municipal.com LLC
 Municipal Cards LLC
 Municipal Clerks' Association of NJ
 Municipal Excess Liability Joint Insurance Fund
 Municipal Safety Supply
 Municipal Software, Inc.
 Munidex, Inc.
 Munisite Networks
 Muscle Wall
 Musco Sports Lighting
 Najarian Associates, Inc.
 National Bulb Recycling Corp.
 NDS
 Nearmap
 Neuvokas Corp.
 New Horizon Lighting
 New Jersey One Call
 New Jersey American Water
 New Jersey CannaBusiness
 New Jersey Conference of Mayors
 New Jersey Health Insurance Fund
 New Jersey Library Association
 New Jersey Natural Gas
 New Jersey Natural Gas (NGV)
 New Jersey Planning Officials, Inc.
 New Jersey Prevention Network
 New Jersey Recreation and Park Assoc
 New Jersey Redevelopment Authority
 New Jersey State Nurses Association
New Jersey's Clean Energy Program
 NJ - Council on Developmental Disabilities
 NJ - Civil Service Commission
 NJ - DEP Local Gov't Assistance
 NJ - Dept of Children and Families
 NJ - Dept of Community Affairs
 NJ - Dept of Health
 NJ - Dept of Labor
 NJ - Dept of the Treasury - DPP/DSS
 NJ - Dept of Transportation
 NJ - DEPTCOR/Bureau of State Use Industries
 NJ - Division of Consumer Affairs
 NJ - Division of Taxation
 NJ - Housing & Mortgage Finance Agency
 NJ - Unclaimed Property
 NJ 211
 NJ American Massage Therapy Association
 NJ Carpenters Union
 NJ Certified Animal Control
 NJ Clean Communities Council
 NJ I-Bank
 NJ Mosquito Control Association
 NJ Motion Picture & Television Comm.
 NJ Shade Tree Federation
 NJ State Assn. of Chiefs of Police
 NJ TRANSIT
 NJ Water Association - Apprenticeship Program
 NJ Water Environment Association
 NJAPZA
 NJDOT Local Aid Resource Center
 NJEDA-NJ Economic Development Authority
 NJHCQI
 NJR Clean Energy Ventures
 NJSEM
 Norcom Solutions
 North American Attachments
North Jersey Truck Center - Freightliner
 Northeast Communications, Inc.
 Northeast Sweepers & Rentals, Inc.
 Northfield Bank

OceanFirst Bank
 One Source of New Jersey
 Onspot Automatic Tire Chains
 Optimum Business
 OPW Fuel Management Systems
 OSI Technology
 Oxford Engineering Company
 P.L. Custom Emergency Vehicles
 Pac-Van, Inc./United Rentals
 ParkMobile
 ParkVANTAGE.com an ACS Company
 Passaic Valley Sewerage Commission
 paymints.io
 PCH Technologies
 Peach Country Tractor
 Peckham Industries Inc.
 Peirce-Eagle Equipment Co.
 Pemberton Electrical Supply
 Pennoni
 PF Parking and Management Corp.
 Phoenix Advisors, LLC
Pitt Bull Secure Technologies
 Planned Parenthood Action Fund of NJ
 PMA Management Corp.
 Power Patch Inc.
 Presray Corporation
 Print and Mail Communications
 Prior & Nami Business Systems
 Proforma Dynamic Resources
 PS&S Consulting Engineers
 PSE&G
 Public Works Association of NJ
 PubWorks
 Quality Truck Center
 Rapid Recovery Services
 Rave Mobile Safety
 Recovery Impound Solutions
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 Stucchi USA
 Suburban Consulting Engineers, Inc.
 Sunbolt
 Sunrise Systems
 Sustainable Jersey
 Syntech Systems/FUELMaster
 T&M Associates
 T.M. Fitzgerald & Associates
 Taurus Advisory Group
 Tax Collectors & Treas Assoc of NJ
 TENCO Industries
 TGI Office Automation
 The Difference Card
 The Dumpster Guard Inc.
 The Gillespie Group, Inc.
 The Goldstein Partnership Architects
 The LandTek Group, Inc.
 The Precision Companies

Thomas Edison State University
 Timetrak Systems, Inc.
 T-Mobile USA
 Trackless Vehicles LTD
 Traffic Control Solutions
Traffic Plan
 Tremco Roofing & Building Maintenance
 Triad Associates
 Trius Inc.
 TTI Environmental, Inc.
 Turf Equipment and Supply Company
 Tyler Technologies
 U.S. Flood Control Corp.
 U.S. Municipal
 Unicorn HRO
 Unifirst Corporation
UNIQUE Paving Materials Corp.
 United Concrete Products
 United Rentals
 United Site Services & Russell Reid
 USDA Rural Development
 V.E. Ralph & Son, Inc.
 Valley Bank
 Van Cleef Engineering Associates
 Van Note-Harvey Associates, Inc.
 VCI Emergency Vehicle Specialists
 VCS Intelligent Workforce Management
 Vermeer North Atlantic
 Versalift East
 VOIP Networks
 W.E. Timmerman Co. Inc.
 Wapro Inc.
 Warshauer Electric Supply
Washington National Insurance Company
 Waste Management of New Jersey
 Wayne Fleet Fuel Dispensers & Mgmt.
 WeatherWorks, LLC
 Whispir
 Whitemarsh Corporation
 Widmer Time Recorder
 WildcoPES-Vehicle Fueling Equipment
 Willdan Energy Solutions
 Window Film Depot
 Wolfington Body Company
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Local Elected Officials Leadership Program

The League is proud to offer the Local Elected Officials Leadership Program (LGLP), a voluntary training and recognition program for Elected Governing Body Members.



LGLP has three tiers:

Municipal Leader (25 points)

Municipal Innovator (50 points)

Municipal Pioneer (75 points).

Each tier has an assigned number of points. Once an Elected Governing Body Member has earned the required points, they are awarded one of these tiers.

Participation in this program is completely voluntary.

2021 Annual Conference Sessions

The following courses at this year's Annual Conference offer points toward LGLP.

Tuesday November 16, 2021

9:00 a.m.

Investing in Infrastructure: Successful Project Delivery	411
----------------------------------------------------------	-----

10:45 a.m.

NJ Department of Human Services & Your Community	312
--------------------------------------------------	-----

Public Private Partnerships & Municipal Projects, Perfect Together? 418	
-------------------------------------------------------------------------	--

1:30 p.m.

DLGS Director's Update	302
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Federal Issues – American Rescue Plan and Infrastructure	403
----------------------------------------------------------	-----

New Jersey Climate Change Initiatives & Impacts on Local Governments	405/406
----------------------------------------------------------------------	---------

Stormwater: Tools to Help Municipalities Weather the Storm	420
------------------------------------------------------------	-----

The Importance of Maintaining Your Town's Physical Infrastructure	312
-------------------------------------------------------------------	-----

3:30 p.m.

Access to Economic Recovery Act Funds	304
---------------------------------------	-----

Bringing the Clean Energy Revolution to Your Community	421
--------------------------------------------------------	-----

Leadership, Laughter, & Learning: A Workshop for Government Officials	411
-----------------------------------------------------------------------	-----

New Jersey Clean Communities: Exploring the Implementation of the Plastic Bag Law	401
-----------------------------------------------------------------------------------	-----

Small Downtowns Can Do Economic Development Too!	318
--------------------------------------------------	-----

Wednesday, November 17, 2021

9:00 a.m.

Cannabis Regulatory Update	403
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Resources to Support Local Sustainability Initiatives	421
-------------------------------------------------------	-----

10:45 a.m.

Cyber Security & Technology After COVID	404
-----------------------------------------	-----

Elected Officials Primer: Ethics, OPRA, OPMA, and Civility	417
------------------------------------------------------------	-----

NJUMA Session: Building Community: The Necessity of Civilian Complaint Review Boards	419
--------------------------------------------------------------------------------------	-----

State of the State's Health	402
-----------------------------	-----

1:30 p.m.

Broadband Deployment in the National Infrastructure Bill	404
----------------------------------------------------------	-----

Communicating with Residents During COVID	412
-------------------------------------------	-----

Making the Most of Solar in New Jersey	421
----------------------------------------	-----

New Jersey's Transition to an Equitable Green Economy	417
-------------------------------------------------------	-----

Public Finance in 2021 and Beyond	411
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Recent OPRA Decisions	402
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3:30 p.m.

A Legacy of Safety: How Municipalities are Making it Happen	301
-------------------------------------------------------------	-----

Annual Risk Management	302
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New Urban Enterprise Zone Law - A Meeting of the Urban Enterprise Zone Mayors Commission	416
------------------------------------------------------------------------------------------	-----

Prevailing Wage and Public Works Contracting Update	403
-----------------------------------------------------	-----

Thursday, November 18, 2021

9:00 a.m.

A Discussion on Daniel's Law: Joint Tax Assessors Program	311
-----------------------------------------------------------	-----

Are You Prepared? Getting Ready for Negotiations	302
--------------------------------------------------	-----

Exploring Liquor Licenses	411
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OPMA/Civility/Administration of Public Meetings	311
-------------------------------------------------	-----

Public Contracts Law and Regulation Update	303
--------------------------------------------	-----

Starring NJ: Setting the Scene for a Booming Film Industry	309
------------------------------------------------------------	-----

State Plan & Sustainable Jersey - Good Planning Together	420
----------------------------------------------------------	-----

Zombie Properties: Collecting the Uncollectable	402
-------------------------------------------------	-----

10:45 a.m.

Elected Officials Primer: Budget and Procurement	417
--------------------------------------------------	-----

Municipal Fleet Electrification	421
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Personnel Policies – Diversity, Equity, & Inclusion Policy	201
------------------------------------------------------------	-----

Shared Services Update with the Czars	404
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Technical Assistance Programs for Climate Resilience	405/406
------------------------------------------------------	---------

1:30 p.m.

Farmland & Solar, Coexisting in Harmony	409
-----------------------------------------	-----

Interest Arbitration & Negotiation Update 2021	401
------------------------------------------------	-----

@ For a program brochure or application form, visit www.njlm.org/lglp

Affiliates Programs & Meetings

Assesors (AMANJ) Association of Municipal Assessors of NJ

Tuesday, November 16, 2021		Room #
9:00 a.m.		402
Legislative Update		
1:30 p.m.		320
E-Commerce & Assessment/Appraisal		

Wednesday, November 17 2021	
10:00 a.m.	Brighton Ballroom, Hard Rock Hotel & Casino
AMANJ Annual General Membership Meeting	
2:00 p.m.	Brighton Ballroom, Hard Rock Hotel & Casino
Update on Retail Market Trends	

Thursday, November 18 2021	
9:00 a.m.	311
A Discussion on Daniel's Law: Joint Tax Assessors Program	
1:30 p.m.	412
Effects of COVID on the Office Market & Appeals	

Municipal Attorneys (NJILGA) NJ Institute of Local Government Attorneys

Tuesday, November 16, 2021		Room #
9:00 a.m.		313
Welcome & Introduction to Programs & CLE Requirements		
10:45 a.m.		314
Topics in Local Government Ethics		

Wednesday, November 17 2021	
1:30 p.m.	314
New Jersey Public Sector Law Update	
3:30 p.m.	321
Municipal Land Use Law-Bonding Requirements; Engineering Contracts	

Thursday, November 18 2021	
9:00 a.m.	414
Managing Conflicts within Municipalities	
10:45 a.m.	415
OPRA & Right to Know: Recent Developments & Strategies	
1:30 p.m.	415
Ins and Outs of Municipal Cannabis Law in New Jersey	

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Thursday, November 18 2021

3:30 p.m. 414

Municipal Law Update 2021

5:00 p.m. Pre-Function 413 (Treehouse)

Institute of Local Government Attorneys Annual Meeting

6:00 p.m. ???

NJILGA Social Event

Building Officials (NJBOA) NJ Building Officials Association

Tuesday, November 16, 2021 Room #

3:30 p.m. 414

Cannabis and the Building Code

Wednesday, November 17 2021

8:00 a.m. Neptune Room, Caesars

NJBOA Election of 2021 Officers

10:00 a.m. Tiberius/Spartacus/Romulus Room, Caesars

NJBOA General Meeting

12:00 p.m. Neros Italian Steakhouse, Caesars

NJBOA Luncheon, Swearing-In of Officers, & Awards Presentation

Thursday, November 18 2021

9:00 a.m. 315

Flood Plain - Getting Back to Basics

Municipal Clerks (MCANJ) Municipal Clerks' Association of NJ, Inc

Tuesday, November 16, 2021 Room #

9:00 a.m. 402

Legislative Update

1:30 p.m. 414

General Licensing Update

Court Administrators (MCAANJ) Municipal Court Administrators Association of NJ

Tuesday, November 16, 2021 Room #

10:45 a.m. 404

Municipal Courts Evolving: Buckle Up, We Are in This Together - Part 1

1:30 p.m. 404

Municipal Courts Evolving: Buckle Up, We Are In This Together - Part 2

Wednesday, November 17 2021

8:30 a.m. Royal Swan Ballroom, Tropicana

Court Administrators: Opening Discussion/Swearing-In Ceremony

9:15 a.m. Court Administrators: Keynote Speaker	Royal Swan Ballroom, Tropicana
10:30 a.m. AOC Updates	Royal Swan Ballroom, Tropicana
1:30 p.m. Hot Topics in Judiciary	304
3:30 p.m. Q&A with the AOC Teams	304

Thursday, November 18 2021

8:00 a.m. Court Administrators - Continental Breakfast	Royal Swan Ballroom, North Tower, Tropicana
8:30 a.m. MCAA of NJ November Meeting	Royal Swan Ballroom, North Tower, Tropicana
9:00 a.m. Working Outside the Box	Royal Swan Ballroom, North Tower, Tropicana
10:30 a.m. Judiciary Hollywood Squares	Royal Swan Ballroom, North Tower, Tropicana

Electrical Inspectors (NJMEIA) NJ Municipal Electrical Inspectors Association

Wednesday, November 17, 2021		Room #
10:00 a.m. NJ Uniform Construction Code - Permit & Submission Process		320

Finance Officers (GFOA) Government Finance Officers Association of NJ

Wednesday, Nov. 17, 2021 Rm #	
10:45 a.m. 2021 Labor/Employment Law & Ethics Update	304

Health Officers (NJACCHO) NJ Association of County & City Health Officials

Wednesday, Nov. 17, 2021 Rm #	
9:00 a.m. NJACCHO Business Meeting, Breakfast, & Osborne Award	318

Thursday, Nov. 18, 2021

9:00 a.m. NJACCHO President's Award Ceremony	Aqua Room, Water Club, Borgata Hotel and Spa
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2022 Show Off Your City CONTEST

Share your hometown pride! Please send in your photos of your tourist attractions, downtown areas, economic development initiatives, parks, city halls, community groups and new projects for the annual Show Off Your City contest.

SUBMISSION DEADLINE: FEBRUARY 3

- Entries will be posted on the League's Facebook page, website, and some will be featured in the April issue of NJ Municipalities magazine, and possibly other issues. A winner will be chosen and awarded a free League publication of their choice as well as a place of pride on the cover of the April issue.
- Photos should be high resolution JPEG files, at least 1 MB in size. Please provide photo credit if necessary. They can be sent to aspiezio@njlm.org or mail on CD or flash drive to 222 West State Street, Trenton, NJ 08608

ENTRY DETAILS: Unfortunately, stock photos and images that are too low resolution will not be considered. By submitting a photo, you are agreeing that you own the rights to the photo and that NJLM has permission to use the photo in NJ Municipalities, on NJLM's social media and website, and on other printed materials.

A winner will be announced with the publication of the April issue. Please include your Facebook profile name and we will tag your photo on Facebook!



Jersey Access Group (JAG)

Wednesday, November 17, 2021		Room #
1:30 p.m.		404
Broadband Deployment in the National Infrastructure Bill		
Thursday, November 18 2021		
10:45 a.m.		409
Post-Pandemic Tools That Can Help You Reach Your Citizens		

Managers & Administrators (NJMMA) NJ Municipal Management Association

Wednesday, November 17, 2021		Room #
10:45 a.m.		308
Data Based Decision Making: A Best Practice		
12:00 noon	Crown Ballroom 1,2 Sheraton Hotel	
NJMMA Awards Luncheon		
1:30 p.m.		308
Pandemic! How Municipalities Survive Pre, During, and Post		

Planning Officials (NJPO) NJ Planning Officials, Inc.

Tuesday, November 16, 2021		Room #
9:00 a.m.		315
Staying Out of Trouble		
10:45 a.m.		314
Master Plan Update		
1:30 p.m.		315
RSIS - Refresher		
3:30 p.m.	314	
Ethics for Planners		

Wednesday, November 17 2021	
9:00 a.m.	201/202
Affordable Housing Update	
9:00 a.m.	310
Farmhouse v. Warehouse	
Wednesday, November 17 2021	
10:45 a.m.	322
Variances: Proofs & Case Law	
12:00 p.m.	Boulevards Cafe- 2nd Fl, Sheraton Hotel
NJAPZA Luncheon	
1:30 p.m.	310
Future of Parking (EV Stations, Uber Impact, Etc.)	
5:00 p.m.	305
NJPO Annual Board Meeting	

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Thursday, November 18 2021

8:00 a.m.

Pre-Function 413 (Treehouse)

Attorneys' Breakfast

9:00 a.m.

416

William M. Cox Symposium

9:00 a.m.

402

Zombie Properties: Collecting the Uncollectable

Plumbing Inspectors (NJPIA) NJ State Plumbing Inspectors Association, Inc

Wednesday, November 17, 2021

Room #

3:30 p.m.

317

The DCA, the Inspectors, & Changes to Come in 2022

Prosecutors (NJSMPA) NJ State Municipal Prosecutors Association

Tuesday, November 16, 2021

Room #

10:45 a.m.

404

Municipal Courts Evolving: Buckle Up, We Are in This Together - Part 1

1:30 p.m.

404

Municipal Courts Evolving: Buckle Up, We Are In This Together - Part 2"

The Election is over.
The votes have been counted.
And you've been elected!

Start your term in Municipal Government on the right foot.
Sign up for the League's training program today.



Orientation for Municipal Officials Who Are Newly Elected, Reelected, Or Experienced

Saturday, January 8, 2022

Hilton Meadowlands Hotel
2 Meadowlands Plaza • East Rutherford, NJ

Saturday, January 22, 2022

Westin Hotel
555 Fellowship Road • Mount Laurel, NJ

This orientation for municipal officials who are newly elected, reelected, or experienced is fast paced and designed to quickly bring officials up-to-date on important municipal issues. The newly elected officials will get a thorough overview of their major areas of responsibility, key contacts at the State level, and important sources of information and assistance.

REGISTRATION FEE: Member \$130.00* Non-Member \$150.00

**Member Rate: Includes Municipalities, State, County, Local Governments, and Municipal Utility Authorities*



Purchasing Agents (GPANJ) Governmental Purchasing Association of NJ

Tuesday, November 16, 2021		Room #
9:00 a.m.		402
Legislative Update		
3:30 p.m.		321
Procurement & Supply Chain Workforce Challenges		
Wednesday, November 17 2021		
9:00 a.m.		415
QPA & P2P: Not So Perfect Together		

Recreation Community Recreation Society of NJ

Tuesday, November 16, 2021		Room #
1:30 p.m.		316
Trends in Substance Abuse & How Science Is Leading to New Treatments		
Wednesday, November 17 2021		
9:00 a.m.		315
Prioritizing Sports Field & Grounds Maintenance Tasks		
1:30 p.m.		315
Trails 101		

Budgeting for the Elected Official:

Everything you Need to Know to Create, Balance,
and Approve Your Municipalities' Budget

Saturday, March 12, 2022

8:30a.m.-2:00p.m.

The Conference Center at Mercer • 1200 Old Trenton Rd. • West Windsor, NJ 08550

Creating and approving a feasible budget is one of the most important tasks of an Elected Official. It is also one of the most complex and time consuming tasks. To aide in this endeavor, the League has created a special half day program geared towards Elected Officials to help them in understanding the Municipal Budgeting Process.

Please join us for this informative program!

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*This program is a requirement of the Local Government Leadership Program.
For more information visit www.njlm.org/lglp*



Registrars (RANJ) Registrar's Association of NJ

Tuesday, November 16, 2021		Room #
8:30 a.m. RANJ Business Meeting	Salon 1 & 2, Tropicana Hotel	
9:00 a.m. Ask the State Registrar and OVSR Updates	Salon 1 & 2, Tropicana Hotel	
10:30 a.m. Registrars: Amendments	Salon 1 & 2, Tropicana Hotel	
11:45 a.m. RANJ Luncheon	Salon 3 & 4, Tropicana Hotel	
1:30 p.m. Birth Processing Changes	201/202	
3:30 p.m. NJ State Archives	201/202	

Tax Collectors & Treasurers (TCTANJ) Tax Collectors and Treasurers Association of NJ

Tuesday, November 16, 2021		Room #
9:00 a.m. Legislative Update	402	
10:45 a.m. Preparing for Your Audit	Hall A	
1:30 p.m. Ethical Obstacles & Obligations in Local Government	402	
3:30 p.m. Labor Law	Hall A	

Wednesday, November 17 2021

9:00 a.m. TCTANJ Breakfast & Business Meeting	Hall A	
10:45 a.m. A Year in the Life of a NJ Tax Collector	312	
1:30 p.m. In Rem Forclosures	312	
3:30 p.m. Toxic Zombies	311	

Thursday, November 18 2021

9:00 a.m. Zombie Properties: Collecting the Uncollectable	402	
10:45 a.m. Cyber Issues	Hall A	

Municipal Welfare Association of NJ (MWWANJ) Municipal Welfare Association of NJ

Wednesday, November 17, 2021		Room #
10:45 a.m. The Impact of COVID-19 on Social Services	307	

Thursday, November 18 2021		
9:30 a.m. MWANJ Annual Meeting	Casa Taco Restaurant, Tropicana Hotel	

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Local Governing

Presenting Keys to the City



Photo credit: Edwin J. Torres

Plenty of New Jersey’s athletes stepped onto the medal podiums at this summer’s Olympic games in Tokyo. Toms River third baseman Todd Frazier, Dunellen hurdler Sydney McLaughlin, and runner Athing Mu of Trenton (shown with her medals above) were among those from the Garden State who went for the gold and got it.

And upon their return, these athletes were celebrated by their communities with parades and recognitions that included the presentation of a key to the City of Trenton for Mu by Mayor Reed Gusciora.

A nice gesture, but why a key to the city?

According to Brown University’s Joukowsky Institute for Archaeology & the Ancient World, the key to the city has its roots in the medieval world where cities were walled with guarded gates for access that were locked at night. “The key symbolizes the freedom of the recipient to enter and leave the city at will, as a trusted friend of city residents.”

The first key to the city presented in the United States has a New Jersey connection. In 1702, New York City Mayor Philip French bestowed the honor upon Viscount Edward Cornbury, then the governor of New York and New Jersey. It was part of the “Freedom of the City,” and invitation for the leader to come and go from the city at will.

While today’s keys to the city have a less literal use, they are a timeless token of esteem that is still a cherished tradition around the world. Municipalities can present a decorative key or sometimes a key-themed plaque to the city and proclamation to honored residents, respected citizens, long-serving local officials, and illustrious visitors to show gratitude and appreciation.

Around the Garden State, keys to the city have also been awarded in Atlantic City, Hoboken, Jersey City, Newark, and Paterson to individuals ranging from Miss America winners to rapper Fetty Wap. 🗝️

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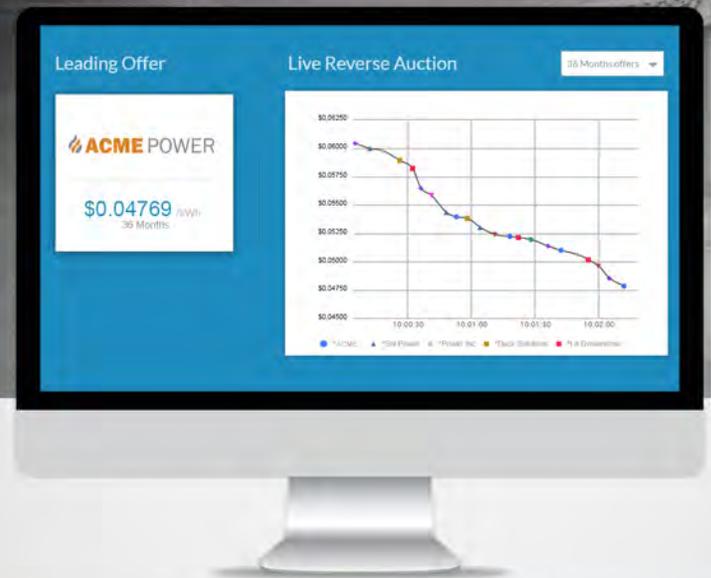
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