

# nj

April 2025

# municipalities

Official Publication of the New Jersey State League of Municipalities

## Show Off Your City 2025

### Verona Slides Into Summer Fun



**Direct  
Flooring**

**NJ STATE CONTRACT  
ALL 21 COUNTIES**

**LIBRARIES • BATHROOMS  
SPORT FLOORS • ASBESTOS ABATEMENT**

**HCESC • ESCNJ • ED DATA**

# Does This Look Familiar?



## We Can Help!

**Frustrated with not finding the file or record you need?**

NJ DORES requires certain municipal records to be kept permanently unless scanned. AccuScan will get your municipality registered and compliant with all NJ DORES and SRC requirements.

This permits destruction of the paper records. Microfilm is no longer required as a backup to scanning. This will reduce the cost of your project.

## Benefits of Using AccuScan

- Instant retrieval, no more lost or misfiled documents
- Access control to all records based on user rights
- Compliance with state and federal regulations
- Cloud based storage available or store on your computer

# ACCU SCAN

digital archival solutions

Experts in Scanning & Document Management

Council Minutes • Building Permits • Ordinances • Resolutions • Tax Records  
• Tax Maps • Blueprints • Police Records • Payroll • Personnel

**609-386-6795 • [www.GetAccuScan.com](http://www.GetAccuScan.com)**



ESCNJ NJ State Approved Co-op # 65MCESCCPS  
Document Management for Records Retention & Disposal RFP# ESCNJ 22/23-11  
Bid Term: 7/1/2022-6/30/2024 Extended to: 6/30/2025

For information about the ESCNJ coop or how to join, visit [www.ESCNJ.us](http://www.ESCNJ.us)



**New Jersey Municipalities Magazine**

Volume 102 | Issue 4

EDITOR

**Michael F. Cerra**

MANAGING EDITOR

**Amy Spiezio** [aspiezio@njlm.org](mailto:aspiezio@njlm.org)

DIRECTOR, COMMUNICATIONS, MARKETING, & TECHNOLOGY

**Taran B. Samhammer** [tsamhammer@njlm.org](mailto:tsamhammer@njlm.org)

ADVERTISING MANAGER

**Tasneem Kapadia** [tkapadia@njlm.org](mailto:tkapadia@njlm.org)

CONTRIBUTING EDITORS

**Lori Buckelew** **Benjamin Dworkin, Ph.D.**  
**Joseph Hannon** **Erin Knoedler**  
**Paul A. Penna** **Marc Pfeiffer**  
**Matthew U. Watkins**

CREATIVE DIRECTOR

**Dawn Becan, White Eagle Printing Company**

SUBSCRIPTION MANAGER

**Thomas Fratticcioli** [tfratticcioli@njlm.org](mailto:tfratticcioli@njlm.org)

**Have an idea, project or opinion to share?**

*NJ Municipalities* welcomes member articles, information, and op-eds. Contact Managing Editor Amy Spiezio or go to [www.njlm.org/magazine](http://www.njlm.org/magazine).

**Want to reach local decision makers?**

*NJ Municipalities* can help you get your message out to New Jersey's 6,000+ municipal officials. Contact Advertising Manager Tasneem Kapadia or go to [www.njlm.org/advertise](http://www.njlm.org/advertise).



NEW JERSEY MUNICIPALITIES (ISSN 0028-5846) is published monthly (except July, August and September) by the **New Jersey State League of Municipalities, 222 West State St., Trenton, NJ 08608. PHONE: 609-695-3481, FAX: 609-695-0151, WEBSITE: www.njlm.org, EMAIL: njm@njlm.org.** Periodicals postage paid at Trenton, NJ 08608. Postmaster send address changes to NEW JERSEY MUNICIPALITIES, 222 West State St., Trenton, NJ 08608. Print subscription rates (nine months) \$30.00; League members \$25.00; foreign \$46.00. Single copies: League member officials, \$6.00; others, \$8.00; foreign, \$27.00. For additional subscription information visit [www.njlm.org/subscriptions](http://www.njlm.org/subscriptions). Publication No. 380460. © 2025.

**NEW JERSEY MUNICIPALITIES** serves as a forum for the exchange of ideas and information on municipal affairs for the public officials of New Jersey. The views expressed and the data presented by contributors and advertisers are theirs and are not shared by the League, unless specifically stated.

The New Jersey State League of Municipalities is dedicated to environmentally and socially responsible operations. We are proud to print this magazine on Sappi McCoy Gloss 100lb Text (cover) and Sappi Flo Gloss 70lb Text, industry leading environmentally responsible papers. The wood fiber used to make this paper is independently certified to come from responsibly managed forests. Proudly printed in the state of New Jersey, USA.



## Officers



**PAUL H. TOMASKO**  
President  
Mayor, Alpine



**SEAN ELWELL**  
1st Vice President  
Mayor, Elsinboro



**SHELLEY BRINDLE**  
2nd Vice President  
Mayor, Westfield



**GUY PISERCHIA**  
3rd Vice President  
Deputy Mayor, Long Hill

## Executive Board

- RAS BARAKA** Mayor, Newark
- TOM BIANCO** Mayor, Clayton
- MARY JANE CANOSE** Mayor, Bernardsville
- WILLIAM CHEGWIDDEN** Mayor, Wharton; Immediate Past President, NJLM
- BRAD COHEN** Mayor, East Brunswick
- SHEENA COLLUM** Mayor, South Orange
- RUBY COTTON** Council Member, Paterson
- WILLIAM CURTIS** Mayor, Bay Head
- DAVID DeGIRALAMO** Mayor, Union Township (Hunterdon)
- ANTHONY FANUCCI** Mayor, Vineland
- ELSIE FOSTER** Mayor, Highland Park
- STEVEN FULOP** Mayor, Jersey City
- JOHN C. GLIDDEN JR.** Mayor, Closter
- DINA M. GRILO** Mayor, East Newark
- BARBARA JUZAITIS** Councilwoman, Avalon
- NICK KAPPATOS** Mayor, Runnemede
- M. JAMES MALEY JR.** Mayor, Collingswood
- ADRIAN O. MAPP** Mayor, Plainfield
- JEFFREY MARTIN** Mayor, Hamilton (Mercer)
- JOHN PALLONE** Mayor, Long Branch
- JANET W. TUCCI** Mayor, West Long Branch
- ROSEMARY TUOHY** Mayor, Allamuchy Township
- JACLYN VEASY** Mayor, Evesham

## Executive Staff

- MICHAEL F. CERRA** Executive Director
- LORI BUCKELEW** Deputy Executive Director
- TRISHKA WATERBURY CECIL, ESQ.** League General Counsel

Focus:



Sustainability

# njcontents

Volume 102 | Issue 4 April 2025



## Features

### 6 UpFront Focus Be SMART

Get acquainted with New Jersey's initiative to help prevent wildfires

Greg McLaughlin and Bill Donnelly

### 26 Long Branch Free Public Library Shows Off Transformation

Ribbon cutting held for updated Carnegie Library

### 28 Focus Plan for a Sustainable Future

Stormwater management in municipal master plans

Angelica Apolinaris

### 30 Pathways to Public Service

A Career Connection Fair

Amy Spiezio

### 36 Show Off Your City 2025

Verona Slides Into Summer Fun

Elisa Northrop and Christopher M. Tamburro

## IN THIS ISSUE

4/ 222 West State  
Michael F. Cerra

12/ NJ Now

18/ Washington Op-Ed  
Rep. Nellie Pou

20/ Member Op-Ed  
Paul Tomasko and David Grubb

24/ Member Op-Ed  
J. Christian Bollwage and Brian Thompson

54/ Business Card Directory

56/ Local Knowledge/Supporters  
Amy Spiezio

## DEPARTMENTS

46/ Gold Dome  
Ben Dworkin

48/ Tech Update  
Marc Pfeiffer

50/ Labor Negotiations  
Matthew U. Watkins

52/ Legislative Update  
Lori Buckelew, Paul A. Penna, Erin Knoedler



## On the Cover

This year's Show Off Your City contest winner, Verona, shares a magic moment at the Verona Community Pool in a winning photo by Norman DeShong and Aaron Tries.





## First Line of Defense is Prevention

So many of us watched this winter's California wildfires in shock. Millions of acres went up in flames and entire communities were wiped off the map, with an as-yet undetermined cost in property damage, wildlife loss, and human suffering.

In the meantime, the Garden State has faced its own wildfire challenges. As the New Jersey Department of Environmental Protection points out in a feature by Greg McLaughlin and Bill Donnelly, "Since 2019, wildfires in the Garden State have increased in frequency, intensity and acres burned—just as the length of wildfire season has expanded. And the number of wildfires here already have doubled during the first two months of 2025, compared to the same time last year." (See article on page 6.)

Mayors all over the state are working with the DEP to help reduce the risk and spread of wildfire, including a discussion in February on concerns and opportunities. Former League President Mayor Bill Pikolycky of Woodbine noted, "We have and continue to offer our airport as a base of operations for the (Forest) Fire Service to land, refuel, and refill water tanks in the event of fire. We look forward to offering Woodbine and its airport to the New Jersey Forest Fire Service as a training and drill location for strategic planning in containing and fighting forest fires."

Woodland Mayor William DeGroff also noted, "I think it's very important that the Governor continues to support prescribed burning in the Pinelands. The Pinelands are a very volatile fire area, and what happened in California could very easily happen (here)."

Many local and state officials work together to protect New Jersey and its many wonders, and they have plenty of beauty to preserve. One of those places is Verona, the winner of this year's Show Off Your City contest and featured cover photo for this month's issue.

Verona's small-town charm near some of the most densely populated areas in the state features a summer retreat. Verona's Community Pool serves as a sanctuary for fun and relaxation for all ages. At the center of this oasis are Verona's exhilarating slides which are perfectly captured in this winning photograph by Norman DeShong and Aaron Tries operating the drone camera.

Along with Verona's entry, nearly 50 municipalities sent in their amazing photographs with a wide range of subjects from nature's residents to city sunrises. We thank you for your contributions and look forward to celebrating Local Government Week with you this month, April 6-12. Use social media to celebrate and promote events with the hashtag #NJLocalGovt via X and Facebook. 📌

*Michael Cerra*

“  
We thank you  
all for your  
contributions  
and look forward  
to celebrating  
Local Government  
Week with you  
this month from  
April 6-12.

”



# The best decisions help lead to less decisions

You need a provider that understands that you aren't offering a retirement plan because you have to – you're doing it because you want your employees to have positive futures. That provider is Lincoln Financial.

Lincoln's experience working with a variety of organizations helps us understand the nuances of your retirement plan and drive your employees' retirement readiness. Whether it's providing more effective tools and technology to help ease plan administration or meeting with your people one-on-one to understand their needs, Lincoln has solutions designed to make plan administration as easy as possible. We handle the tasks associated with managing a retirement plan so you don't have to.

**Financial Advisors\***: Bruce Linger | George Mouded | Eamonn Gaffney

**Call Lincoln Financial today at 800-234-3500**

Lincoln Financial is the marketing name for Lincoln National Corporation and its affiliates, including Lincoln Retirement Services Company, LLC, The Lincoln National Life Insurance Company, Fort Wayne, IN, and, in New York, Lincoln Life & Annuity Company of New York, Syracuse, NY. **The Lincoln National Life Insurance Company does not solicit business in the state of New York, nor is it authorized to do so.** Affiliates are separately responsible for their own financial and contractual obligations. ©2025 Lincoln National Corporation.

\*Services offered through **Osaic Wealth, Inc.** member FINRA/SIPC. **Osaic Wealth** is separately owned and other entities and/or marketing names, products or services referenced here are independent of **Osaic Wealth**.





# Be SMART

Get acquainted with New Jersey's initiative to help prevent wildfires

*Greg McLaughlin, Administrator for Forests & Natural Lands, N.J. Department of Environmental Protection, and Bill Donnelly, N.J. State Forest Firewarden and Chief, N.J. Forest Fire Service*



Forest Fire Service and Ridgewood Fire Service image of Craigmear Lookout wildfire.

**D**ry conditions. A spark. Repeat. The result: More than 1,400 wildfires consumed over 12,000 acres across New Jersey in 2024.

Since 2019, wildfires in the Garden State have increased in frequency, intensity, and acres burned—just as the length of wildfire season has expanded. And the number of wildfires here already have doubled during the first two months of 2025, compared to the same time last year.



# Have Rising Healthcare Costs Turned Your Budget Upside Down?

If so, you need to call **THE ORIGINAL**, the "hi" Fund. **EXPERIENCE COUNTS.**

The "hi" Family of Funds provides the **rate stability, reliability, and flexibility** NJ Public Entities need to keep skyrocketing health benefit plan costs on track and back on solid ground.

See if your Public Entity qualifies to join the **330 member** municipalities, schools, counties, and authorities in one of our regional or specialized health insurance funds (HIFs).

Our HIFs were the first in NJ, and for **33 years** have been the gold-standard in quality and service for government entity benefit pools in the United States.



**\$1.45 BILLION**  
Annual  
Cumulative Budget



**PLAN FLEXIBILITY:**  
Medical, Pharmacy,  
Dental, Medicare  
Advantage  
(choose one or all).



**4.58%**  
Rate Increase  
(5 Year Average)

**Trust the Original. Experience Counts.**



New Jersey  
Health Insurance Fund

Schools | Municipalities | Public Entities

Scan now for a **FREE**  
consultation and claims review.

[hifundnj.com](http://hifundnj.com)



The term "hi Funds" is a branding name that is used to help promote and educate public entities about Health Insurance Funds ("HIFs") which are permitted pursuant to NJ law under 40A:10-36. PERMA is currently the appointed executive director of HIFs that collectively advertise and educate the marketplace under the banner "The hi Funds". The "hi Funds" is not a company or an entity and is used merely to help in the promotion, education, and advancement of HIFs in New Jersey. Each HIF maintains a separate website as required by statute, links available on [hifundnj.com](http://hifundnj.com)



As the state heads into a dry and windy spring, the importance of being prepared for continued wildfire threat is of utmost concern to the Murphy Administration, the state's Department of Environmental Protection, and its Forest Fire Service (FFS).

At a February roundtable in the Pinelands, Gov. Phil Murphy and DEP Commissioner Shawn LaTourette introduced NJ Wildfire SMART—Safety, Mitigation, Awareness, Response, and Training—which includes a series of actions that increase wildfire preparedness and protection.

The Governor stressed to the gathering of State and local officials that sharing information and continuing to work collaboratively was the most important action they could take to protect lives, properties, and communities.

Additionally, Gov. Murphy has proposed an increase of nearly \$1 million in general funding for the FFS, for a total of \$9.398 million in fiscal year 2026.

Commissioner LaTourette noted that climate change is forcing New Jersey to grapple with a world of opposite extremes: incredibly hot, dry conditions that increase wildfire risk, and sudden intense rainfall that

cause extreme flooding. He described NJ Wildfire SMART as a collection of resources that have been routinely made available to the public, but also requested that mayors and county and all legislative partners make those resources better known, “so that folks are taking advantage of the safety information that we provide.”

The Commissioner mentioned that the NJ Wildfire SMART initiative includes “all good efforts that any homeowner should take ... because there is something that every single one of us can do to reduce risk and we all have to recognize that we've got skin in the game.”

Spring is typically peak wildfire season in New Jersey, as trees and underbrush have not fully leafed out, relative humidity is generally low and windy days are common—leading forested lands to dry out quickly. Climate change also continues to exacerbate the frequency and intensity of wildfires occurring here. And porous, sandy soils in the vast Pinelands region of South Jersey do not retain moisture for long, so it is possible for a fire to spark just hours after rainfall.

New Jersey also is the most densely populated state in the nation, with

46% of homes classified as existing in the Wildland Urban Interface (WUI) m the zone in which human development meets wildland or vegetative fuels, and where the risk of wildfire is an ever-present threat.

Of those 1,400 wildfires that struck New Jersey last year, the majority, 798, occurred after Sept. 1, the onset of the driest fall the state has ever experienced. Those fires collectively burned nearly 5,000 acres, a substantial increase over the number of wildfires and acreage burned during the same period in the preceding three years. Nine were classified as “major wildfires,” each exceeding 100 acres, and together posed a threat to 273 structures.

In response to these escalating incidents, the Forest Fire Service launched NJ Wildfire SMART to help reduce the risk and spread of wildfire.

### **SMART: Five Letters to Reduce Risks**

**Safety:** Prevention remains the most important part of the equation. Ninety-nine percent of wildfires are caused by humans, but most can be avoided by adhering to common-sense safety tips. For example,

homeowners should remove pine needles, leaves, and other debris from gutters, and smokers should properly dispose of smoking materials. After using a fireplace or woodburning stove, ashes should be fully doused with water and disposed of in a metal can or cylinder.

Property owners in wooded areas should create space of at least 30 feet between homes and flammable vegetation; the space should be extended to 100 feet for homes in the Pinelands region. These buffers should be free from vegetation that will burn easily, such as fallen leaves, pine needles, twigs and branches. Property owners should also make sure firetrucks can access driveways.

Learn more at [www.njwildfire.org](http://www.njwildfire.org).

**Spring is typically peak wildfire season in New Jersey, as trees and underbrush have not fully leafed out, relative humidity is generally low and windy days are common – leading forested lands to dry out quickly.**

**Mitigation:** FFS works throughout the year planning and implementing forest management projects to further reduce the threat of wildfire. As conditions allow, FFS implements prescribed burns to reduce fallen debris and understory that can fuel wildfires. Fuel breaks, a manmade change in forest fuel characteristics, and firebreaks, constructed clearings used to stop fires, can change fire behavior while providing an opportunity to slow or stop fire. Prescribed fire also improves habitat for plants and animals, reduces the presence of damaging insects and ticks, and recycles nutrients into the soil.

**Awareness:** Information about wild-fire risks and mitigation is especially critical for people who live within or adjacent to forested areas, also known as the wildland-urban interface. Tools that the FFS has introduced include:

- The NJ Fire Danger Dashboard, found on the FFS website, is updated frequently with a fire danger rating by county, displays fire danger

ratings in a color-coded index, and provides a snapshot view of risk by county. The dashboard also displays any current campfire restrictions that may be implemented due to conditions such as high winds or prolonged dry periods.

- The New Jersey Wildfire Risk Assessment Portal (NJWRAP) compiles data and resources to assist



*Municipal Consulting Services*

- ✓ Professional Planning - *Exclusively for Municipalities*
- ✓ Executive Recruiting
- ✓ Temporary Administrators and Department Heads
- ✓ Management and Efficiency Studies - Based on LEAN & ANSI G1
- ✓ Leadership Training
- ✓ HR Consulting and Organization Development

Call or e-mail for a quote  
 908-276-2777  
[JPM@JERSEYPROFESSIONALMGT.COM](mailto:JPM@JERSEYPROFESSIONALMGT.COM)  
[www.jerseyprofessionalmgt.com](http://www.jerseyprofessionalmgt.com)

## Be SMART

residents, community leaders, and fire professionals in taking actions to mitigate the threat of wildfire risk around properties and in the community. This information was developed by wildfire experts, with FFS personnel providing practical and local information.

- The FFS also keeps the public informed through Facebook and X, posting information on wildfires that are deemed major, or at least 100 acres in size; involve structures that are threatened, meaning they are in the vicinity of an active wildfire; or result in road closures. Updates are provided in real time, as necessary, as well as progress on containment status and other key information.

**Response:** A network of 21 fire towers across the state are critical to the FFS mission of early detection and rapid response to wildfires. Fire observers, trained in taking weather readings and reading smoke and fire behavior, scan the horizon from the towers looking for smoke; triangulate and pinpoint the location of the smoke with other nearby towers; and dispatch resources to investigate the cause. Fire towers frequently dispatch resources to the source of smoke several minutes before the first 911 call is placed.

The Forest Fire Service is the lead agency for all wildland fires in the Garden State and initiates the incident command structure once arriving on scene. Local fire departments may also be requested to assist with establishing water supply or protect improved property and structures, while FFS focuses on containment and suppression of the main wildfire.

Aircraft for observation or suppression may also be deployed. FFS maintains a fleet of three Bell UH-1H helicopters for suppression, two Bell 206 Jet Rangers, one Bell 47 and three Cessna fixed-wing aircraft for observation. Additionally, for 30 days each spring, FFS contracts additional fixed-wing aircraft capable of dropping several hundred gallons of water to assist in rapid response to any wildland fires.

These activities are directed by fire wardens and staff from a command



Big Timber wildfire.

## MAYORS' COMMENTS

Mayors from five New Jersey municipalities at the February discussion with the Department of Environmental Protection offered the following.

"Being located in the rural Pinelands and part of the Belleplain State (Forest) area means the threat of forest fires is something we take seriously in Woodbine. I am grateful to Governor Murphy for taking a proactive role in addressing forest fire concerns ... We have and continue to offer our airport as a base of operations for the (Forest) Fire Service to land, refuel and refill water tanks in the event of fire. We look forward to offering Woodbine and its airport to the New Jersey Forest Fire Service as a training and drill location for strategic planning in containing and fighting forest fires."

*-Woodbine Mayor and League Past President Bill Pikolycky*

"I am encouraged by the Administration's commitment to proactive wildfire mitigation. I look forward to continuing our collaboration with the New Jersey Department of Environmental Protection and the NJ Forest Fire Service to strengthen fire prevention, preparedness and response efforts. By fostering key partnerships and securing additional funding, we must advocate for the resources needed to protect our residents, first responders and natural environment. Wildfires recognize no boundaries, making a strong, coordinated approach vital to safeguarding our community."

*-West Milford Mayor Michele Dale*

"I recommend increasing 'prescribed burns' by our experts at the N.J. Forest Fire Service to protect our beautiful acres of the Pinelands."

*-Bass River Mayor Rick Adams*

"I think it's very important that the Governor continues to support prescribed burning in the Pinelands. The Pinelands are a very volatile fire area, and what happened in California could very easily happen (here)."

*-Woodland Mayor William DeGross*

"I would like to thank Governor Murphy, Commissioner LaTourette, and the New Jersey Forest Fire Service for their continued support in pre-fire planning, including the thinning of fuels, to make New Jersey a safer place for our residents."

*-Manchester Mayor Joseph Hankins*



Big Timber wildfire.

post that serves as a central location for communications and deployment of resources, including wildland fire trucks and aircraft.

**Training:** The Forest Fire Service's national leadership in implementing prescribed fire and fighting wildfires frequently draws firefighters, students, scientists and researchers from around the country and world to New Jersey to learn about prescribed burning, the fire adaptability and ecology of the Pinelands region and forest management.

FFS is committed to field and professional training in all facets of wildfire suppression, the science of firefighting, sharing resources and experience based on efforts in the fire-prone Pinelands, and assisting with wildfire response in all parts of the nation. 🇺🇸

Greg McLaughlin is NJDEP's Administrator for Forests & Natural Lands. Bill Donnelly is the N.J. State Forest Firewarden and Chief of the N.J. Forest Fire Service.



# 2025 MINI CONFERENCE

Earn CEU credits!

**June 18, 2025**  
7:00 a.m.-5:00 p.m.

**Location:**  
The Conference Center  
at Mercer, West Windsor

**TO REGISTER:**  
Visit: [www.njlm.org/miniconf](http://www.njlm.org/miniconf)  
Download the registration form, complete, and fax it with your voucher to Sue DeLany at **609-695-0151**

**TOPICS:**

- Techonology Today
- Human Resources
- Latest Developments in OPRA
- Hot Local Topics
- Sustainable Jersey Resources for Green Purchasing
- Government of the Future

...and more!

**Questions?**  
Contact Danielle Holland-Htut, [dholland@njlm.org](mailto:dholland@njlm.org)

**RATES**

**Member\*** \$125 per registrant

**Non-Member** \$135 per registrant

\*Member rate applies to Municipalities, State, County, and Municipal Utilities & Authorities.

# nj NOW

## NJLM on the Move

**G**overnor Murphy delivered his final budget address with the theme “Stronger, Fairer, and More Prepared for the Future.” The 2026 State Fiscal Year budget proposal appropriates \$58.1 billion and has a \$6.3 billion surplus. The budget includes flat funding for Energy Tax Receipts/CMPTRA and Open Space PILOT and no appropriation for the Municipal Relief Fund.

League Past Presidents were under the Gold Dome for Governor Phil Murphy’s final Budget Address on February 25. Shown top right, Past President Mayor Janice Kovach of Clinton Town and League Legislative Committee Member Councilwoman Karen Kominsky of Lambertville. Shown middle right: Mayor Kovach with Al Komjathy of Komjathy & Kean and Past President Mayor Al Kelly of Bridgeton.

### Luck o’ New Jersey Mayors

A contingent of New Jersey mayors enjoyed a St. Patrick’s Day Celebration held in the Oval Office last month. Shown bottom right, Immediate Past President and Wharton Mayor William Chegwiddden met Secretary of Health and Human Services Robert F. Kennedy Jr.

Below: Morris and Somerset County Mayors posed in front of the White House, from left: Bridgewater Mayor Matt Moench; Washington Township Mayor Matthew Murello; Chester Borough Mayor Janet Hoven; Rockaway Borough Mayor Thomas Mulligan; and Mine Hill Mayor Sam Morris. 🍀





**GENOVA  
BURNS<sub>LLC</sub>**

Operating as Genova Burns LLP in New York

ATTORNEYS AT LAW



# NOW YOU KNOW

At the intersection  
of Law, Business  
and Government

**NEWARK • NEW YORK • JERSEY CITY  
MEDIA • BASKING RIDGE**

**GENOVA BURNS LLC • [WWW.GENOVABURNS.COM](http://WWW.GENOVABURNS.COM)**

# Passings: Oldest Mayor, Perillo, and Long-Serving Mayor, Romeo, Remembered

**M**ayor Vito Perillo, the nation's oldest mayor at 100-plus years old, died February 23 and Mayor Benedict Romeo, who served as Cresskill Mayor from 1999 through 2025, died on February 22.



**Mayor Vito Perillo** served as Mayor of Tinton Falls for eight years, taking office as a nonagenarian and attracting national attention for his late-in-life service. According to a message from Borough Administrator Charles Terefenko, MPA, CPM, "Respected and admired by all who had the privilege of knowing him, Mayor Perillo led with wisdom, kindness, and a deep sense of duty. His leadership left a lasting impression, and his legacy of service will be remembered for generations to come."

The retired civil engineer served in the U.S. Navy during World War 2 and was an electronic engineer in logistics at Fort Monmouth for 40 years, followed by work for a government subcontracting firm, and later

at an accounting firm. He earned his undergraduate degree in Physics from Monmouth University and an MBA from Fairleigh Dickenson University.

Mayor Perillo was pre-deceased by his wife, Mae, who died in 2013. He is survived by his children, grandchildren, and great grandchildren.



**Mayor Benedict Romeo** was the longest-serving mayor in Cresskill history, serving from 1999 to his passing, and was inducted into the Gold level of the Mayors' Hall of Fame in 2019.

In his professional life, he founded the McCarthy Hillside Agency and First Commerce Bank.

Mayor Romeo's tenure as mayor saw him leading the borough through the aftermath of the Sept. 11 attack, which claimed the lives of two residents. It was also highlighted by the project to create a memorial to the victims of the Sept. 11, 2001 terrorist attacks with a steel girder from the garage of the World Trade Center.

Mayor Romeo is survived by his three children and grandchildren. His wife of 57 years, Alice, died on January 21. 🇺🇸

**Call**

**New Jersey One Call**

*3 Business Days Before Digging.*

**It's the Law.**

**Dial 811**

or **1-800-272-1000**

Online > [www.nj1-call.org](http://www.nj1-call.org)



# BRYAN ELECTRIC



**PROUDLY SERVING OUR CUSTOMERS SINCE 1980**

## OVER 1000

**EV CHARGING STATIONS INSTALLED**

Serving local businesses in:

- State Agencies
- Fleet
- Educational Facilities
- Multi-Family Dwellings
- Non-Profit Entities
- And More!

Over 100 Municipalities chose Bryan Electric for our EV Charging Station solutions.

*"We are grateful to Bryan Electric for guiding us through the process from conception to activation. It would not have happened without them."*

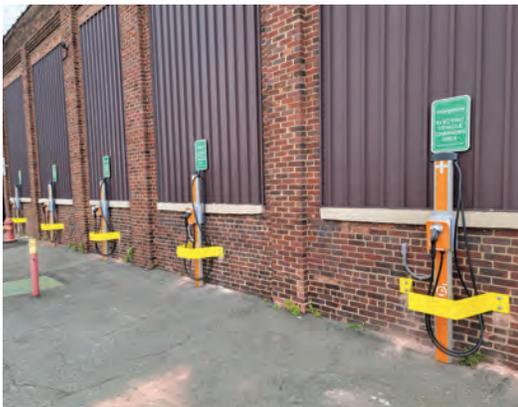
*Thomas S. Russo, Jr., MPA, CPM, PLC  
Town Manager  
Town of Newton*

**WE ARE A COMPLETE  
TURNKEY SOLUTION  
FOR EV CHARGING STATIONS**

**WE SELF-PERFORM  
EVERY ASPECT OF THE PROJECT**

- ▶ ENGINEERING
- ▶ DRAWINGS
- ▶ INSTALLATION
- ▶ COMMISSIONING

**CHECK OUT  
OUR VIDEO**



**CONTACT US TODAY**  
**609-393-8325**  
[WWW.BRYANELECTRICCO.COM](http://WWW.BRYANELECTRICCO.COM)

1800 EAST STATE STREET  
SUITE 150C  
HAMILTON, NJ 08609





George

# Ely

**ASSOCIATES INC.**

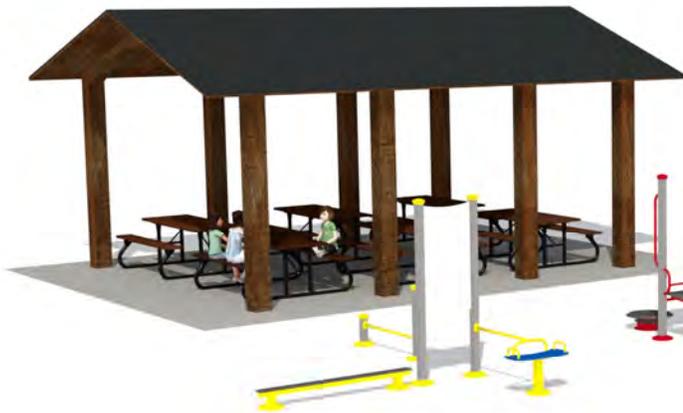
Athletic, Park, & Playground Equipment

 **PLAYWORLD**  
The world needs play.

Available on  
**STATE CONTRACT**



**MADE IN THE  
USA**



*For more information:*  
**George Ely Associates**  
(800) 262-8448 | [ely@pa.net](mailto:ely@pa.net)  
[www.GeorgeElyAssociates.com](http://www.GeorgeElyAssociates.com)

## Delivering Support Directly to Our Communities

**A**s a new member of the U.S. House of Representatives, being able to deliver support directly into our communities is one of my highest priorities. In particular, bringing federal funding to support our state's vital network of roads, bridges, tunnels, and public transportation will be a cornerstone of my legislative agenda.

Our district, New Jersey's Ninth, is a vibrant mix of 35 cities and towns spread across Bergen, Hudson, and Passaic counties in North New Jersey. Our district profile is urban and suburban. Many of our community members are heavily reliant on their cars and their buses and trains to get around.

So I am so excited that I was recently appointed to the House Transportation and Infrastructure Committee. I will be one of only two New Jersey members on the panel, one of Congress's largest. Additionally, I will sit on the subcommittees handling aviation, highways and transit, and water resources and the environment.

To my mind, no state relies on its transit infrastructure more than the Garden State, and our district is no exception. That reliance demands ample support. As a member of the Transportation and Infrastructure committee, I will be laser-focused on securing federal funding for our critical projects. Whether it be laying down new roads, patching our highways, or rehabilitating our bridges, I will work to secure every dollar I can to direct it to our communities.

This of course includes bringing whatever federal support is possible to help our state's transit system, which has been hobbled by challenges. Millions of New Jerseyans and others lean absolutely for their jobs and their lives on our train system, and the residual delays have been challenging. If Congress can help NJ Transit—we must.

Water infrastructure is important to me. Our pipes and sewers are aging rapidly. Meeting the requirements of the Clean Water Act, and providing clean drinking water to residents, are two massive challenges for our local governments. I want to make achieving these goals easier: not by lowering standards but by providing more support to our state revolving fund.

For some time, communities in our district have dealt with repeated flooding. Flooding wrecks homes, businesses, and property, and its costs, both financial and emotional, are enormous. And of course, our state remembers the destruction wrought by Hurricane Sandy. Many of us are

still contending with the costs.

The continued growth of climate change will make these challenges grow, not abate. As a result, we must be proactive. To that end, I will be a strong advocate for using the US Army Corps of Engineers to assess how to best protect our communities from flooding. The Corps is a storied part of our military and a vital tool for towns like ours to shield ourselves from environmental damage.

### **This is a full menu of broad legislative and oversight work on my plate.**

Aviation is also a big issue to me on several scores. For one, our district includes Teterboro Airport, a small but vital regional flight hub, and one that supports significant general and business aviation interests in Bergen County. Additionally, Newark Airport nearby is a vital outlet for both my constituents, an economic engine for our entire region and deserves strong federal support.

Second, is the sadly growing issue of flight safety in America. The tragic crash of Flight 5342 over Washington was our nation's first major commercial crash in 16 years. This year alone, we have seen accidents in Philadelphia, Arizona, and Toronto, and other near misses. I am already pursuing answers on why these accidents happened and how we can make changes to prevent further disasters.

The biggest part of that is supporting our safety institutions, not gutting them. America has had some of the world's safest skies for a long time and I want to keep it that way. Elon Musk's so-called Department of Government Efficiency has fired scores of workers at the Federal Aviation Administration, while his company is seeking to seize lucrative government contracts to administer flight functions. I strongly oppose these changes. The FAA should be hiring more staff and air traffic controllers. That thousands of air traffic controller positions remain open is unacceptable. Flight safety should be left to the experts. Period.

This is a full menu of broad legislative and oversight work on my plate. But our nation's roads, train tracks, bridges, and flight paths make up the circulatory system of New Jersey that keeps our region and America running. In Congress I will be their champion. 🇺🇸



# A VOICE FOR NJ MUNICIPALITIES



**WSW**

Winning Strategies Washington



**PPAG**

Princeton Public Affairs Group



**PSC**

Princeton Strategic Communications

Federal & State Public Affairs  
Marketing & Crisis Communications | Association Management

[PPAG.com](http://PPAG.com) | [WSWDC.com](http://WSWDC.com) | [PrincetonSC.com](http://PrincetonSC.com)

## Fighting Increases in Workers' Compensation Costs

The legislature is currently considering a bill to protect public safety workers suffering from post-traumatic stress disorder (PTSD). While the goal is laudable, the protection already exists, and this legislation will needlessly increase taxpayers' costs. The New Jersey League of Municipalities, the New Jersey Municipal Excess Liability Joint Insurance Fund, and the New Jersey Department of Community Affairs jointly oppose this legislation.

Claims involving PTSD have become common and are being routinely adjudicated in the workers' compensation system. While recuperating, the first responder is currently entitled to: (1) appropriate medical attention, (2) salary continuation, and (3) full benefits. First responders who cannot return to duty receive permanent and total disability for life from workers' compensation, in addition to pension benefits paying any difference between the workers' compensation and a full disability pension. Former public first responders covered under the PFRS can also seek other employment without reduction their pension benefits.

**A-2145 is unnecessary.** The stated purpose of A-2145 is to prevent retaliation against first responders seeking compensation for PTSD or attempting to return to work after recovering. However, it is well established in NJSA 34:15-39.1 and court decisions that employers may not discharge, harass, or otherwise discriminate or retaliate against an employee on the basis of a health-related matter, including post-traumatic stress disorder. Our Supreme Court ruled in *Lally v Copygraphics* (85 NJ 668 1981) that an employee who is retaliated against for pursuing a workers' compensation claim has recourse both before the Commissioner of Labor and Workforce Development and in civil court.



Normally legislation such as A-2145 is accompanied with studies that cite specific cases and cases. No such studies have been offered to establish the need for this legislation.

**A-2145 needlessly inflates taxpayer costs.** This legislation will be costly because it (a) removes controls over the assignment of medical professionals, and (b) mandates that disputes be decided in civil court.

**Medical Costs:** Section 3b provides that the determination that a first responder has suffered job related PTSD can be made by any licensed physician or licensed mental health professional. Under current law, both the employer and the employee have a role in selecting medical providers. Specifically, under current law the employer is required to provide competent medical treatment, and the employee has the option to petition the court for reassignment to another medical provider. The employee also has the right



# ANNUAL RISK MANAGEMENT TRAINING FOR ELECTED OFFICIALS IS AVAILABLE ONLINE

Elected and appointed officials of a MEL/JIF member who finish annual training on essential topics ranging from employment practices, safety and cyber security by May 1, 2025, are eligible for a \$250 credit in their local assessment.

## AVAILABLE NOW ONLINE AT NO COST

### Two Essential Training Programs

#### 15TH ANNUAL MEL, MRHIF & NJCE Educational Seminar

Designed for elected officials, commissioners, municipal, county and authority personnel, risk management consultants and related professionals.

##### FRIDAY, APRIL 25 9:00 AM – Noon

- Keynote Address
- Ethics
- Benefits Issues

##### FRIDAY, MAY 2 9:00 AM – Noon

- 1st Amendment Claims Against Local Government
- 1st Amendment Audits
- Emerging Claims Issues

#### CAN BE COMPLETED ONLINE 24/7

To access visit the MEL Safety Institute anytime at [www.njmel.org](http://www.njmel.org)

#### FOR ASSISTANCE OR MORE INFORMATION

Contact the MSI Help Line – 866-661-5120 during business hours

#### TO REGISTER

Visit [njmel.org](http://njmel.org) or email Jaine Testa at [jainet@permainc.com](mailto:jainet@permainc.com)

#### THE POWER OF COLLABORATION

[njmel.org](http://njmel.org)

#### SPONSORED BY



**MEL**



**NEW JERSEY COUNTIES  
EXCESS JOINT INSURANCE FUND**

## Workers' Compensation Costs

to select expert medical testimony in any dispute. Currently, there medical professionals who specialize in PTSD who are used by both first responders and public employers. A-2145 eliminates any checks and balances on the selection of medical providers, and this will inevitably lead to increased costs. We will all pay for this.

**Legal Costs:** Section 4a (6) provides that “a private cause of action provided in this subsection shall be the sole remedy for a violation of this act.” Inherently, tort actions are substantially more expensive than actions in workers' compensation court. By requiring that these matters be adjudicated in civil court, A-2145 goes

directly against the “Grand Compromise” that workers' compensation is the employees' sole recourse except in exceptional circumstances. Under this compromise, the employee receives substantial compensation even if they were at fault or they cannot prove the employer was at fault. In the case of employers, the workers compensation system is less expensive because it does not involve the transactional costs and uncertainties of the tort system. Throwing this century old compromise out by requiring these matters to be resolved in civil action will upend the workers compensation system as we know it. We will all pay for this.

We also note that Section 4a empowers assessment of civil fines for violation of the act. NJSA 34:15-39.1 already empowers fines and imprisonment for harassment of employees filing workers' compensation claims.

Taken alone, A-2145 poses a significant cost increase for taxpayers, municipalities, counties, and the state that are already paying the highest workers compensation rates in the nation. This comes on the heels of other cost drivers including:

- 10%-plus increase to cover claims previously funded by the state's pension system due to a 2021 NJ Department of Labor decision regarding workers compensation funding.
- An estimated \$50 million in COVID related worker's compensation claims (3rd highest in the nation).
- The cost of firefighters' cancer presumption claims.

### Conclusion

A-2145 is unnecessary because the existing workers' compensation and pension systems already provide first responders with extensive benefits and protections for PTSD. A-2145 will also exacerbate workers compensation costs at a time that municipalities, counties, and the State can ill afford any additional financial burden. 💡

## Do You Work With An Exceptional Vendor That Has Helped Your Municipality?

 **New Jersey 2025 LEAGUE OF MUNICIPALITIES** **110<sup>th</sup> Annual Conference**  
November 18 - 20 · Atlantic City



## If yes... invite them to exhibit at the NJLM Annual Conference!

November 18-20 · Atlantic City, NJ

[www.njlm.org/Exhibit](http://www.njlm.org/Exhibit)

### Contact:

**Kristin Lawrence** | Director, Conference Business Development  
klawrence@njlm.org | 609-695-3481 x125



**Direct  
Flooring**

DirectFlooringMetro.com

**PROFESSIONAL  
COMMERCIAL  
FLOORING  
CONTRACTORS**

CARPET • TILE • LVT  
CONCRETE REPAIR • CERAMIC TILE  
ASBESTOS/MERCURY ABATEMENT  
CARPET CLEANING AND MORE!

*Sports!*

**NJ STATE CONTRACT ALL 21 COUNTIES**

**Providing & Installing  
World Class Flooring  
Throughout NJ!**

Contact Frank Gomes  
(732) 241-0232  
Fgomes@DFemail.com

**LIBRARIES  
CLASSROOMS  
OFFICES  
CAFETERIAS  
BATHROOMS/KITCHENS  
SPORTS FLOORS  
AND MORE!**

# Member Op-Ed

J. Christian Bollwage, *Mayor, Elizabeth, League Past President;*  
Brian Thompson, *Monmouth Beach Environmental Commissioner,*  
*Member, Beyond Plastics National Advisory Board*

## Era of the Plasticene Already Upon Us?

**W**hat do you think of when you hear about toxic plastic pollution?

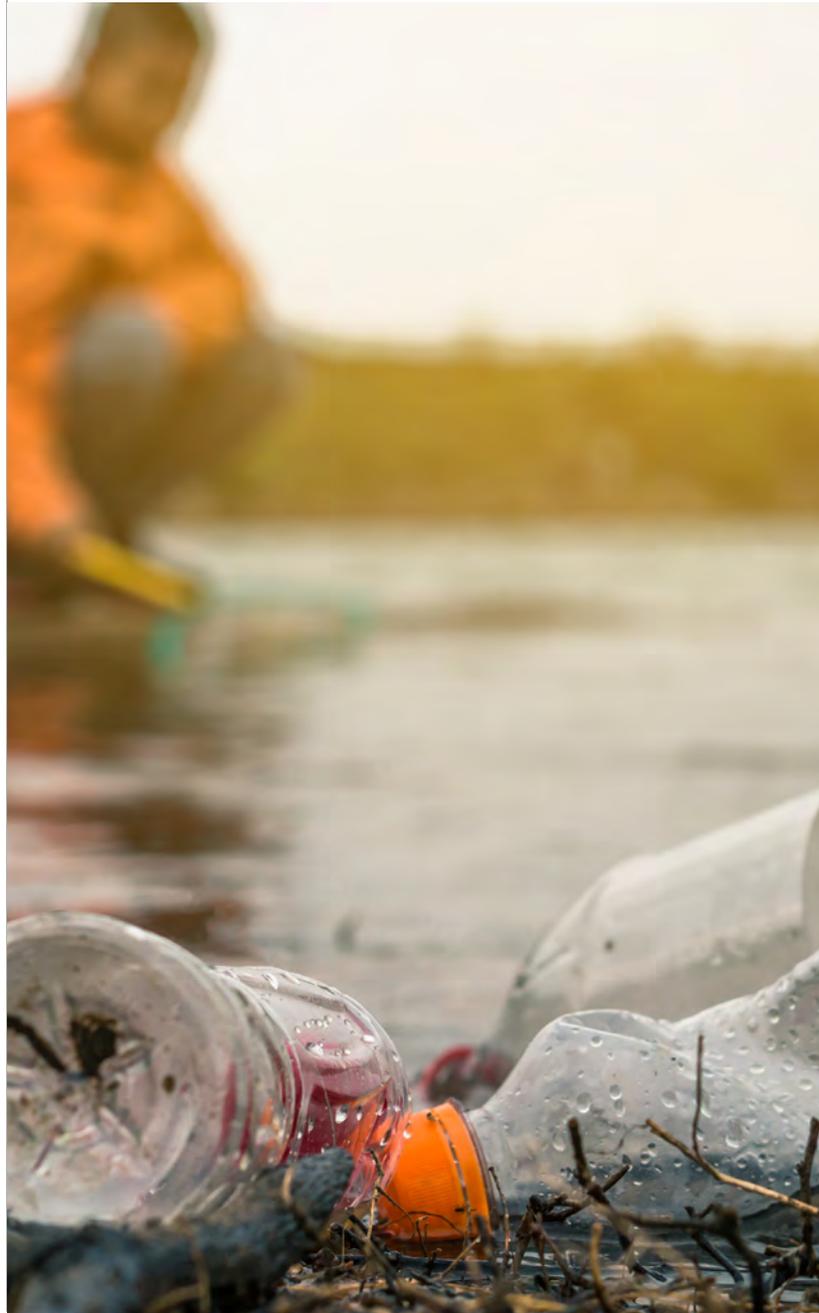
Is it the tipping fees your town has to pay to get rid of it? Is it the reports of microplastics in every part of our bodies, including women's breast milk? Or is it simply the street trash your DPW has to pick up or your residents complain about that are littering our roads and byways?

For any and all of these reasons, towns are taking action to put the brakes on the explosion of plastic that is drowning all of us.

Beyond that, we are finding out that, increasingly, plastics contain toxic chemicals that are associated with multiple health issues. This article may not be the time and place to list them all since out of some 16,000 different chemical formulations used in plastic, researchers so far have determined at least 4,000 are a hazard to human health. One Rutgers scientist, Dr. Judith Weiss, who is also a member of the NJ Department of Environmental Protection's Science Advisory Board, says there are thousands of reports out in just the past few years on the proliferation and dangers of microplastics with more coming out seemingly daily.

We know that microplastics have been found in every part of the human body. Research this year shows the equivalent to a plastic spoon is lodged inside our brains. Microplastics are coursing through our blood and lodging in the tiny alveoli sacs of our lungs.

Research by Rutgers shows microplastics in the soil are helping plants absorb more toxic chemicals that endanger our health when we eat backyard vegetables. When you breathe you are inhaling microplastics, whether you are outside or in your home. Do you drink water from a plastic bottle? Rutgers and Columbia researchers tell us that some 240,000 nanoplastics are floating around in a one-liter bottle of water. Enjoy the water with your dose of plastic. And for those of you who enjoy seafood whether you catch it yourself or buy at the market, let's not forget the microplastics that are washed into our rivers and our lakes and oceans, which are the world's dumping grounds for plastic at the rate of roughly one garbage truck every minute.



## What Can be Done

So what can be done to prevent, or at least slow down, this assault on our bodies and our environment? As it turns out, a lot.

In just the last year, Clean Water Action and Beyond Plastics NJ have focused on Skip the Stuff ordinances which mean a customer need only ask for utensils with their takeout. By the way, this saves restaurants that always operate on thin margins significant amounts of money. In the first year of this effort, close to two dozen towns have passed these laws including Jersey City and Hoboken.

Likewise, in just a year some of those same and other towns have tackled “instant microplastics” created when contractors table saw plastic building materials (Trex/Azek type plastic lumber, vinyl siding, PVC piping, etc.) outside of a building under construction. The ordinance thought up in Margate and first passed in Monmouth Beach is believed to be a first-in-the-nation

effort to tackle this waste by requiring cutting in an enclosed space such as a tent with a vacuum on the saw and a tarp underneath. It’s a simple answer to a big problem.

Some are pushing for a Bottle Deposit Return law, as 10 other states have. But there’s an even bigger push for a Packaging Production Stewardship Act (also known as EPR or Extended Producer Responsibility) statewide that would take much of this waste out of the hands of municipalities while paying them to collect whatever they do have to dispose.

At the same time, S-3398/A-5009 would reduce all that packaging piling up on your streets by 50% over the next decade. Sponsors include Senators Smith and Moriarty along with Assembly Members Callazos-Gill, Hall, and Kennedy. Simply put, the companies that produce this waste would have to set up a Producers Responsibility Organization (PRO) under DEP oversight that would determine what steps producers

would have to take for the collection of their trash while recycling all that is possible.

It would also handle reimbursements to municipalities for their part in cleaning up or recycling this waste. All of this acting as an incentive to companies to reduce the amount of waste your town has to clean up. As this moves through the Legislature your representatives certainly need to hear from you.

As of this year, EPR has the endorsement of the League of Municipalities, as this will incentivize everyone to work together to reduce waste and litter while encouraging healthier communities and easing the pressure raising on property taxes.

In the meantime, we can all take action locally to reduce what has become an ever-growing, out-of-control problem of plastic pollution. Every journey must begin with the first step.

The alternative is to truly make this the era of the Plasticsciene. 🦋



## Unforgettable Park Upgrades

Find *pre-approved solutions* through  
**NJSTART Contract #:  
 16-FLEET-0013**

- Splashpads & Playgrounds
- Shade & Pavilions
- Safety Solutions & More



Download our helpful Splashpad Planning Guide!

877-896-8442  
 crs4rec.com



# Long Branch Free Public Library Shows Off Transformation

## Ribbon cutting held for updated Carnegie Library



The Long Branch Free Public Library marked a new chapter in its storied history with a recently held, open-to-the-public ribbon-cutting ceremony of the Main Library, featuring a blend of historic restoration and modern upgrades. The event included guided tours, entertainment, complimentary refreshments, and commemorative gifts for new library cardholders.

The Library Board joined Robert Ferragina, Board of Trustees President (3rd from l); Long Branch Mayor & NJLM Executive Board Member John Pallone (4th from l) and Library Director Tonya Garcia (5th from l) to mark the occasion. Photo credit: Eric Nathanson, T & M

The Long Branch Free Public Library's transformation showcases thoughtful Carnegie-era design elements that honor its heritage while enhancing its functionality. Officially opened in 1920, the library is believed to be the last Carnegie library built with funds awarded by Andrew Carnegie and the Carnegie Foundation.

With the \$6.2 million renovation funded by a matching grant from the NJ Library Construction Bond Act and the City of Long Branch, this revitalization is set to ensure the library remains a cornerstone for learning, growth, and connection in the community for generations to come.

The transformation resulted in an energy-efficient, state-of-the-art facility that seamlessly blends highly valued services with cutting-edge features, including "print from anywhere" technology, a dynamic lecture series, and initiatives designed to engage neurodivergent populations.

### Fulfilling a Vision

"This has been a dream fulfilled—one that will empower generations to come," said Tonya Garcia, Library Director.

To achieve the vision of library leaders and the community, changes include reimagined local history collections room; children's library with a dedicated teen library; redesigned circulation hub; and flexible community areas. A custom display case enclosure was created to house Long Branch's rich historical archives, ensuring they remain protected while still visible to visitors.

Other notable new features include an arched glass entryway window, a nod to the classic Carnegie design; restored and new indoor columns accentuating the original ceiling; a newly elevated ceiling revealing historic Carnegie windows; and a traditional color palette infused with Long Branch's signature green hues. The transition from fluorescent to pendulum lighting in key areas adds a timeless sophistication reflective of the library's historic roots.

Located at 328 Broadway in Long Branch, the newly renovated library designs were completed by DIGroup Architecture (DIG). They mark a new chapter of fulfilling its mission as a hub for learning, connection, and progress in a space that blends history with modern innovation. 📖

# TRAINING THE NEXT GENERATION OF SKILLED CRAFT LABOR

ABC New Jersey is proud to promote, support, and train all individuals entering the construction industry. Through our **Apprenticeship Education & Training Fund**, we offer more than two dozen US-DOL-approved apprenticeship programs.

Our Chapter represents tens of thousands of individuals throughout New Jersey who work on construction projects in all communities.

We **Train the Best and Build the Best**, regardless of labor affiliation.



## 26 US-DOL APPRENTICE PROGRAMS



# Plan for a Sustainable Future

## Stormwater management in municipal master plans

Angelica Apolinaris, *Project Environmental Planner, H2M architects + engineers*

Stormwater management is a key component of any municipal master plan. In the wake of storms, rainwater makes its way through streets, ditches, and other forms of conveyance, picking up pollutants and carrying them to nearby waterways. Through comprehensive stormwater management planning, municipalities can track the movement of this stormwater runoff and develop strategies to intercept the polluted runoff before it reaches and contaminates local bodies of water.

In fact, stormwater management planning is so vital that the State of New Jersey requires that municipalities designated as municipal separate storm sewer systems—those with stormwater conveyance systems comprising roads, ditches, catch basins, and other publicly owned and operated infrastructure elements—regularly develop and submit stormwater management plans.

Smart planning can help municipalities develop plans designed to meet New Jersey Department of Environmental Protection (NJDEP) compliance requirements, but effective stormwater management planning can also yield valuable benefits in other areas of planning.

### Developing New Green Infrastructure

NJDEP regulations already mandate the use of green infrastructure in development projects where stormwater runoff is a potential issue. When strategically introduced into the path of runoff, native trees, shrubs, grasses, and other types of vegetation can create a useful buffer between the source of the runoff and its endpoint, protecting local water bodies from contamination by either absorbing the runoff or filtering out pollutants.

In addition to controlling stormwater runoff, native plantings can also improve air quality, reduce greenhouse gas emissions, and mitigate the urban heat island effect, wherein urban and suburban areas experience warmer temperatures than surrounding rural areas, in part due



to a lack of natural landscapes. The urban heat island effect ultimately drives up energy costs and consumption as communities look to solutions like air conditioning to counteract rising temperatures.

Therefore, by reducing the impacts of the urban heat island effect, municipalities can deliver energy savings to residents.

### Enhancing Storm Resiliency

Stormwater management plans are vital for identifying where runoff goes, but just as vital for identifying where it stays. By mapping out the system of conveyances that brings stormwater runoff into local waterways, municipalities can also more easily identify where stagnant stormwater pools up.

When left unchecked, these stagnant waters are a breeding ground for bacteria, fungus, and algal blooms; depending on the source of the water, it can also contribute to saltwater intrusion, wherein the underground freshwater aquifers that provide

drinking water are contaminated with saltwater from the ocean.

Inland communities are equally at risk of incurring damage, as flooding from rivers and streams can cause just as much destruction as coastal flooding. However, once those high-risk flood areas are identified through the stormwater management plan, municipalities can mitigate future flood risk by implementing proper drainage and outfitting nearby buildings and infrastructure with flood resiliency measures such as horizontal passive flood barriers.

### Managing Existing Infrastructure Assets

Municipalities should review their infrastructure management practices. Developing a stormwater management plan involves in-depth cataloging and categorization of municipal assets; once those assets are logged, they can be tracked. Municipalities can monitor infrastructural assets, such as sewer piping, and more accurately anticipate when key pieces

of infrastructure require rehabilitation or replacement. Not only does this save the public money in the long term by helping address issues before they become more expensive, but it can protect the local ecology from avoidable leaks, spills, and other environmental disasters. 

Angelica Apolinaris is an Environmental Planner at H2M architects + engineers responsible for supporting environmental permitting compliance and planning for a wide variety of clients in the government, education, emergency services, energy, and commercial real estate sectors.

As an Environmental Planner, she leads the development and implementation of Stormwater Management Programs (SWMPs) and preparation of environmental review documentation in accordance with federal and state regulations.

H2M architects + engineers is a full-service consulting and design firm offering the expertise of more than 580 architects, engineers (water supply, civil/site, structural, MEP, wastewater, and environmental), planners, designers, inspectors, surveyors, and scientists.

 For more information, please visit [www.h2m.com](http://www.h2m.com)

## Broad experience, custom tailored to your legal needs



Legal representation isn't one size fits all. Your individual situation deserves personalized attention from the attorney best suited to your case. Call us today for your custom fitting.



DiFrancescoBateman  
*Tailor-made representation*

DIFRANCESCO, BATEMAN, KUNZMAN, DAVIS, LEHRER & FLAUM, P.C.

Attorneys at Law | 15 Mountain Boulevard, Warren, New Jersey 07059

Phone: (908) 757-7800 Fax: (908) 757-8039 Web: [www.NewJerseyLaw.net](http://www.NewJerseyLaw.net)

# Pathways to Public Service

## A Career Connection Fair

Amy Spiezio, *Managing Editor, New Jersey Municipalities Magazine*

**A**t the League Conference in November, the League and the New Jersey Department of Community Affairs (DCA) invited State department heads, League affiliates, and collegiate academicians to work with a group of New Jersey's brightest undergraduates and recent graduates at the first Pathways to Public Service: A Career Connection Fair.

DCA Commissioner Jacquelyn Suárez welcomed the attendees, noting, "What we started seeing across the state of New Jersey was we didn't have enough of the professionals to do the work that we needed at our local governments and even state government. A lot of that was because it was a "graying" workforce and what we saw was in the wake of the pandemic many people said you know, I'm out and we didn't have the middle managers to step into those positions and here we are today."

She added, "I wanted to make a difference in my neighborhood, I wanted to make a difference in the State of New Jersey. I just wasn't sure how I was going to do that. And if that really resonates with you, you're in the right place because what we're seeing here is you have the opportunity to make the changes to positively the communities and neighborhoods that you call home when you get involved in the government."

"A lot of times you start out in a position and you're not sure how or in what ways you are going to impact those changes, but you're really going to make a difference. I never thought in a million years that I would be the Commissioner of the Department of Community Affairs, but yet here I am today."



In addition to discussing the growing opportunities for paid internships in departments, Suarez gave the young attendees a welcome to the session, explaining the structure of the day to come.

Then-League President Mayor Bill Chegwiddden of Wharton spoke about the great potential for young professionals. "This is something that's really needed in municipal and state government. We are losing people, a lot because of age. It's such a great career to come into this. And it's diverse, there are so many different things you can do in government. Once you get the nuts and bolts of local government, you can proceed through the chairs, if you will. One day who knows? Maybe you'll be an administrator of a town or the commissioner of a division within the state. There's a lot of opportunities."

Kia King, Chief of Staff DCA, kicked off the programming portion of the job fair with a welcome to Pathways to Public Service: A Career Connection Fair. "Today is about you all engaging, learning, asking, and finding what is your path, what is your intent, and what is it that you are meant to do. There are dozens upon dozens of opportunities in local government that will get you there. Look at this as an entry into a whole new world with new connections, new relationships, and new resources."



Jacquelyn Suárez,  
DCA Commissioner



Bill Chegwiddden,  
Mayor, Wharton, NJLM Past President



Kia King,  
Chief of Staff DCA

# Charting the Course to Deliver **Economic Growth & Clean Energy** for New Jersey



**Atlantic Shores Project 1 will contribute more than \$160 million to Atlantic City's economy,** with \$30+ million funded already and \$130 million expected over the next four years.

**Atlantic Shores Project 1 is the largest clean energy project in the State of New Jersey** and the third largest awarded offshore wind project in the United States, **generating enough clean energy to power more than 700,000 homes.**



[www.atlanticshoreswind.com](http://www.atlanticshoreswind.com)  
[@atlshoreswind](https://twitter.com/atlshoreswind)

## Academic Launch Pads for Local Government

Representatives from several of New Jersey's universities were in attendance to share the options and opportunities in public service.

**Angela Garretson, Ph.D., Chief of Public & Community Affairs, Office of Govt & Community, New Jersey Institute of Technology.** Our [late] Mayor, Kenneth Gibson graduated from NJIT and was the first black mayor of Newark. He graduated with a civil engineering degree. You think, civil engineering? Can I go into government? No, I don't think so—but actually you can. We try to tell our students you don't have to pigeonhole yourselves to your major. If you're in engineering, if you're in computing, if you're in different majors, you can branch out and you can go be a civil servant in your community. You can step up. You can go back to your community.

**Mike Sepanic, Vice Chancellor for Governmental and External Affairs, Rutgers University-Camden.** To the students who are here, you're doing exactly the things you should be doing. You're talking to people, you're making connections. You're not just the public servants of the future, you are our civic leaders. You are the next generation of folks who, while you are working in public jobs you're going to be building your futures as municipal leaders, mayors, council people, and from there you just keep building upwards. All of you in this room represent the next generation of leadership in the state of New Jersey.

**Dr. Joseph Youngblood II, Sr. VP for Transformational Learning and External Affairs, Kean University.** I am not quite out of my early 50s yet and I have already attained a very critical benchmark in public service in New Jersey in that I have reached 25 years of public service in my first career, which has afforded me the opportunity one, to have a really great State health benefits package for my spouse and myself for the rest of our lives and two it means I have one pension under my belt and I am still prepared now to pivot and transition



Angela Garretson



Mike Sepanic



Dr. Joseph Youngblood

into a second career, if I desire to. But again, in terms of some of the tangible benefits that we often don't talk about and that young people don't understand exist for them in this larger milieu of the public service sector.

### Next Generation at Work

Four young professionals from Atlantic City were on hand at the event to discuss how their paths led to local government professions.



**Jorge Davila, Purchasing Assistant in the Revenue and Finance Department under the Purchasing Division.** Stockton Class of 2023, degree in business administration, currently working on MBA with concentration in healthcare administration and leadership.

I was skeptical at first to go into a government job because I had no idea what that job entailed. I had heard a lot of restrictions were in place, so I rolled the dice and applied. From the first day in the office, I was welcomed by a family more than anything.

It's a great place to work, I enjoy going to work every day. I would encourage youths and graduates to look into working for government. Along with it being a great place to work, you also get great benefits working for the government, that is a plus.

**Ayana Plummer, Principal Community Organization Specialist in Planning and Development Department, Atlantic City**

I took a very different path here, my background, I am a Stockton Graduate with a BA in Sustainability dealing with how we can prioritize our planet and our people rather than sacrificing them for profit. There were many things I studied, local government was not up there in the curriculum, policy and law were. After graduating, I got into farming and agriculture because it was something that I was passionate about. I did that for three years and still local government was not on the agenda.

Go with your passions. Try things. As young people we have the opportunity and the gift of time and agility,

so we can try to capitalize on the opportunities put before us.

I believe my career has skyrocketed by taking that time, by being agile, by asking questions. Be inspired by local government, you can have a change in your community, it doesn't have to be the private sector, it doesn't have to be in a nonprofit, it can be in the community you grew up in.

**Alexxus Hunter, Assistant to the Business Administrator, Atlantic City.** Undergraduate in Communications, Masters in Public Administration.

I was one of the young people who always knew that they wanted to work in government. I believe I was about 4 years old saying I wanted to be president, but I had no idea how that was going to happen.

The time is now, just start. You don't have to go into government knowing what you want to do. It is possible to fill that seat and then go you know what? I can do something else.

Young people can really make an impact on government. I think it's really important.



Jorge Davila



Ayana Plummer



Alexxus Hunter



Tim Aboderin

**Oluwadurotimi "Tim" Aboderin, Data Analyst, Atlantic City.**

Graduated from Penn State University with a degree in data science.

I work primarily with the city's CitiStat program which was

implemented only a couple years ago, right around when I started. The whole purpose for the CitiStat program is to optimize the processes the city deals with, which means I have to interact with basically every

# 2025 ESCNJ Vendor Expo

Wednesday, May 21, 2025 • 9 am to 3 pm

New Jersey Convention and Expo Center - Edison, NJ

• Free CEUs • Complimentary Lunch • Registration is Now Open

For more information regarding the EXPO, please contact the EXPO Team at [EXPO@ESCNJ.US](mailto:EXPO@ESCNJ.US).



## SAVING MONEY...THE ESCNJ WAY!

Join The Educational Services Commission of New Jersey's

# 1,525+ MEMBER CO-OP PRICING SYSTEM



To learn more about free lifetime membership, please contact our Co-op Team at: [coop@escnj.us](mailto:coop@escnj.us), or call 732-777-9848, Ext. 3120

[www.ESCNJ.us](http://www.ESCNJ.us)



SCAN HERE TO REGISTER FOR THE EXPO

## Pathways to Public Service

department. This means sitting in on meetings with each department, and it also includes a public portion that we have once a month at the Atlantic City campus for Stockton.

Just seeing the people affected fills me with pride and joy that I'm able to make a difference. Besides all of the benefits that you do get from working in city government, that sense of being able to make a change and being able to see that change is such a huge thing for me. Keep your options open, don't lock yourself into one mindset, open your options up so you can potentially end up in a position like this where you are making a change and helping people.

### From the State

**Allison Chris Myers, Chairperson/  
Chief Executive Officer, NJ Civil  
Service Commission**

Today represents an exciting opportunity to connect with potential employers to learn about the vast array of roles that contribute to the functioning of municipalities from public safety, to health, to infrastructure and administration, the opportunities are

as diverse as the communities we serve.

Whether you're making policy, whether you're making a decision regarding one constituent, you have to think of the implications of how that's going to appear, and does it serve everybody equally and fairly? And that's really what we do at Civil Service, we try to even the playing field. That's really what government does.

**Robert Asaro-Angelo, Commissioner,  
Department of Labor & Workforce  
Development.**

What better way to give back to your state and your community than to work for the State of New Jersey? It's something that fills me with pride every single day.

Public service is something that's so rewarding.

We've always had the spiritual and emotional pride of being a public service worker, but now we're making it pay better as well. Whether it's through increased salaries, tuition reimbursement, through our department we have alternate work programs. You can have off one full day every two weeks, you can work from home. We have been all about making



Allison Chris Myers (r) invited a student up to share her experience at the fair.



Robert Asaro-Angelo

sure that, yes, we're working for the workers of New Jersey, but we can't do that right if we're not working for our own workers to make sure our own workforce is also educated, protected, getting the proper benefits, getting what they deserve. 🇯🇵

## Scenarios

During the course of the event, the students and government professionals we given real-life professional issues and the opportunity to discuss best practices and problem solving from the local government perspective.

Wrapping up the active discussion, NJ DCA Chief of Staff Kia King emphasized the importance of working together to get to successful outcomes in local government. "The takeaway is: when in doubt, you ask. One of the best lessons I ever learned in government is I don't have to know the answers, but I get to know the people who know the answers. We've got great stakeholders we communicate with all of the time."



# WE PAVE THE ROADS THAT KEEP OUR ECONOMY MOVING

**Operating Engineers add lane miles to regional highways.**

Together with our fellow tradesmen, Local 825 Operating Engineers work on the largest highway construction projects in the nation. Roadways with healthier traffic flows reduce congestion, improve driver safety and eliminate bottlenecks.

Our members also appreciate roadway improvements, as workers, volunteers, coaches, moms and dads, we drive the same roadways as you. With collaboration, our professional team members look forward to fulfilling newly approved multi-year programs to maintain and expand regional roadways.

We are proud of our communities and to be part of a team effort that unites tradesmen, contractors, unions, state and local officials to benefit our neighbors.

**Local 825 Operating Engineers work together to build better communities.**

**BETTER BUILDING  
BEGINS HERE**



@IUOELocal825  
[www.IUOE825.org](http://www.IUOE825.org)



An aerial photograph of a water park slide. The slide is white with blue accents and winds through a pool area. Several people are seen sliding down. To the left of the slide, there is a paved area with several blue and white striped umbrellas and lounge chairs. The pool water is a vibrant blue. The overall scene is bright and sunny.

# 2025 Show Off Verona Your City

Dr. Christopher H. Tamburro, *Mayor*, and Elisa Northrop, *Public Information Officer, Township of Verona*

The Township of Verona is the winner of the 2025 Show Off Your City Contest. Incorporated in 1907, Verona is a historic and vibrant community that strikes a balance between its charming small-town atmosphere and its location to many of the busiest and most densely populated areas in the country. This equilibrium is reflected in our close-knit residential neighborhood, top-notch school system, easy access to major job hubs, and abundant recreational opportunities.



Photo by Norman DeShong and Aaron Tries.

Just a stone's throw away from residents' doorsteps lies a quintessential summer retreat offering a sanctuary for fun and relaxation for all ages. At the center of this oasis are Verona's exhilarating slides, which are perfectly captured in this winning photograph. Verona's Community Pool is more than a place to swim, it serves as a testament to Verona's commitment to providing a haven where memories can be made and cherished.

Beyond the slides, the Verona Community Pool boasts an Olympic size pool, a diverse swim program, interactive splash pad, zero entry baby pool, and thrilling diving boards and tank--one of the only few around. Our picturesque gazebo offers a charming venue for unforgettable parties and the Poolside Cafe by Lakeside Deli ensures everyone stays replenished and ready for more fun. There is no shortage of things to do with activities that range from ping pong, shuffleboard, corn hole, basketball, volleyball, and pickleball.

"The pool complex is one of the great sources of pride for Verona, bringing together residents of all ages to enjoy and cherish summer days and the simple moments in life. The Township's deliberate efforts to build and maintain a world-class facility are an investment in the small-town charm that draws people to our beautiful community," notes Dr. Christopher H. Tamburro, Mayor of Verona Township.

The Verona Community Pool has been a cherished destination since its opening in 1967, after then-resident Jed Graef secured an Olympic Gold Medal in the men's 200-meter backstroke at the 1964 Tokyo Olympics.

At the Verona Community Pool every dive, splash and laugh brings our community closer, embodying the very essence of our township ([www.VeronaNJ.org/pool](http://www.VeronaNJ.org/pool)).

The winning photo was a collaboration between a local photographer we have been working with who grew up in Verona, Norman DeShong, and Aaron Tries operating the drone camera.

## About Verona Township

**Established:** 1907

**Population:** 14,572

**Mayor:** Dr. Christopher H. Tamburro

**Councilmembers:** Deputy Mayor Jack McEvoy; Councilman Alex Roman; Councilwoman Christine McGrath; Councilwoman Cynthia Holland

**County:** Essex



# Honorable Mentions

- 1 Allentown** Tim Stolzenberger Connine’s Millpond by canoe.
- 2 Benards** Lord Stirling Environmental Education Center, Basking Ridge by Lorraine Heinen.
- 3 Allamuchy Township** Blue Bird by John Lapadula.
- 4 Burlington** City Bridge by Kathy Cabrera.
- 5 Deptford** balloon flight.
- 6 Elizabeth** City Hall by Pablo G.
- 7 East Brunswick** Heavenly Farms on the First Day of Winter by John Roche.
- 8 POW/MIA** dog tag display at **Mount Olive’s** All Veteran’s memorial by Richard Maggio.
- 9 Saddle River’s** Walsh Family Pedestrian Covered Bridge by Mayor Albert J. Kurpis.
- 10** Brand new **Vineland** Fire Headquarters and Station 6, courtesy of City of Vineland.





# OWNER OPERATED CLIENT DRIVEN

At First MCO, we understand the value of building strong partnerships. Years of collaboration have fostered deeper relationships with our providers, enhanced patient experiences, and delivered unparalleled service.

## QUALITY CARE, MAXIMUM SAVINGS, OPTIMAL OUTCOMES

### WHY OUR NETWORK?

- ✔ Direct Provider Relationships: Allows us to negotiate more effectively and creatively, leading to bigger savings for our clients.
- ✔ Experienced & Specialized Network: Our providers are top-tier professionals that have demonstrated the ability to effectively treat workplace injuries.
- ✔ Outcome Based Network: We evaluate key performance indicators, including treatment outcomes, responsiveness and patient experience.



CONTACT First MCO  
and experience the confidence  
that comes with expert,  
dedicated care.

📞 973-257-5200

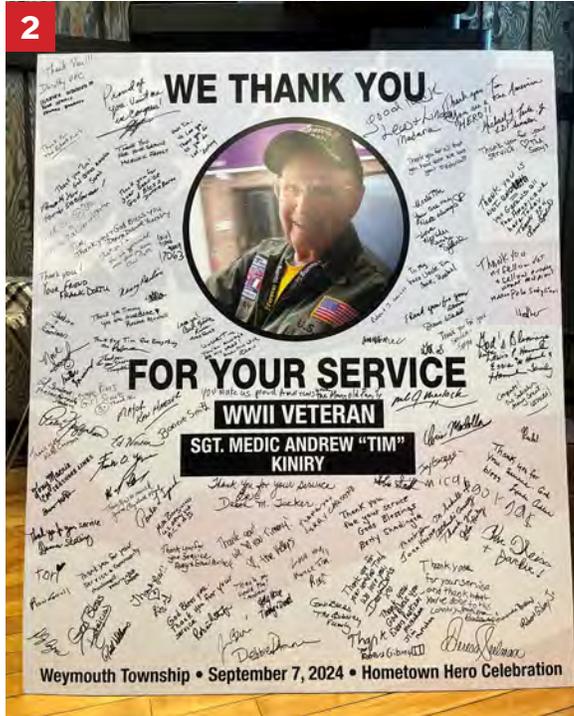
🌐 [www.firstmco.com](http://www.firstmco.com)

✉ [info@firstmco.com](mailto:info@firstmco.com)



# Town Pride

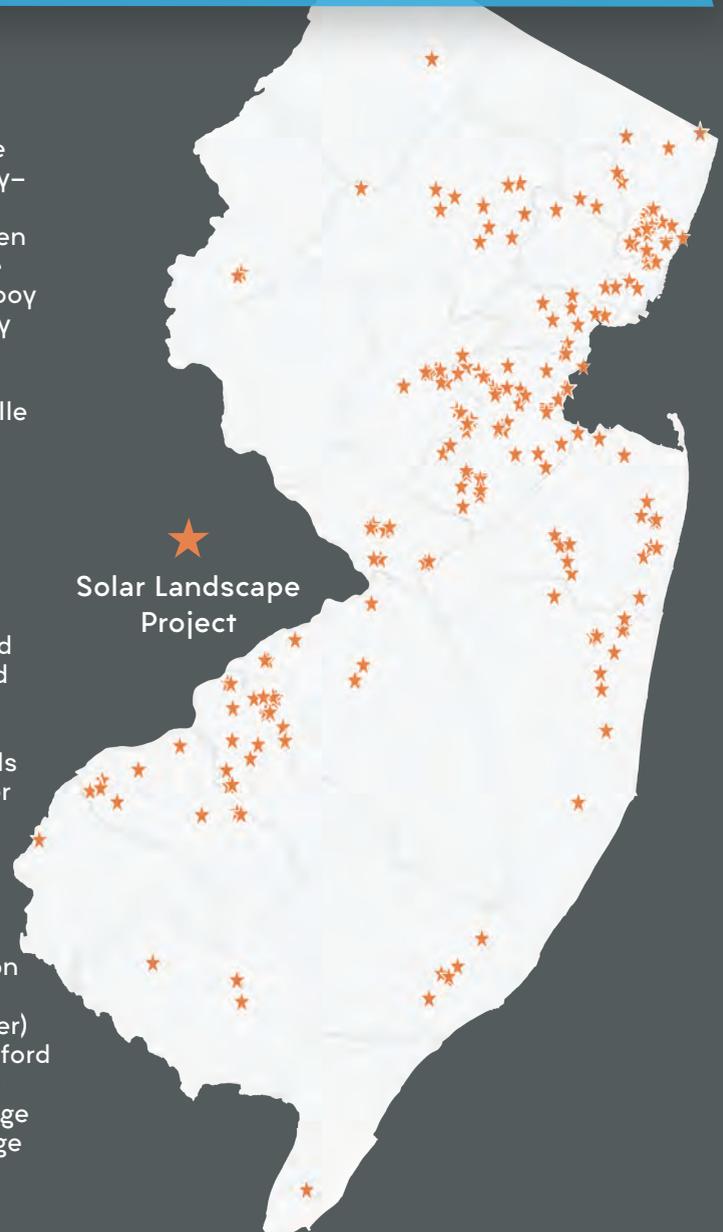
**1** Bergenfield Department of Public Works in pink hoodies by Andrew J. Stewart. **2** A signed poster at Weymouth Hometown Hero Celebration by Teresa Seelman. **3** A sweet treat on Deerfield Day by Dawn-Marie Bascelli. **4** Ridgefield Park Family Olympics by Michelle DeLuca. **5** Dunellen honors Hometown Heroes submitted by William George.



# Community Solar: Reducing Energy Costs, Creating Jobs

## PROJECTS IN:

- Aberdeen
- Absecon
- Barnegat
- Barrington
- Berkeley
- Boonton
- Bordentown
- Brick
- Bridgeton
- Bridgewater
- Carlstadt
- Carteret
- Cherry Hill
- Clifton
- Cranbury
- Cranford
- Delran
- Dover
- East Brunswick
- East Greenwich
- East Hanover
- East Rutherford
- Eastampton
- Eatontown
- Edgewater
- Edgewater Park
- Edison
- Egg Harbor
- Elizabeth
- Elmwood Park
- Evesham
- Fair Lawn
- Fairfield Township (Essex)
- Franklin Township (Somerset)
- Franklin Township (Warren)
- Freehold
- Galloway
- Glassboro
- Gloucester
- Green Brook
- Hamilton
- Hanover
- Hazlet
- Hillsborough
- Hillside
- Ho-Ho-Kus
- Howell
- Jackson
- Jersey City
- Kearny
- Lakewood
- Lawrence
- Linden
- Little Ferry
- Logan
- Lumberton
- Lyndhurst
- Maple Shade
- Middle
- Middlesex
- Middletown
- Millville
- Monroe Township (Middlesex)
- Montville
- Moonachie
- Morris
- Mount Laurel
- Mount Olive
- Neptune
- Newark
- North Bergen
- North Brunswick
- Northvale
- Old Bridge
- Parsippany-Troy Hills
- Pennsauken
- Pennsville
- Perth Amboy
- Piscataway
- Randolph
- Ridgefield
- Robbinsville
- Rockaway
- Sayreville
- Secaucus
- South Brunswick
- South Plainfield
- Spotswood
- Springfield
- Stratford
- Teterboro
- Tinton Falls
- Toms River
- Totowa
- Union
- Voorhees
- Wall
- Wantage
- Washington Township (Gloucester)
- West Deptford
- Westwood
- Wood-Ridge
- Woodbridge
- Woolwich



Find out how to bring the guaranteed cost savings of community solar to your residents.  
**No solar panels – just solar savings.**

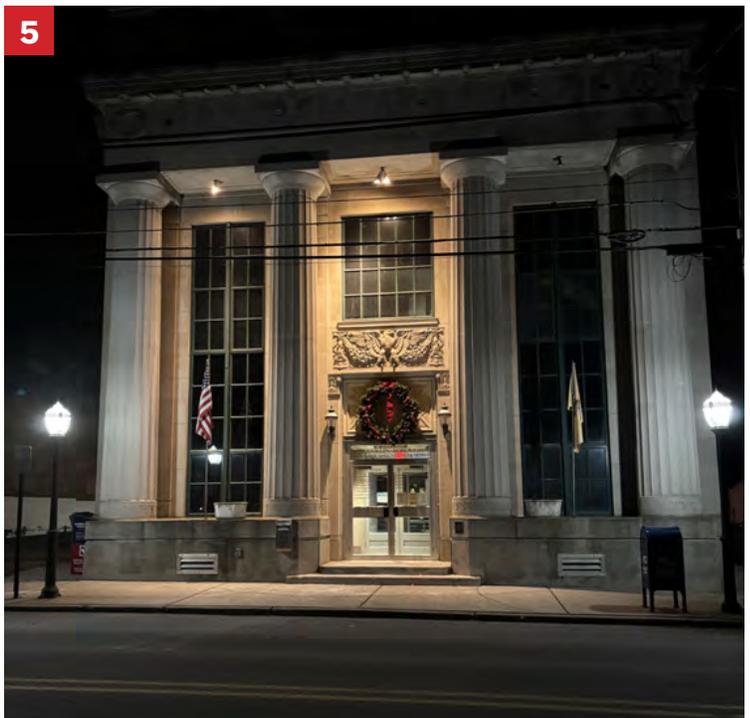
For more information, email Jennifer Schneider at [JSchneider@solarlandscape.com](mailto:JSchneider@solarlandscape.com).

**SOLARLANDSCAPE.COM**



# Municipal Moods

**1 Westwood** in Fog by Frantvisuals. **2 Cranbury's** Brainard Lake by Bert Wolfe. **3 Summit** Diner by Charlie Cusumano. **4 Watchung** EMS at dawn by Seth Weingarten. **5 Franklin Borough's** Borough Hall at night submitted by Sharon Schultz.

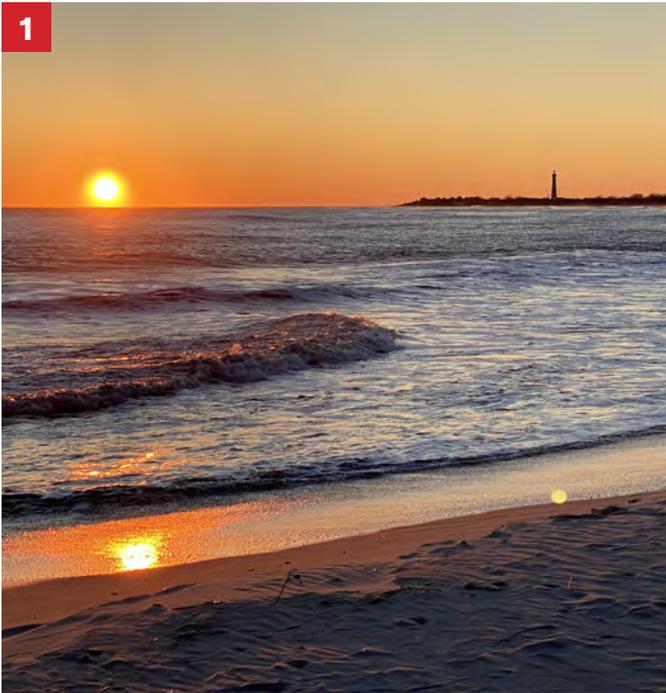




# Natural Moments

1 Cape May Beach at sunset with Lighthouse in background by Cape May City.

2 West Milford's end of the rainbow submitted by Lisa Hogan.



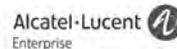
Staying ahead of the technology curve has never mattered more.

Let our experienced consultants help you deliver critical solutions.



**RFP Solutions** is an authorized New Jersey State Contract Vendor with over twenty years of experience and 250 K-to-12 school districts and municipalities as clients. We provide design/installation services and 24/7 support for telephone systems, wireless data networks, CCTV surveillance systems, door access control, wireless clocks, and much more.

For a free estimate, contact Mike Cuneo – Vice President, Sales 856.686.0888, Ext. 117 [mcuneo@rfpnj.com](mailto:mcuneo@rfpnj.com)





# Generations

- 1 Shrewsbury butterfly release by Gaby Williams.
- 2 Middletown Mayor for a Day submitted by Middletown Twp.
- 3 Monroe Township Senior Softball Opening Day by Kyle Johansson.



# Management Workshops Series

for Key Municipal Positions!



The League has created a series of Management Workshops in partnership with its Labor Consultant, Matt Watkins, a long-time professional manager and founder of

NJ Community Solutions, LLC.

To meet current demands, many dedicated individuals have stepped into key municipal positions without formal training. This series of 4 workshops with 4 subjects each will address the laws, regulations, and procedures critical to effectively running local governments.

- Small group instruction.
- CEUs for CFOs, CTCs, CPWMs, RMCs, QPAs, CPAs, & NJ Attorneys.

**16 courses total!**

## Workshop Topics Include

Essentials of Municipal Management

Department & Workforce Management

Human Relations Management

Financial Management

## Attend group courses at scheduled locations or hold courses right in your municipality!

Custom courses can be held in your municipality with a capacity of up to 25 people.

**Learn More!**



Details, schedule, and pricing.

**[www.njlm.org/ManagementSeries](http://www.njlm.org/ManagementSeries)**



New Jersey State League  
of Municipalities



# Gold Dome



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

## Legacy, Uncertainty, and Strategy at Play in Murphy's Final Budget Proposal

Even as the full shape of Governor Phil Murphy's \$58.1 billion budget proposal comes into focus, his top agenda items remain the same since he arrived in Trenton eight years ago. Today, Murphy is a lame duck governor intent on preserving his accomplishments during a very uncertain political time, even as his position of power becomes weaker as others seek to replace him.

A budget reveals the drafter's values. The governor's proposal is a good example of this. Three spending items take up 40% of the entire budget, each a core part of the Murphy agenda. These include a full pension payment (\$7.2 billion), full funding of the K-12 education formula (\$12.1 billion) and \$4.3 billion to maintain the ANCHOR program, the state's primary property tax relief directly to taxpayers.

He also hopes to raise \$1.2 billion in taxes, something Murphy's critics cite as another foundational part of his tenure. Under the governor's proposal, home sale surcharges and fees on warehouse truck traffic will go up, along with taxes on alcohol, tobacco products, and gambling, so-called "sin taxes" that many consider more palatable with the voters.

With President Donald Trump seeking to impose his own spending priorities on the federal government, the Murphy team is preparing for potentially millions of dollars in cuts to Medicaid, along with significantly more litigation between New Jersey and Washington.

But a larger NJ-DC electoral factor may be involved as well. Democrats, even with their clear majorities in both the state Assembly and Senate, continue to fret over potentially losing that status, as well as their current hold on the governorship. Had Kamala Harris won last November, conventional wisdom would have been that New Jersey would be much more likely to vote Republican, up and down the ticket, in 2025.

In such a scenario, some longtime observers of the state budget process question whether Murphy would have ever proposed new taxes in this election year, lest he seal a very poor showing for his party come November.



However, with Trump in office, the expectation is now that 2025 will be a good one for Democratic candidates. So, for Murphy and his team, putting forward new or expanded tax proposals isn't nearly as scary, based on the idea that voters, come the fall, will be angrier with the president than with the budget.

### Emerging Themes

Beyond the specifics of each line item, there are several themes that are emerging as the state heads towards the June 30 end of the current fiscal year.

**Legacy building.** This is Murphy's final chance to cement his policy priorities in state law. The commitment to fully funding the pension obligation and school funding formula is clearly part of that. So, too, is spending related to his goal of providing universal pre-K instruction, and improving health outcomes for women, especially maternal health for women of color.

Further, the governor seems very focused on leaving office in January with a budget surplus totaling at least 10% of the overall budget, or about \$6 billion.

Murphy's political future isn't necessarily over once he leaves Trenton. His proposed budget aims to define his gubernatorial tenure in a way that keeps his options open.

**Uncertainty.** Trump might not have won in a landslide, but his second round in Washington is definitely an earthquake. Whether random or by design, the president has shaken up the status quo. As a result, significant federal spending cuts are possible.

New Jersey, like all states, relies on Washington to assist with the costs of education, health care, transportation, etc. For governors, not knowing what Congress will do and what the judiciary will allow makes this a very trying time. This is another reason behind the Murphy's demand for maintaining a large surplus.

In particular, there is rising concern with proposed cuts to the Pentagon, as anticipated by the newly created Department of Government Efficiency (DOGE), led by Elon Musk. Reductions in the defense budget could have a huge negative impact on the state if they affect the 60,000+ military personnel at Joint Base McGuire-Dix-Lakehurst, who generate over \$6.9 billion in economic activity annually.

Again, no one is sure how this will all play out. Budget reconciliation—the process the GOP-led Congress will use to pass as much of its agenda as possible because it requires a simple majority to pass both houses and cannot be filibustered in the U.S. Senate—won't likely take place until after New Jersey's budget is passed.

**Negotiating strategy.** Finally, this budget is just the beginning of an annual three-act play in Trenton. The governor begins by presenting his proposal that eliminates all of the additional spending the legislature added to the current budget when it was passed last June. As in chess, making the first move provides one with a clear advantage.

Murphy understands this is just the opening salvo, and so he's setting up a negotiating strategy that serves him best. If the Assembly and Senate members want to restore their priority items, then the governor is better

able to negotiate to protect his spending requests.

Moving forward, the budget committees in both the Senate and Assembly will hold hearings involving members of the public, representatives from all state departments and agencies, and the Office of Legislative Services (OLS).

## For governors, not knowing what Congress will do and what the judiciary will allow makes this a very trying time.

And while these hearings are an important part of the process, the storyline is actually propelled forward once the second act comes in April. That will be when the State announces the most up-to-date tax revenue collections. Anything that is significantly less than or more than expected can completely upend the

negotiations between the legislature and the Front Office.

After that comes the third and final act. The room filled with people discussing the budget becomes increasingly smaller and smaller, until it is just the three top Democrat leaders—Murphy, Assembly Speaker Craig Coughlin, and Senate President Nicholas Scutari—working out the final deal.

A unique aspect of 2025 is that the Democrats will have a gubernatorial nominee following the June 10 primary, just a few weeks before the budget needs to be passed. It would not be surprising if this person sought to influence the agreement being negotiated by their fellow Democrats to better position their candidacy for the fall campaign.

### Necessary Negotiation

For anyone following the budget process, rest assured, the governor's proposal is not the final say in the matter. This is all part of a necessary negotiation, one that will be influenced by Murphy's drive to ensure his desired legacy as both a progressive policy leader and responsible fiscal steward, along with the uncertainty emanating from the state's fiscal partner, the federal government. 🦋

# Lunch & Learn

## Informative Learning Series

Join the hour-long briefings given by state and federal experts on current issues impacting municipalities, & opportunities for funding. The sessions also include a Q&A period.

Can't make the  
live briefing?

View on-demand!

[www.njlm.org/LunchAndLearn](http://www.njlm.org/LunchAndLearn)

**Recent topics:** C-PACE Municipality Opt-in Presentation, Cannabis Training Academy, Affordable Housing Calculations, Encampment Resolution, Choosing the Rights Benefits Plan, NJDEP Real Rule, and more.





Marc Pfeiffer, Sr. Policy Fellow and Associate Director,  
Bloustein Local Center for Urban Policy Research,  
Rutgers University

## AI in Your Municipality: Where Are You Now? Part 1 What Elected Officials and CAOs Need to Know About Technology Fitness

It's been 18 months since this column addressed AI, and it's time for an update. Let's start with how new technologies typically roll out in local government. Many municipalities have moved from early adoption to increasing their use of AI tools in four ways.

**1. Used under a formal government policy.** Authorized use by specific individuals or offices. These policies warrant engagement with tech managers to ensure sound security practices, consider implementation costs, and integrate with existing software systems. Proper governance ensures responsible AI deployment while managing risks effectively.

**2. Used as "shadow IT."** When employees use unsanctioned technology without discussing it with management. This may be the most common way AI is used today, especially with widely available free services. But security risks typically accompany shadow IT. Employees could use AI tools for drafting documents, analyzing data, or generating ideas without official approval, creating potential vulnerabilities in your tech ecosystem.

**3. Locally built applications.** When tech-savvy employees develop AI programming skills, usually using Python. This allows them to create "mini" applications using chatbots to complete forms, prepare documents, or answer public questions. These innovations can enhance productivity but require formal policies to ensure appropriate development practices, data handling, and deployment protocols.

**4. Integrated applications.** Existing and new products incorporating AI tools, from sophisticated video or GIS applications to replacing human support with chatbots. Vendors are rapidly embedding AI capabilities into their products, sometimes with limited transparency about how these systems make decisions or process information.

A single municipality might use all four options simultaneously. Your agency may already have chatbot access through existing applications like Microsoft's CoPilot or Google's Gemini. Anthropic's Claude, Meta's Llama, or X's Grok also provide free access to their applications. These tools offer varying capabilities and security features that should be evaluated within your specific organizational context.

### Addressing Each Approach

**Formal policy.** Review this column's March, April, and June 2024 editions; they address different government technology policy issues, including AI use. They provide good perspectives on issues, such as data privacy, security protocols, and appropriate use guidelines. Having comprehensive policies provides clarity for all stakeholders.

**Shadow IT.** This is tricky to address since acknowledging it obligates the agency to ensure appropriate use. Consider developing guidelines for safe shadow AI use that balance innovation with security concerns. Education about risks and creating channels for employees to suggest new tools can help bring shadow IT into the light.

**Locally built applications.** These can be the most engaging by allowing real-world experimentation once someone learns the essential tools. However, they must operate openly, not in shadow, and follow carefully considered policies. Implement monitoring and reporting functions to track usage and maintain control. Creating an innovation sandbox with appropriate guardrails can foster creativity while managing risks.

**Integrated applications.** Vendor promotional materials suggest AI is the solution to everything that ails an organization and must be adopted immediately. While AI will eventually affect many parts of government administration, agencies do not need to act hastily. Thoughtful implementation is more important than rapid adoption.

Instead, review existing policies to determine which ones might be affected when vendors add AI to existing software. Apply these policies as vendors modify applications to be "AI Included." Consider potential changes to internal controls when AI is used in finance or public safety, ensuring appropriate oversight and accountability remain in place.

When considering new applications, remember that vendor claims about new technologies are often sweeping and ambitious. Sound diligence starts with this checklist:

- Engage your tech expert to review infrastructure compatibility, security, bandwidth requirements, contingency plans, data management practices, privacy considerations, and alternatives.
- Talk to peer organizations that have deployed the

product to understand real-world performance and challenges.

- Check competing products to ensure you're selecting the most appropriate solution for your needs.
- Understand workflow implications and the effects on employee training, responsibilities, and job satisfaction.
- Review union contracts to determine if changes require negotiations before implementation. Generally, engage affected employees in the review and evaluation of AI solutions.
- Project comprehensive costs and determine purchasing methods to ensure fiscal responsibility.
- Consider specifics related to your use case, current workflow processes, and technical environment.

Finally, be transparent about AI deployment within your community. With significant public attention on AI, transparency about its governmental use will prevent rumors and misinterpretation. For municipalities with tech advisory boards, this falls

under their purview and provides an opportunity for citizen input and oversight.

In next month's column, we will delve into some bigger-picture AI adoption issues, such as training, finance, vendor lock-in, and public trust.

AI is the latest in society's technology evolution. Manage it well through thoughtful policies and implementation, and don't let it manage you! Always keep the human in the loop to ensure AI serves your community's needs effectively. 🦿

### Safe Shadow IT Guidelines for Chatbot Use

1. Never share confidential or sensitive information. Assume all input could be exposed. Avoid sharing proprietary information (ACD under OPRA), personally identifiable information, or anything that violates compliance requirements (OPRA, Daniel's Law, HIPAA, etc.).
2. Verify all outputs before implementation. Treat AI-generated content as suggestions only. Independently verify and review all draft documents, analyses, or recommendations before formal use.
3. Maintain clear boundaries between

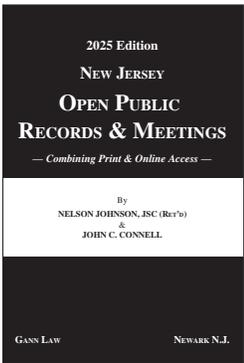
personal and professional use. Use dedicated accounts for work-related queries. Don't use individual accounts for government work, as OPRA applies even to shadow IT usage.

4. Document usage and approach management transparently. Keep records of AI tool use. When valuable applications emerge, approach leadership with evidence of benefits and suggestions for official adoption.

5. Stay informed on agency policies and regulations. Regularly review AI usage guidelines. Exercise particular caution with regulated activities where AI use may have specific compliance implications.

## KNOW THE LAW GOVERNING NJ MUNICIPALITIES

**NEW JERSEY  
OPEN PUBLIC RECORDS & MEETINGS**  
*By Nelson Johnson, JSC (Ret'd) & John C. Connell*



- Statutory Access
- Scope of "Government Record"
- Right to Sue
- Filing Deadlines
- Availability of Counsel Fees
- Common Law Access
- Meeting Schedules and Agendas
- Notices
- Executive Sessions
- Enforcement

[www.gannlaw.com/OPRA](http://www.gannlaw.com/OPRA)

**New Jersey Statutes  
Titles 40 & 40A  
Municipalities & Counties**  
Perfect For Municipal Offices That  
Need Access To The Laws Of NJ  
Complete in One Paperback Volume

**Education Statutes & Regulations  
NJ Admin Code Title 6A**  
Complete in One Paperback Volume  
**NJ Statutes Title 18A**  
Complete in One Paperback Volume

**New Jersey  
Public Employment Law:  
Education, Civil Service,  
Police & Fire**  
*By*  
Maurice W. McLaughlin

**NJ Zoning & Land Use  
Administration**  
William M. Cox (1988-2010) & Stuart Koenig (2011-2012)  
*Revised and Updated By*  
Jonathan E. Drill & Lisa John-Basta  
**With Full Text of the  
Municipal Land Use Law (N.J.S. 40:55D)**

Gann Online Store



# Labor Negotiations

Matthew U. Watkins, *Labor Consultant, NJLM*

## Get the Facts on the Administration of Fair Labor Standards Act

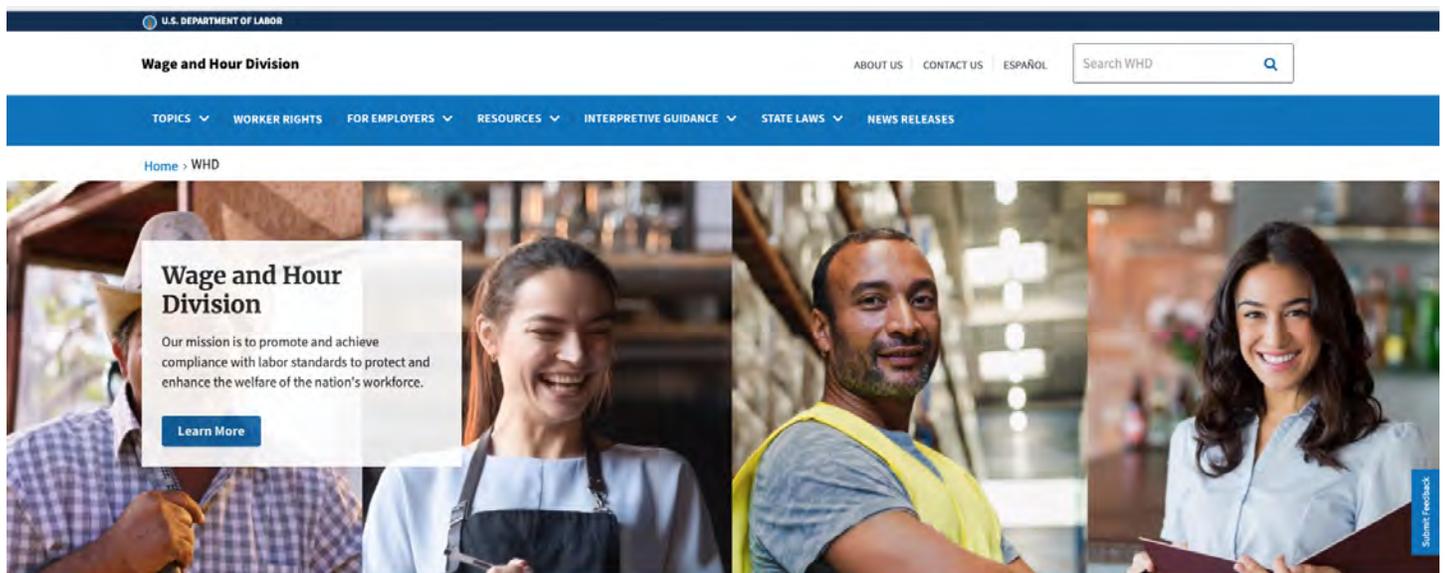
The administration of the Fair Labor Standards Act (FLSA) has proven to be one of those confusing and misunderstood requirements of federal law and the payment of employees of New Jersey municipalities.

I've written a number of times on the subject and continue to speak about the need to carefully administer the requirements of the FLSA. While preparing for another speech, I came across three of the U.S. Department of Labor's Fact Sheets that may help you.

First, it is important to have bookmarked on your website the U.S. Department Of Labor, Wage, and Hour Division website, <https://www.dol.gov/agencies/whd>. Don't bypass this important site that will help you immensely. I want to point out three fact sheets that will help you with issues that I am asked about. That is, hours worked, time-keeping, and comp time. Many of you have heard me talk about this and there have been several follow up questions that I want to answer here and might help you as you work your way through these requirements.



Second, a basic requirement is understanding who in your organization is exempt from overtime requirements and those who are not exempt, or in other words who are required to be paid overtime. To be sure, we are only talking about those employees who are non-exempt and, therefore, fall within the requirements of FLSA. In New Jersey, most local government employees are non-exempt.



If you've not gone through your workforce to evaluate who falls within these two categories, I strongly recommend you do so. I've covered this issue in previous articles.

### Fact Sheet 22

Now how about those fact sheets? Fact Sheet 22 is one of those basic informational pieces that help you understand what are considered hours worked. Specifically, I've been asked many times about stipends for additional work. A perfect example is a clerical employee covering a night meeting of a committee of the local government, such as the planning board or zoning board. Often, an employee is given a stipend for covering these meetings. I strongly confirm that a stipend is not payment of overtime and, therefore, could be in violation of the Act. Often, I used stipends to compensate an employee for additional work or duties. However, I only used stipends for exempt employees. Typically, an exempt employee is a department head.

Another issue that often comes up regarding hours worked is when employees work through their lunch or arrive at work early. According to Fact Sheet 22, "... an employee who remains at his/her desk while eating lunch and regularly answering the telephone and refers callers is working period." Enough said.

### Fact Sheet 21

Fact Sheet 21, "Record Keeping Requirements Under The Fair Labor Standards Act," requires the employer to keep records of time worked for non-exempt employees. The Act requires no particular form of the record, but it does require certain information to be kept and included. While the Act only requires tracking nonexempt employees, to me it would be irresponsible not to keep track of all employees' time in the same manner. There is a list of 14 particular pieces of information that are listed in this Fact Sheet that must be kept accordingly. For most of us, a payroll service provides records of this information. However, some towns do not have a method for recording time work by an employee.

In other words, a time clock. I strongly recommend anyone who manages a town without a time clock, get one!

### Fact Sheet 7

The final fact sheet that I wish to point out and strongly recommend you download is Fact Sheet 7. The information is critical to understand the use of compensatory time. Those who have heard me speak about this issue know that I am against compensatory time, especially if it crosses over a calendar year. It is a liability that continues to grow year after year. Nonetheless, Fact Sheet 7 has a clause that provides you with exact requirements and limitations of compensatory time offered to an employee. Certainly, if a town has arranged with an employee to be credited with compensatory time, accurate time keeping is a requirement! Anything short of that is a waste of taxpayers' money.

I am hopeful that this information will lead you to this incredibly

important website and information needed to properly manage New Jersey local governments! I caution you that in all cases you should consult with the labor attorney to make sure that your particular situation follows FLSA. Every organization and each employee have different circumstances that may alter how you administer these requirements. Therefore, it would be irresponsible not to qualify the information I've provided without this understanding. Every situation is different. 💡



@ Email Matt@njcs.us, or call 973-259-6177.

*Interested in training for yourself or other municipal professionals? Visit the Management Workshop Program page with this QR code:*



## CERTIFIED SUSTAINABLE

SINCE 2021

- Lakewood Township Public Works has been certified with Sustainable Jersey since 2021
- Public Works is making road maintenance more sustainable by balancing safety with the need to protect water quality, human health, aquatic life and infrastructure
- Public Works annually trains municipal staff involved in road salt application on best management practices.
- Public Works uses liquid anti-icing also known as brining, anti-icing is more effective, uses less salt, and saves money compared to using dry salt.



# Legislative Update

Lori Buckelew, Deputy Executive Director;  
Paul A. Penna, Director of Government Affairs;  
and Erin Knoedler, Legislative Analyst



## **A-4898/S-3919**

**Requires establishment of municipal animal control programs and DOH oversight over such programs and appropriates \$500,000 for grants to municipalities for associated costs.**

*Status: Introduced in the Assembly and referred to the Assembly Commerce, Economic Development and Agriculture Committee. Introduced in the Senate and referred to the Senate Economic Growth Committee.*

This legislation represents a significant expansion of municipal responsibilities that will exceed the proposed grant funding. If this were to be enacted, it is unlikely that a municipality could accomplish these goals without an increase in revenue through taxation, which is capped at 2% for municipalities.

This legislation mandates that municipalities create programs for homeless cats, potentially requiring Trap-Neuter-Return (TNR), and includes a requirement for certified Animal Control Officers (ACOs) to respond immediately, which may necessitate an increase in on-call schedules for ACOs, creating an addition cost to municipalities.

The bill also requires that municipalities appoint a municipal health officer to oversee the animal control program. They are required to advise the governing body on the implementation of the animal control program, laws, and regulations, and report quarterly.

In addition to sections duplicating duplicative sections of P.L. 4:19 and 8:23A, there are concerns about the potential to overwhelm shelters with stray animals, especially cats; and TNR programs are expensive and difficult to implement because of space, availability of veterinarians, and limited availability at local shelters.

There are significant challenges regarding stray animals, shelters, and hiring and retention of Animal Control Officers while competing with private entities for their professional services. –PAP



## **S-4001**

**Requires prosecutors and courts to consider additional factors in certain serious motor vehicle cases.**

*Status: Introduced and referred to the Senate Judiciary Committee*

Under this legislation, municipal prosecutors will be required when considering a plea bargain, to reflect whether a defendant should be charged with enhanced penalties as a habitual offender of motor vehicle and traffic laws who has been suspended three times for violations occurring in a three-year period or has been convicted three or more times within a three-year period for certain motor vehicle violations.

In addition, the legislation amends procedures applicable to plea bargains and directs municipal prosecutors to consider additional penalties. The heightened penalties may be based on a defendant having demonstrated a pattern of disregard for motor vehicle and traffic laws and regulations including, but not limited to, unlicensed driving, driving with a suspended license, driving while intoxicated and refusal to submit to a breathalyzer test.

The legislation also requires municipal prosecutors to consult with the victim before entering into a plea bargain agreement with cases involving bodily injury.

The League supports the bill as it outlines the importance that the prosecutors and courts be mindful and exercise discretion when handling cases with habitual offenders and advocates for public safety and victims' rights. The League, however, suggested amendments to include extra driving training and community service. –EMK



## **A-5166**

**Establishes separate crime of porch piracy, "Porch Theft Task Force" and public awareness campaign and appropriates funds.**

*Status: Introduced in the Assembly and referred to the Assembly Judiciary Committee.*

This bill establishes a separate crime of residential package theft, also known as "porch piracy," as a distinct crime, separate from the consolidated theft statute, N.J.S.2C:20-2.

Under the bill, residential package theft is a crime of the third degree if the amount involved is less than \$75,000 or is undetermined and is a crime of the second degree if the amount involved is \$75,000 or more.

Additionally, the bill establishes the "Porch Theft Task Force" to be led by the Attorney General and involving State and local law enforcement and delivery companies. The task force is required to track and reduce residential package thefts, centralize data collection concerning residential package thefts, and coordinate law enforcement efforts.

This measure provides additional enforcement and prosecution measures that help municipalities deter this type of theft. –PAP

 **S-3687/  
A-5266**  
**Provides that fines for municipal housing or zoning code violations may be imposed by the municipality each day the violation continues.**

*Status: Introduced and referred to the Senate Community and Urban Affairs Committee. Introduced and referred to the Assembly Housing Committee*

In response to *Township of Deptford v. Malachite Group, Ltd.*, (docket number A-0943-22), this legislation would permit a municipality to impose a fine upon a property owner for a violation of the housing or zoning code for each day that the violation continues

until the owner has cured or abated the violation.

While municipalities can levy fines for code violations through code enforcement, this legislation would strengthen a municipality's ability to levy fines daily against a property owner for the violation of housing or zoning codes until the violation is abated. The ability to impose accruing fines daily will create a sense of urgency for property owners to remedy violations.

The League supports this legislation because it will strengthen a municipality's ability to enforce the remediation of housing and zoning code violations, and the fines imposed will benefit municipalities. –EMK

 **S-3892/  
A-5146**  
**Removes exception to civil service working test period for political subdivision employees.**

*Status: Introduced and referred to Senate State Government, Wagering, Tourism and Historic Preservation Committee. Introduced and referred to Assembly State and Local Government Committee*

The Civil Service Commission provides for a working test period of four months with a possible extension of up to six months for State civil service employees. Political subdivisions, which include municipalities and counties, employees currently have a three-month working test period. This legislation would change the working test period to four months with a possible extension to six months at the discretion of the commission for all civil service employees regardless of their employer.

The League supports this legislation as it aligns the working test period for both State and local civil service employees. A synched timeframe creates a streamlined process for employees and is beneficial to local governments in Civil Service. –EMK



## Let's Build a Better Garden State... Together!

### Know a vendor that can benefit other municipalities?

Send them word about advertising in the League magazine.

Help other municipalities learn:

- About new products.
- How services can accelerate growth.
- Ways to increase local government efficiency.

**Contact:** Tasneem Kapadia, Advertising Manager

 [tkapadia@njlm.org](mailto:tkapadia@njlm.org)  609-695-3481 x121



Scan to view advertising details or visit [www.njlm.org/advertise](http://www.njlm.org/advertise)



**Send us your vendor's contact information and we will mail them a free magazine sample!**



# Business Directory



**Alaimo Group**  
Consulting Engineers

200 HIGH STREET, MT. HOLLY, NJ 08060  
Tel: 609-267-8310 Fax: 609-845-0300  
201 Willowbrook Blvd, Ste 501 WAYNE, NJ 07470  
Tel: 973-523-6200 Fax: 973-523-1765  
[www.alaimogroup.com](http://www.alaimogroup.com)

**SMART SOLUTIONS FOR MUNICIPALITIES**

For over 50 years, Carroll Engineering has been a trusted partner to municipalities & authorities. We deliver customized solutions that drive sustainable growth and resilient infrastructure.

GRANTS & FUNDING	GIS MAPPING 3D LASER SCANNING, & UAVS	SUSTAINABLE SOLUTIONS
CIVIL & MUNICIPAL ENGINEERING	WATER & WASTEWATER MANAGEMENT	TRAFFIC & TRANSPORTATION PLANNING

**RELIABLE. RESPONSIVE. RESULTS-DRIVEN.**

908-874-7500 | [www.carrollengineering.com](http://www.carrollengineering.com)

Somerset County, NJ | Bucks County, PA | Chester County, PA | Northampton County, PA

- GIS
- Planning & Site Design
- Traffic & Transportation Engineering
- Environmental Engineering
- Water Facility Engineering
- Grants & Funding
- UAV
- Municipal Engineering
- Construction Administration & Observation
- Structural Engineering
- Wastewater Engineering
- Survey

[www.aiarchs.com](http://www.aiarchs.com) 201.641.0600

Over 30 Years of Public Architecture

**arcari iovino**  
ARCHITECTS PC

**GENERAL CODE**

Connecting Communities to Innovative Code Solutions

Michelle Wood | Solutions Account Executive  
585.328.1819 x303 | [mwood@generalcode.com](mailto:mwood@generalcode.com)

**Bai Lar Interior Services Inc.**  
Commercial Window Treatments  
Stage Curtains and Flameproofing

Stacy Felice  
Vice President  
[stacy@bailarinteriors.com](mailto:stacy@bailarinteriors.com)

554 New Brunswick Avenue  
Fords, New Jersey 08863  
[www.bailarinteriors.com](http://www.bailarinteriors.com)

Phone: (732)-738-0350  
Toll Free: (800) 481-0350  
Fax: (732) 738-0074

**GPI**

Many Talents One Firm

Engineering | Surveying | Planning | Construction Management

301 Gibraltar Drive, Suite 2A • Morris Plains, NJ 07950  
973-377-8500 | [www.gpinet.com](http://www.gpinet.com)

Other NJ Offices: Bridgewater, Shrewsbury, Ocean View

## Advertise in this Business Directory



**Contact:**

Tasneem Kapadia  
tkapadia@njlm.org  
609-695-3481 x121

## Green Touch

**Zig Panek** Licensed Tree Expert #364

- Native Plantings
- Ecological Restoration
- Street Tree Selection
- Tree Mapping



(732) 938-6183 [zigpanek@gmail.com](mailto:zigpanek@gmail.com)  
GreenTouchNursery.com

**Bruce Linger CFP®, CRPC®, CPFA, CCPS®**

61 South Paramus Road, Suite 425, Paramus, NJ 07652

Phone: (201) 556-4564 Cell: (908) 510-6069

[Bruce.Linger@GFARETIRE.com](mailto:Bruce.Linger@GFARETIRE.com) 457 Plans in NJ

POWERED BY



**GO FOR ANSWERS**

Securities and investment advisory services offered through **Osaic FA, Inc.**, member FINRA/SIPC. **Osaic FA** is separately owned and other entities and/or marketing names, products or services referenced here are independent of **Osaic FA**. CRN-7508726-010825

## JINGOLI

JINGOLI is a family-owned general contractor/construction manager with over 100 years of industry experience offering full service in general construction, construction management, and infrastructure on time and within budget.

**JINGOLI was Ranked Number #169 out of the Top 400 companies in Engineering-News-Record Magazine for 2022.**

100 Lenox Drive, Suite #100,  
Lawrenceville, NJ 08554 • [www.jingoli.com](http://www.jingoli.com)



Civil Engineering  
Municipal Engineering  
Traffic Engineering  
Planning  
Land Surveying  
Construction Management

**Michael J. Neglia, P.E., P.L.S., P.P**  
*President*

34 Park Avenue  
P.O. Box 426  
Lyndhurst, NJ 07071

Tel: 201.939.8805

Fax: 201.939.3935

[mneglia@negliaengineering.com](mailto:mneglia@negliaengineering.com)  
[www.negliaengineering.com](http://www.negliaengineering.com)



## Fredric M. Knapp

- Arbitration/Mediation
- Disciplinary Hearing Officer
- Confidential Internal Investigations

- Former Morris County Prosecutor (2012-2020)
- 30 years of employment and labor law experience

[FKnapp@lclrlaw.com](mailto:FKnapp@lclrlaw.com) c: 973-570-5878 o: 973-729-1880

**USA  
PHONE**

**EXPERTS  
BUSINESS PHONES**

Providing VoIP Service to the  
NJ League HQ since 2007



**BUSINESS  
PHONES  
DONE RIGHT.**

**856-761-1000**



# Earth Day, Every Day



Amy Spiezio,  
Managing Editor, NJ Municipalities

R U X M K B P B O C Z O V E R Q W U R S K E D E  
 E O Z E E L W H F T M X J G H P O E R C G Q V A  
 T X D Z V Q A I K V H A R B Q C C T G X V I O B  
 A K M G A Y S N L Y A E A Q E Y X K B M S Y D R  
 W Y N S D O K I D D E Z R A C R T K S A F G Z O  
 M M I Q L O H H F N F D N L H F J M V F Q P D W  
 R F R A W J H C H U Q I E G D S I N N B B C A N  
 O F R J I R L A L M K Y R H A I I T M F G G E F  
 T X Z I P E S E V D G T T E N A E L C G B K L I  
 S R D O V V X B P A V S V J G L H H B M B H O E  
 F N I U C I B J C Y W F G Y C S U B K P N A A L  
 W Z Y E T R S A P I U K M E A N L N G I O Z X D  
 V H S W V K O E X Q R H V T C A C H A R G E R S  
 M E P T Z I S U W M C H K W M V E J L R O N P P  
 L H H P P V Y Y J W D Z O U X S L I A R T T F Y  
 E K B I H X J G D L M P S R A Q Q N G S O V S F  
 L K E M C C G R F E L E C T R I C O C L X S U O  
 I Z L E J L O T I A J T S E R O F T I D W L U Y  
 C Z Z G R U E M V M A G D W G U K T W D C W P E  
 G P G C G E N S A B Q J T V M N O G L X Q M I N  
 U A G H T Q V P J V K W P C D Y X N O Z C S P E  
 Z D T N H Y G S N A P U L Y J D N J C C A A O R  
 E I Z J D G Y G E L O B R K S P O V L P P R A G  
 B B P R T V U M H B V B S S Y Y A V P R C I S Y

- |            |            |
|------------|------------|
| Forest     | River      |
| Clean      | Recycle    |
| Green      | Wildfire   |
| Beach      | Trails     |
| Solar      | Chargers   |
| Ocean      | Land       |
| Invasive   | Brownfield |
| Lead       | Drought    |
| Stormwater | Energy     |
| Vehicles   | Electric   |

See answers on page 14

## NJLM Supporters



The New Jersey State League of Municipalities would like to thank its supporters, who value their partnership with the 564 municipalities of New Jersey. For information about the League's sponsorship program, please contact Michael F. Cerra at 609-695-3481, Ext. 120, or [mcerra@njlm.org](mailto:mcerra@njlm.org).

### Gold Dome Level

- Aqua New Jersey
- Atlantic City Electric, an Exelon Company
- Flock Safety

# 6 Ways to Celebrate NJ Local Government Week

*April 6-12 is your opportunity to showcase the importance of local government, spotlight the efforts of your staff, and highlight the beauty of your municipality to your residents!*



**01** Highlight your employees on social media. Remember to use #NJLocalGovt!

**02** Debut a new program and let residents know what you have been working on.

**03** Conduct tours of your municipal buildings & facilities.

**04** Hold a scavenger hunt.

**05** Host community gatherings, helping residents to meet their neighbors and learn about volunteering.

**06** Welcome your town's next generation of employees & volunteers with a touch-a-truck event or a Junior Municipal Council Meeting.



Scan or visit  
[www.njlm.org/NJLocalGovt](http://www.njlm.org/NJLocalGovt)

More Celebration Ideas • Sample Resolutions  
Customizable Logo to Use in Your Promotions



**RUTGERS-CAMDEN**  
**Graduate School**



# Don't Just Make a Difference, Make an Impact.

**ADVANCE YOUR CAREER WITHOUT INTERRUPTING IT.**

**EARN A MASTER OF PUBLIC ADMINISTRATION AT RUTGERS-CAMDEN**

## **EXECUTIVE MPA**

- Saturday morning classes
- Finish in 2 years
- Join a mid-career cohort
- Credit for work experience
- Standardized test waived

## **MPA**

- Weeknight classes
- On campus, online, and hybrid
- Full-time or part-time
- Public Management and Community Development Specializations



### **Apply Today**

To apply or to request more information, scan the QR or contact the program directors:

EMPA: Dr. Angie McGuire: [angie.mcguire@rutgers.edu](mailto:angie.mcguire@rutgers.edu)

MPA: Dr. Michael Hayes: [mh987@camden.rutgers.edu](mailto:mh987@camden.rutgers.edu)





## Advertiser Listing: April 2025

Accuscan

Alaimo Group

Arcari + Iovino Architects

Associated Builders and Contractors of NJ (ABC-NJ)

Atlantic Shores Offshore Wind

Bai Lar Interior Services

Bryan Electric

Carroll Engineering

Conner Strong & Buckelew

Commercial Recreation Specialists (CRS)

DiFrancesco Bateman, P.C.

Direct Flooring

Educational Services Commission of New Jersey (ESCNJ)

First Managed Care Option (FMCO)

Gann Law Books

General Code

Genova Burns, LLC

George Ely Associates

GPI

Lincoln Financial

Green Touch Nursery & Landscaping

Jingoli & Sons

Jersey Professional Management

Laddey Clark & Ryan

Lincoln Financial

Local 825

Neglia Engineering Associates

New Jersey One Call

NJ hi Fund

Princeton Public Affairs Group

RFP Solutions, Inc.

Rutgers University-Camden

Solar Landscape

Township of Lakewood

USA Phone