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OF MAYORS

2024 IMPACT REPORT





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From NJCM President

Mayor Robert Conley, *Borough of Madison*

You have just received the first of what will be an annual publication, the New Jersey Conference of Mayors Impact Report. To say that 2024 was an impactful year for the Conference would be an understatement.

We pride ourselves on being the oldest and largest mayors' conference in the country but that has given us not much more than a tag line. We have strived to be the strongest and, shall I say, most impactful conference in the country. In 2024 we have made great progress towards that goal.

Success should be measured through the guiding goals of the Conference. These goals include:

- Supporting new and experienced mayors through an annual conference and education opportunities.
- Being a clearinghouse of information for mayors
- Being a connector among mayors and our business council, who provide the tools that lead to success.
- Serving as an advocate in Trenton for mayors and municipalities

We started the year under the leadership of the Honorable Paul Muir, Mayor of Bethlehem Township. Mayor Paul led the search for a new executive director, which led to the hiring of Amanda DePalma. Amanda joined our Operations Manager, Mary Zajack, and was joined by our Business Council consultant, Nicole Davidman. This team delivered the best annual conference since the pre-pandemic days. With this momentum, we are delivering on our goal to be the best at the country's mayor's conferences.

In addition to the conference, here are some of the other highlights of 2024:

- The reimagined summer event, "Evening on the Bay." This brought mayors together for networking, education and connection to our business council members
- The first "New Mayors Breakfast," to support the newly elected mayors as they approached their first day in office. And of course, experienced mayors joined in as we are all still learning.
- Another reimagined event, the "Winter Summit," with a theme of public safety, a top priority for all residents
- We advocated for OPRA reform, provided input on the affordable housing bill, and fought to get unlicensed hemp products out of convenience stores and gas stations. We are now tracking bills that weaken local control on zoning and water down the benefit of PILOTs, among other legislation that will impact our communities.

The New Jersey Conference of Mayors is positively impacting our mayors and communities. Thank you for being a part of the oldest, largest and now the most impactful conference in the country.

Sincerely,

A handwritten signature in black ink, reading "Robert H. Conley". The signature is fluid and cursive, with the first name "Robert" and last name "Conley" clearly visible.

Mayor Robert Conley
NJCM President



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Executive Board Highlights



Mayor Robert Conley, Borough of Madison
NJCM President

What is one accomplishment from your tenure as mayor that you are most proud of, and why?

I am now in my fourteenth year as mayor and one of my most proud moments occurred during my first year, in the weeks and months after Super Storm Sandy. Immediately after the storm, I toured Madison and witnessed the damage, which was extensive especially since we own the electric utility and the pole replacement and power restoration was on us. But as I learned of the destruction along the shore, I realized that we were going to be fine. In the days that followed we decided to support the town of Union Beach on their road to recovery. As I said at that time, Madison lost our power, Union Beach lost their homes. Our municipality and community stepped forward to lend a hand. Money was raised to buy lumber and when lumber couldn't be found due to shortages, a resident arranged for a tractor trailer of plywood to be delivered. We donated surplus police cars to replace those lost in flooding. We sent electrical inspectors and contractors so that homes could be powered up. The Rotary Club sent donations to the school. And the following summer, when many families had not returned to their homes, we created a program that sent children to summer resident camp so that they could feel a sense of normalcy. The camp program continued for over five years.

Our partnership with Union Beach set the tone for Madison and created a relationship that continues today. It also reinforced that we are not alone and when there is a community in need, we are all stronger when we work together. And I proudly still have my "Union Beach Strong" tee-shirt.

As a leader in NJCM, what key municipal issue do you believe requires the most urgent attention in the coming year?

Certainly, a key issue for all municipalities is housing affordability. As municipalities move to meet deadlines and obligations we will see what works and what doesn't work with the round four regulations. The NJCM must advocate for our diverse communities as the state works to solve this challenge.

What's the most unexpected or funny request you've ever received from a resident?

My very first request came when I was Mayor-elect. A Madison resident, who was the creator and producer of the TV series Monk, came to me with a special request. He was putting together a private graduation ceremony for his daughter who was graduating mid-year. He asked if I could be the "commencement" speaker, with the explicit directions that the address needed to be brief and funny. This was certainly a bit of pressure coming from a producer. Of course, having not even taken my oath I wasn't sure if a request like this was normal, I now know that it isn't. Afterwards, I got the feedback that I met his expectations, and this certainly has been a guiding principle since then; be brief and be funny.



Mayor Jason Cilento, Borough of Dunellen
First Vice President

What is one accomplishment from your tenure as mayor that you are most proud of, and why?

Since I was sworn in for my first term as Mayor in 2020, the Borough of Dunellen has seen over \$100 million in investments in new developments and facade improvements in its downtown. These investments have allowed us to transform underutilized spaces into vibrant community areas that benefit residents and visitors alike. They have also fostered economic growth and development, revitalizing our local economy and increasing the Borough's annual revenue. As a result, Dunellen has a welcoming downtown that is home to a growing business community.

As a leader in NJCM, what key municipal issue do you believe requires the most urgent attention in the coming year?

I believe a key municipal issue requiring the most urgent attention in 2025 is New Jersey's State Development and Redevelopment Plan, which will map out the future of our state in terms of economic growth, housing supply, infrastructure, and national resources. As this plan will affect the lives of all New Jersey residents, it is important to ensure that it aligns with the needs of our communities to improve the quality of life across the state while maintaining the principles of smart and sustainable growth. We, as mayors, need to ensure that our voices and our communities' voices are heard.

What's the most interesting or unexpected fact about your town that most people don't know?

Walter Stone, lead writer of the 1955 sitcom The Honeymooners was born and raised in Dunellen. A lost episode of the show, titled "The Brother-in-Law," was inspired by the Dunellen Hotel, which operates on North Washington Avenue in Dunellen. In the episode, Ralph Kramden, played by Jackie Gleason, and Ed Norton, played by Art Carney, invest in an old hotel, known as "The Washington Hotel" which is a direct homage to Dunellen's historic building. Additionally, it has been infamously rumored that Jackie Gleason would drag race his car up and down Washington Avenue when he would visit the borough.



Mayor Jaclyn Veasy, Evesham Township
Second Vice President

What is one accomplishment from your tenure as mayor that you are most proud of, and why?

One accomplishment I'm most proud of during my time as mayor is being awarded the title of Healthy Town for the past five years by the NJ Health Quality Institute. This recognition highlights the significant strides we've made in fostering a healthier and more inclusive community. I worked hard to improve the Mayor's Wellness Campaign, incorporating events like the Wellness Festival, Juneteenth celebrations, Crescent Moon and Menorah lighting ceremonies, and a Holiday Light Parade, all of which bring people together and promote well-being. Another major milestone was facilitating the purchase of 178 acres of open space for a passive park, which will provide long-term recreational and environmental benefits. I also created a five-year plan to enhance all parks and open spaces based on community feedback, ensuring these areas serve everyone's needs. Additionally, our town received the Inclusive and Healthy Town Community Grant, which will help us further improve accessibility and inclusivity for all residents. These efforts collectively contribute to making our town a healthier, more connected place to live.

As a leader in NJCM, what key municipal issue do you believe requires the most urgent attention in the coming year?

I believe the most urgent municipal issue requiring attention in the coming year is affordable housing. The need for affordable housing has become more pressing as housing costs continue to rise, putting a strain on families and individuals across our municipalities. It is crucial that we prioritize creating accessible, affordable housing options to ensure that all residents, regardless of income, have the opportunity to live in safe, stable communities. Addressing this issue will help support economic growth, promote social equity, and improve the overall quality of life for our residents.

If your town had an official theme song, what would it be?

Celebration by Kool & The Gang, we have a lot of town pride and love to get together for events and to celebrate each other.



Mayor David Fried, Robbinsville Township
Third Vice President

What is one accomplishment from your tenure as mayor that you are most proud of, and why?

The accomplishment I am most proud of is changing our annual and historically mundane State of the Township Address to a Pay it Forward event to help individuals and organizations in need. It began in 2015 with a request from a middle school student, who had entered a contest to win a handicap-assessable van for him and his family. He felt as though he was a burden on the family because of his disability because they did not have a van for his wheelchair. Just an amazing kid. He did not win the actual contest, but we raised over \$50,000 at our event to purchase his family the van. Since then, we have raised over \$500,000 to help local families and organizations in need.

As a leader in NJCM, what key municipal issue do you believe requires the most urgent attention in the coming year?

Affordable Housing. Absolutely. While I believe very strongly in A-H, the plan needs to make more sense. It may not be a popular take, but we need to make sure we are putting some of this housing in the cities which are declining. They have the infrastructure, and the school aid to support it. We should be promoting home ownership, not rentals, so we can give families a chance to build equity and have an ownership stake in their communities.

If your town had an official theme song, what would it be?

Shakedown Street by the Grateful Dead, even if only for its chorus of: "Don't tell me this town ain't got no heart." We have some of the most generous residents and businesses in the universe.

What's your go-to 'Mayor Superpower'- the skill you use most to get things done?

At my very core I believe everyone has the ability to succeed. I may enjoy mentoring even more than I love governing. Everyone on my staff - both in my business and at the Township - has strengths, and I challenge myself almost daily to bring out those strengths and empower them to perform at their very best.

Executive Board Highlights



Mayor Sheena Collum, South Orange Village
Fourth Vice President

What is one accomplishment from your tenure as mayor that you are most proud of, and why?

Advancing an equitable economic development and housing agenda that has truly transformed South Orange. It brings me immense joy to know that we not only met but exceeded our Third Round of affordable housing obligations—ensuring the actual construction (not just zoning) of low- and moderate-income units well ahead of schedule. Even more exciting, we have already established a clear path to adopting our new Housing Element and Fair Share Plan for the Fourth Round. Our redevelopment projects have resulted in hundreds of millions of dollars in new investment and activation of our built environment while providing housing opportunities to those who need it most. Even better, the new revenue streams help offset taxpayer costs for long-overdue capital improvements and glow-ups to our vital public assets, such as our community center, public library, parks, and open spaces.

As a leader in NJCM, what key municipal issue do you believe requires the most urgent attention in the coming year?

You don't have to ask me twice - the inefficiency tax everyone pays because of having 564 municipalities. We have a tremendous opportunity beyond minor "shared services" that should move towards consolidating towns and school districts. I've had some success when South Orange and Maplewood merged our fire departments, which was politically painful. But for every elected official at all levels of government, we should be talking about affordability, and that may mean having hard conversations about whether we're better together or continuing the path of silos, redundancy, and extra cost.

What's the most unexpected or funny request you've ever received from a resident?

I once got a Facebook video call that I took in the middle of the night from an elderly resident who thought she was witnessing a drug deal and needed to show me so I would "send the police." I advised her always to call 911 for emergencies and gave her our non-emergency number to speak with a dispatcher in the future. Regardless, I called dispatch, officers responded, and it turned out someone was helping someone jump-start their car. I'm grateful for vigilance.



Mayor Michael Stanzilis,
Borough of Mount Arlington
Presidential Appointee

What is one accomplishment from your tenure as mayor that you are most proud of, and why?

One of my proudest accomplishments as Mayor of Mount Arlington is lowering property taxes. When I took office, I promised responsible budgeting, and over the past nine years, the municipal taxes on the average assessed home have gone down \$6. This was done with the simple formula of Smart Growth + Prudent Fiscal Management. We have maintained services without overburdening taxpayers by making strategic financial decisions and prioritizing efficiency. This achievement reflects our commitment to long-term stability and sustainable growth for our community.

As a leader in NJCM, what key municipal issue do you believe requires the most urgent attention in the coming year?

The most urgent municipal issues in the coming year are school funding reform and affordable housing. The current school funding formula unfairly burdens municipalities, requiring a more equitable and sustainable solution. At the same time, affordable housing mandates must be balanced with local planning needs to protect community character and economic stability. Addressing both issues will help control property taxes and ensure strong, thriving communities across New Jersey.

What's the most interesting or unexpected fact about your town that most people don't know?

Mount Arlington sits on New Jersey's largest lake, Lake Hopatcong, a historic hub for recreation and tourism. At the turn of the century, it was a popular vacation destination for New Yorkers, featuring grand hotels, resorts, and even an amusement park. Few people realize Mount Arlington was once a bustling resort town, attracting visitors with steamboat rides, entertainment, and lakeside retreats. While much has changed, its rich history and scenic beauty remain a defining part of the community.

Executive Board Highlights



**Mayor Paul Muir, Bethlehem Township
Immediate Past President**

What is one accomplishment from your tenure as mayor that you are most proud of, and why?

In 2017 I was supported by the Republican Party on the primary ballot, but also received enough write in votes from registered Democrats in the primary to qualify to run on the Democratic line as well. I stand for the values I believe in, but work for everyone in my Township creating a community where everyone knows they have a leader they can rely upon and communicate with. I believe that also plays a role in my longevity as Mayor, not my original intent when I ran, but a fact I am proud of today.

As a leader in NJCM, what key municipal issue do you believe requires the most urgent attention in the coming year?

Protection of home rule status. While I support regional collaboration, New Jersey is a vastly diverse state in a compact footprint and as State Government becomes more cumbersome and in some cases burdensome, local solutions are often ignored and a one size fits all approach can be very costly both to the character of communities, and cost of living through the need for increased taxes and fees.

What's the most interesting or unexpected fact about your town that most people don't know?

Maybe cheating rolling a few facts rolled into one, Bethlehem Township was chartered in 1724, the second oldest municipality in Hunterdon County, 6 months after Readington Township and at the time was one of the largest in the region reaching through current southern Hunterdon County approaching Trenton.



**Mayor Timothy McDonough, Hope Township
Legislative Committee Chairman**

What is one accomplishment from your tenure as mayor that you are most proud of, and why?

After 30 years of working to reduce the truck traffic traversing through Hope Township in the most historic area of the municipality, we have finally achieved our goal. With the help of the work that the NJDOT and Warren County Commissioners performed pertaining to the truck traffic issue, we were finally able to implement weight limits on CR 519/CR 521, which crosses through the center of our town, in order to diminish the volume of tractor trailer/dump truck traffic we were seeing in our municipality.

This is most important for a few reasons: 1) safety of our residents and the public. 2) quality of life for our residents (noise, pollution, etc. diminished) and 3) saving our historic buildings from being destroyed due to the rumbling of the trucks. Many of these historic structures sit mere feet from the edge of these County roads.

As a leader in NJCM, what key municipal issue do you believe requires the most urgent attention in the coming year?

I believe there are 2 key issues that will require urgent attention in the coming year. The first issue is the cost of implementing new stormwater compliance/Tier A compliance for municipalities such as Hope Township. The costs are exorbitant and we will need to work hard to figure out how to facilitate paying for these new requirements from year-to-year. The second issue that needs our attention would be the Fair Housing obligations that small, rural municipalities such as Hope Township are facing.

What's the most interesting or unexpected fact about your town that most people don't know?

The interesting or unexpected fact about Hope Township that most people don't know is that portions of the original Friday the 13th movie were filmed right here in our small town and every Friday the 13th many people who are die-hard fans of the movie come here to visit the various sites where the movie was filmed.

If your town had an official theme song, what would it be?

Lee Greenwood's song "God Bless the USA."

NEW JERSEY MUNICIPALITIES play a crucial role in providing safe, affordable drinking water and wastewater services to communities. Staying up to date with evolving regulations and protecting public health while keeping rates low for local residents is no easy task. Plus, since traditional water treatment methods cannot remove some regulated and soon-to-be-regulated contaminants such as PFAS, 1,4-dioxane, and 1,2,3-TCP, affected municipalities often need expensive infrastructure improvements to achieve compliance. Read on to learn more about each of these water contaminants, the health and financial risks they present, and solutions to minimize their impact on your municipality by holding polluting manufacturers accountable for the cleanup costs.

PFAS

Associated with numerous negative health effects and impossible to remove through traditional treatment processes, PFAS (per- and polyfluoroalkyl substances) have been getting a lot of attention recently. Large manufacturers 3M and DuPont created and profited from PFAS for decades despite knowing they were dangerous. Because they never warned consumers of the risks, no precautions could be taken to prevent contamination.

The U.S. EPA's newly established maximum contaminant levels (MCLs) for six PFAS compounds in drinking water have many leaders concerned about the high cost of treatment. Municipalities with detections above the new limits will need to build and maintain expensive treatment systems. Since compliance monitoring and notifications of MCL violations will begin in 2027 and PFAS treatment can take years to implement, now is the time to start evaluating solutions and funding strategies.

Aside from drinking water issues, municipalities that manage wastewater may see additional challenges as the PFAS regulatory landscape evolves. Biosolids, the concentrated waste left behind after wastewater is cleaned and returned to the environment, are generally managed through beneficial land application, landfilling, or incineration. However, increasing concerns over presence of PFAS in biosolids have led Maine, Connecticut, and Michigan to limit land application, leading to higher costs for municipalities. Other states have implemented monitoring programs for PFAS in biosolids and/or wastewater. At the federal level, the U.S. EPA is expected to release its risk assessment for PFOA and PFOS by the end of 2024. This assessment will help EPA decide whether to establish regulations under the Clean Water Act, which would create operational and financial obligations for municipalities nationwide.

1,4-DIOXANE

The industrial use of 1,4-dioxane peaked from the 1960s to the 1980s and has since been largely phased out in the United States. However, traces of the chemical can still be found in some household and industrial products. New Jersey's long history of manufacturing has led to unintended contamination through industrial wastewater discharges, improper disposal, and accidental spills. Research has associated 1,4-dioxane with increased risk of cancer and kidney and liver damage. In response, New Jersey initiated the process to develop an MCL of 0.33 parts per billion (ppb) for 1,4-dioxane in drinking water.

Some New Jersey municipalities have already taken initial steps to remove 1,4-dioxane from drinking water to prepare for the anticipated MCL. Unfortunately, the systems many water providers are building to remove PFAS are ineffective for 1,4-dioxane, so municipalities dealing with both PFAS and 1,4-dioxane will have a larger financial burden.

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What All New Jersey Mayors Should Know About Current Water Contamination Concern

1,2,3-TCP

1,2,3-trichloropropane (TCP) has been associated with an increased risk of cancer and liver and kidney damage. It was found as an impurity in some soil fumigant pesticides used on U.S. agricultural lands from the 1940s through the 1980s. Evidence shows that Shell and Dow, the manufacturers of these soil fumigants, knew TCP would enter groundwater supplies, but they never shared this information with farmers. Because TCP does not break down easily, communities exposed decades ago may still detect TCP in groundwater. The State of New Jersey has set a drinking water MCL of 0.03 ppb for TCP, so municipalities must monitor regularly and find alternative water sources or implement treatment if detections occur.

FUNDING OPTIONS TO MANAGE CONTAMINATION

New Jersey water providers perform the essential service of providing safe drinking water to residents, often on very limited budgets. The cost of managing water contamination can present a serious financial threat to municipalities, especially smaller ones that may not have as many taxpayers to spread out the cost. This can result in significant rate increases for individual households, leading to a disgruntled constituency. Fortunately, funding options are available to offset water treatment expenses, and municipalities that act early can find solutions that best fit their unique needs.

New Jersey municipalities did not cause water contamination, so they should not be responsible for the cleanup costs. Many water providers are seeking to recover these costs by making the large companies that polluted local water resources pay their fair share. In a recent example, PFAS manufacturers 3M, DuPont, TYCO, and BASF have agreed to pay a combined amount of about \$15 billion in settlements to eligible public water providers. Many municipalities will utilize these settlement payments to fund current and future projects.

Addressing detections and shifting costs away from taxpayers shows your commitment to your constituents and can even help build support for local government.

For more information on water contamination cost recovery and the options available to your municipality, please contact SL Environmental Law Group at hello@e.slenvironment.com

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NJCM LEGISLATIVE COMMITTEE

Legislative Impact Report

AS MAYORS, we understand that every decision made at the state level impacts our communities in profound ways. That's why the New Jersey Conference of Mayors (NJCM) remains deeply engaged in the legislative process, working tirelessly to ensure that policies support, rather than hinder, our ability to serve our residents effectively. Over the past year, we have tackled a broad range of issues, from affordable housing and budget allocations to crime prevention and public records reforms.

A NEW APPROACH TO AFFORDABLE HOUSING

For decades, municipalities have struggled with the challenges posed by affordable housing mandates. Thanks to NJCM's advocacy, significant legislative reforms were enacted, granting towns greater flexibility in determining their fair share obligations. With the dissolution of the Council on Affordable Housing, municipalities now have the ability to shape housing policies that better fit their unique needs, all while ensuring compliance with state requirements. This long-overdue change empowers local leaders to address housing in a way that truly benefits their communities.

FIGHTING FOR FAIR BUDGET ALLOCATIONS

There is no greater concern for municipal officials than ensuring we have the necessary resources to provide essential services. Each year, NJCM takes a proactive role in advocating for municipal aid funding and the restoration of Energy Gross Receipts Tax funds. This work is crucial, as these funds help keep property taxes in check and maintain the quality of life our residents expect.

In addition, NJCM successfully championed the establishment of the Boardwalk Preservation Fund, a vital initiative that utilizes federal economic recovery dollars to strengthen and revitalize our beloved boardwalks. These funds will support both local economies and the tourism industry, which is a cornerstone of New Jersey's identity.

ADDRESSING CRIME AND PUBLIC SAFETY

Over the past several years, auto thefts have surged across the state, posing serious threats to public safety. Recognizing the urgency of the issue, NJCM supported a legislative package that increases penalties for car thieves and cracks down on organized auto theft rings. These new laws target not only the individuals stealing cars but

also the masterminds behind these operations, imposing stricter penalties and longer prison sentences.

Another major public safety victory came in the form of stronger regulations on intoxicating hemp products, including Delta-8 THC. These products, often marketed toward children, contributed to a rise in cannabis-related hospitalizations. Now, under new legislation, these substances will be strictly regulated by the Cannabis Regulatory Commission, ensuring proper oversight and consumer safety.

MODERNIZING MUNICIPAL OPERATIONS

Public records laws are essential for transparency, but in recent years, municipalities have been burdened by costly and excessive Open Public Records Act (OPRA) requests. NJCM worked to address these issues, advocating for reforms that reduce the abuse of OPRA while maintaining access to public information. The new law enhances digital access to public documents, restricts commercial misuse of OPRA requests, and streamlines the appeals process to prevent costly delays.

THE FUTURE OF PUBLIC NOTICES IN A CHANGING MEDIA LANDSCAPE

With the closure of print editions of major newspapers like The Star-Ledger and Trenton Times, municipalities faced an unexpected challenge in meeting legal public notice requirements. NJCM successfully secured a temporary solution allowing municipalities to publish notices in online newspaper editions through March 1, 2025. However, this is only a short-term fix. NJCM will advocate for a permanent policy allowing towns to post notices directly on municipal websites or a centralized online platform, ensuring accessibility for all residents.

A COMMITMENT TO MUNICIPAL LEADERSHIP

Through every legislative challenge, NJCM remains dedicated to protecting the interests of New Jersey's municipalities. As we look ahead, we will continue to work closely with legislators and the Governor's office to advocate for innovative, sustainable policies that empower mayors and strengthen our communities.

The landscape of municipal governance is ever-evolving, and through collaboration, persistence, and a shared vision, we can shape a better New Jersey for the years ahead.

Save Energy, Money and the Environment



NEW CONSTRUCTION & GUT REHAB

**Receive energy efficiency incentives to
reduce the impact of climate change
while saving energy**



New Jersey's Clean Energy Program offers
incentives for New Construction and
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Capital Benefits, LLC is a full service independent employee benefit Broker/Consultant. We specialize in the 401(k), 457(b) 403(b) and Defined Benefit markets, providing objective analysis for all your benefit plans. We offer unmatched service and solutions to suit your employer and employee needs

Business Planning

401(k) Retirement Plans
403(b) Retirement Plans
Defined Benefit Plans
Deferred Compensation
Executive Life Insurance Plans
Keyman Insurance
Special Needs Trusts

Group Benefit Plans

Medical (Private and Public Sectors)
Dental, Vision
Life AD&D
Long Term Disability
Short Term Disability
Long Term Care
Difference Card

Joseph C. Ablahani, AIF, CPFA, RFC, CLTC

President/CEO

363 Route 46 West Suite 140, Fairfield, NJ 07004
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"Being Part of your Future is our Specialty"

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residents, businesses, schools &
hospitals with the connectivity
services that bring them together
faster and more easily than ever.

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heavy equipment operators.*



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*ELEC825 is the labor management fund
of Operating Engineers Local 825*

At AT&T, we understand how a connection can make the difference in New Jersey. That's why our mission is to bring connectivity to as many people as possible, no matter where they live or where they come from. We're working to not only boost network reliability and capacity but also bring connected technology, educational resources and tools to underserved communities and those families who need them most.

In New Jersey, we invested more than \$1.9 billion in our network infrastructure from 2019-2023 to connect more people to greater possibility.

Cities and communities throughout New Jersey are seeing the impacts of this investment, including nearly \$25 million in Atlantic City-Hammonton; nearly \$30 million in Trenton-Princeton; and more than \$9.6 million in the Vineland-Bridgeton area. We made more than 1,100 upgrades between 2021-2023 in the state, including new cell sites, addition of wireless and wired network capacity and new broadband network connections in New Jersey.

We're ramping up performance in high traffic areas, like airports, stadiums and venues, including MetLife Stadium, Red Bull Stadium and Newark Liberty International Airport.

We're expanding our 5G network in cities like Asbury Park, Newark, New Brunswick, Trenton and Vineland so people there can have access to reliable connectivity.

Nationwide, from rural communities to urban areas, our overall wireless voice and data network covers more than 99% of all Americans, including New Jersey. Our 5G network today reaches more than 295 million people in more than 24,500 cities and towns across the U.S. with our mid-band spectrum available nationwide, covering more than 210 million people.

And as America's public safety communication partner, we are expanding and enhancing FirstNet to give the public safety community better access to their network. In New Jersey, we're connecting public safety agencies, first responders and organizations in more than 340 cities across the state, including Atlantic City, Camden, Manchester, Newark, Princeton and more. We've rolled out Band 14 on nearly 1,300 sites across New Jersey to provide public safety with truly dedicated coverage and capacity when they need it. Band 14 is nationwide, high-quality spectrum set aside by the government specifically for FirstNet. It provides public safety with a dedicated lane of connectivity when needed. When not in use by FirstNet subscribers, AT&T customers can enjoy Band 14's added coverage and capacity.

Setting the stage for first responder innovation over the next 10 years, the FirstNet Authority recently announced a series of strategic investments totaling more than \$8 billion into FirstNet across the country. The latest network investment of \$6.3 billion will enable AT&T to deliver a standalone FirstNet 5G core, provide always-on priority and preemption across all AT&T 5G commercial spectrum bands and build 1,000 new FirstNet sites across the country over the next two years.

And we're not just investing in our network, we're also investing in our communities. Connecting people has been our business and our priority for more than 120 years.

AT&T committed \$460,000 from 2021-2023 to organizations and initiatives focused on closing the digital divide in New Jersey. We supported initiatives like free digital literacy workshops in 2023 for Jersey City residents to gain the skills and confidence to participate fully, safely and responsibly in today's digital world. We supported more than 90 digital literacy workshops since 2021 to help community members build skills and confidence using technology. We've collaborated with organizations like Hopeworks in Camden, the Salvation Army Atlantic City, All Things are Possible Foundation and the NJ Association of Counties Foundation as part of our commitment to help bridge the digital divide.

And working with the Hoboken-based Computers 4 People team, AT&T volunteers delivered almost 200 laptops between the organization Dvine Konektion in West New York and the Jersey City Housing Authority (JCHA), along with digital literacy resources to help them fully participate in our digital world.

Our efforts in New Jersey are a part of our nationwide commitment to help close the digital divide for 25 million people—it is the linchpin of AT&T's mission to leave no one behind when it comes to online opportunity. With millions in the United States still lacking internet access, isolating them from digital literacy skills and potential pathways to economic opportunity, we recently announced an additional \$3 billion by 2030 to help close the digital divide, bringing our total commitment to \$5 billion since 2021.

We will continue working alongside public officials, community organizations and business leaders to get digital resources into communities across New Jersey. We're helping bring devices, connectivity, training and skills to New Jersey students and families.

AT&T

Connection Can Make A Difference in New Jersey



**59th ANNUAL
CONFERENCE & EXPOSITION
MAY 15 - MAY 17, 2024**





Civil and Coastal Engineering Firm

Civil Engineering
Coastal Engineering
Environmental
Consulting
Surveying
Remediation
Grant Management
Public Outreach
Landscape Architecture
Compliance/Permitting
Construction Management
Sustainability

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Building the future



We're dedicated to supporting the future
of energy and the region.

That's why we're proud to support **The New Jersey Conference
of Mayors Business Council** and its mission
of improving the business environment in municipalities
throughout the State of New Jersey.



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**Thank you to our 2024
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New Jersey
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BUSINESS COUNCIL MEMBER SPOTLIGHT

New Jersey American Water



NEW JERSEY
AMERICAN WATER

New Jersey American Water
EXECUTIVE CABINET

New Jersey American Water is the largest regulated water utility in the state, providing high-quality and reliable water and/or wastewater services to approximately 2.9 million people in over 190 communities.

Our operations are driven by our commitment to responsibility, safety and environmental stewardship — from source to tap and back again. We know that our role as the state's largest and leading water service provider comes with a special responsibility to safeguard our natural resources. The investments we make across our service areas help ensure that our service continues to meet state and federal standards. Each year, we also take important steps beyond upgrading our infrastructure to invest in the communities we serve, supporting source water protection and conservation initiatives, as well as innovative sustainability efforts that support our environment for decades to come.

New Jersey American Water takes water quality seriously and boasts an exceptional track record when it comes to regulatory compliance. Our team of experts monitor, maintain and upgrade our facilities to continue to operate efficiently and meet regulatory standards. This requires investing millions each year in our infrastructure, including treatment plants, tanks, pump stations, pipes, fire hydrants and metering equipment. In 2023, New Jersey American Water invested more than \$510 million to improve its water treatment and pipeline systems across the state.

The company is also committed to supporting organizations that make our communities a better place to live and work for our customers and employees. In 2023, New Jersey American Water provided over \$1.36 million through grants, charitable contributions, and programming support to nearly 70 organizations across New Jersey. This includes our annual Water and Environment grant program, which in 2024 provided \$108,277 in grant funding to seven organizations for projects to improve, restore or protect watersheds, surface water and groundwater supplies in our local communities.

For more information on how we can help your community, visit amwater.com/njaw/About-Us/Providing-Solutions.



Once a Mayor, always a Mayor...

As a former Mayor, you held a position in your community and state that few citizens ever attain. The experience and knowledge you gained during your tenure as Mayor are unique and invaluable.

Joining the New Jersey Conference of Mayors' Mayor Emeritus Advisory Council allows you to continue serving and participating in current issues and events affecting Mayors.

**REMAIN A PART OF
THIS SPECIAL CIRCLE
OF LEADERS.**

**STAY INVOLVED AND
SHARE IN WHAT IS
GOING ON!**

**SUPPORT NJCM'S
GOALS, OBJECTIVES
AND EVENTS**

**BE A RESOURCE
FOR NEW MAYORS
IN NEW JERSEY**

As a Mayor Emeritus, you will receive:

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Our regular emails and Annual Impact Report,
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happenings around the state.

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BUSINESS COUNCIL MEMBER SPOTLIGHT

Visual Computer Solutions, Inc.



Visual Computer Solutions, Inc. EXECUTIVE CABINET

IN 1998, GUY DIMEMMO FOUNDED VCS SOFTWARE and took on the task of creating the very first computerized scheduling system for police agencies. After working closely with Princeton Police Department to outline the specific issues involved with police scheduling, DiMemmo knew that paper or digital spreadsheets would no longer suffice. A fair, automated, dynamic system was needed to make sure that qualified employees would be placed in the right positions at the right times.

The result of DiMemmo's work and his newfound understanding of the intricacies of police scheduling was the company's first product, POSS (Police Officer Scheduling System), which focused on scheduling and time and attendance for police departments. It was an immediate success. As new issues were identified, DiMemmo coded new solutions, and the platform continued to grow. Eventually, he identified the need for improved extra duty management for police, which led to the creation of Jobs4Blue, a service that allows departments to free up the resources usually devoted to filling and billing off-duty work and ensure qualified, consistent coverage of off-duty jobs.

The quality and consistency of service provided by Jobs4Blue and its integrations with POSS have made it the police- and vendor-preferred side job scheduling provider in New Jersey, with two-thirds of the extra duty jobs in the state running through the service every day.

With all the benefits the police were experiencing, it wasn't long before VCS recognized interest from other industries. In 2003, they launched FIRES, a scheduling system for firefighters and EMS workers, followed by COSS for correctional officers in 2004. Today, VCS has expanded from time and attendance software into a full human capital management suite, not only for first responders, but for employees in any industry.

A major focus of the expansion of VCS's services has been municipalities. They saw that in many towns across the state, different departments of the municipality were running on different scheduling systems; the police may be on POSS while the clerks or department of public works used pencil and paper to track hours. Recognizing that a multi-system solution is no solution at all, VCS created a single HCM system capable of running the entire town, giving you big-picture control without sacrificing the procedures, security, and privacy of the individual departments.

In support of their One System initiative, VCS innovated again, launching a payroll company in Q4 of 2024. They will now provide full payroll services, including wage deductions, payments, benefits administration, and over 800 native reports, directly within your HCM system.

In conjunction with the company's philosophy of constant innovation and improvement, the VCS platform has undergone consistent updates over the years, beginning with the addition of overtime management to POSS in its first expansion in 2001, and continuing to this day. In 2024, VCS launched the newest generation of their software platform, Maverick, with a design focused on speed, power, and user accessibility.

The update was first announced at Evolution Exchange, VCS's annual user training conference in Atlantic City, New Jersey. Each summer, VCS invites their users to come together for three days of educational software courses, exclusive one-on-one training with product specialists and software developers, and valuable insights into what the future holds for the platform.

Handling consistent updates and improvements requires a lot of effort, and unlike many software companies, VCS does not outsource any of its coding. Instead, they maintain a dedicated software development team located in their Freehold, NJ headquarters. VCS HQ recently underwent major renovations, doubling their office space to accommodate the growing demand for Jobs4Blue specialists, additional software developers, and their payroll division.

A proud supporter of law enforcement, VCS has dedicated considerable time and resources to charity through their VCS Gives Back program, with efforts ranging from the purchase of bulletproof vests for K-9 units to participation in the annual Ben to the Shore Bike Tour benefitting Families Behind the Badge. In 2024, VCS undertook its largest charitable effort to date, hosting the inaugural VCS Open Charity Golf Outing, benefiting the families of fallen officers through the New Jersey State PBA Survivor and Welfare Fund.

With their trailblazing, robust software and first-rate technical support, VCS has maintained a 98% customer retention rate since they opened their doors in 1998 and currently serves over 100,000 active users across the country.

Since 1998, VCS has been at the forefront of workforce management technology and will continue to make the lives of employees easier through their philosophy of constant innovation: when a new need arises, they code a solution.



Connecting the Garden State to Greater Possibility

From 2019–2023, we invested more than \$1.9 billion in our New Jersey network infrastructure to connect more cities and communities to more opportunity.

attconnects.com/New-Jersey



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COMCAST
BUSINESS



BUSINESS COUNCIL MEMBER SPOTLIGHT

New Jersey Natural Gas



New Jersey Natural Gas
LEADERSHIP COUNCIL

At New Jersey Resources and New Jersey Natural Gas, we know that energy is an essential part of our lives. It makes the things that matter most possible —whether it's heating our homes, fueling the economy, or driving innovation. It is critical to everything we do.

As the world places an increasing emphasis on reducing greenhouse gas emissions to combat climate change, energy demand—particularly for low-carbon and renewable sources—is on the rise. The rapid growth of energy-intensive industries, such as advanced manufacturing as well as data centers, reinforces the essential role of reliable, affordable energy—and the value of the infrastructure needed to deliver it.

We view this energy evolution as an opportunity to lead. And that's what we're doing.

- We continue to advance innovative, lower-carbon energy solutions, with New Jersey Natural Gas becoming the first natural gas utility in New Jersey to install and operate distributed carbon capture technology and fuel a portion of its fleet operations with renewable diesel.
- We achieved the highest, single-year investment in our SAVEGREEN® energy-efficiency program, deploying over \$71.3 million in fiscal 2024 to help customers save energy and money and reduce their carbon emissions.
- NJR was named one of America's Most Responsible Companies by Newsweek for 2024 — earning the recognition for the fifth consecutive year.
- We announced over \$1.1 million in commitments through our charitable foundations to New Jersey Audubon and Monmouth Conservation Foundation to enhance coastal resiliency within our service territory.
- We continued dedicating considerable time and resources to give back to our communities, with our employees, retirees and their families providing over 4,200 hours of volunteer service. NJR's charitable foundations provided over \$2.1 million in direct funding to local nonprofits.

At NJNG, where we serve nearly 583,000 customers in Monmouth, Ocean, Morris, Middlesex, Burlington and Sussex Counties, safety and environmental protection guide our actions. Over the past decade, we've invested \$3.1 billion to upgrade our infrastructure. Prioritizing these investments has made our natural gas distribution system the most environmentally sound in the entire state — among the best in the entire country—as measured by leaks per mile. The strong environmental profile of NJNG's distribution system, along with other sustainability efforts at NJR, translates directly to lower emissions for our state and the communities we serve.

Across our operations, we've made tremendous progress reducing our emissions and building the cleaner energy economy of tomorrow.

To read more about our efforts and progress, please visit www.njrsustainability.com



Advancing hybrid heat and commercial gas heat pumps for customers, backed by rebates and incentives



Advancing renewable natural gas (RNG) from landfill and wastewater treatment facilities



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1st

natural gas utility on the East Coast to build a clean hydrogen blending facility

1st

natural gas utility in New Jersey to install distributed carbon capture technology

1st

natural gas utility in New Jersey to eliminate cast iron and unprotected steel pipes from our system

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natural gas utility in New Jersey to reduce fleet emissions with Neste MY Renewable Diesel™

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natural gas utility in New Jersey to install next generation commercial and residential natural gas heat pumps with an efficiency rating of approximately 140%.



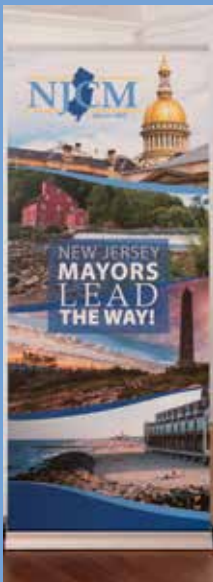
Evening on the Bay

SEPTEMBER 26, 2024

BAY HEAD YACHT CLUB, BAY HEAD

On September 26th, our Evening on the Bay event was hosted at the Bay Head Yacht Club, attracting nearly 40 companies and 150 business and community leaders. This exceptional gathering featured mayors from various parts of the state who actively participated in discussions about how to shape the future of our communities through bipartisan collaboration and innovative partnerships.







BUSINESS COUNCIL MEMBER SPOTLIGHT

Bowman & Company LLP



Bowman & Company LLP LEADERSHIP COUNCIL

BOWMAN & COMPANY LLP is one of South Jersey's premier accounting firms. We deliver exceptional customer service for our clients, which range across multiple industries and entity types. We have the knowledge, experience, and expertise to meet virtually any accounting need; from those of a small business, large corporation, or an individual, to any kind of government municipality, school district, authority, or agency.

Our team of over 120, including Partners, professional staff, and administrative personnel, don't take a one-size-fits-all approach; we understand that each client has their own set of unique circumstances. Everything we do is focused on helping our clients accomplish their goals. In order to maintain that progress, we make ourselves available every step of the way. Whether you have routine questions, significant developments, or you simply need a trusted confidant and friend, we are approachable to share our valuable expertise.

Our comprehensive services are supported by professionals with a mix of diverse backgrounds, ranging from different sector expertise to varied service specialties. In addition to our impressive technical knowledge, our Partners stand out as true leaders in the accounting field. Several current and former Partners have earned prestigious titles in New Jersey's most widely recognized professional and civic organizations. Examples include three past presidents of the New Jersey Society of Certified Public Accountants (NJCPA), a council member of the American Institute of Certified Public Accountants (AICPA), nine past presidents of the Registered Municipal Accountants Association (RMAA), and dozens more committee & board members, subchapter presidents, and interest group members of these organizations. Additionally, our Partners personally serve our communities through well-established institutions such as Rotary clubs, the Gloucester County NAACP, educational foundations, animal welfare associations, food banks, athletic associations, and more.

Bowman & Company LLP invests considerably in education. We are a resource not only for our clients, but for many within the profession. We instruct Continuing Professional Education classes, volunteer for speaking engagements at local universities, and are featured at industry specific conventions. We fund several scholarships for New Jersey students and have vastly expanded our internship program in recent years. We speak regularly to both high school & colleges on the opportunities and rewards of a career in accounting. Bowman isn't just future-oriented in our service approach; we are actively preparing the next generation of leaders.

Through hard work and exceptional relationship building, Bowman has cultivated a place where people thrive. Our staff are given the tools necessary to improve their knowledge through experience, create meaningful change in their community, and impact the entire industry throughout the State and beyond. Our professionals are highly motivated, which yields tremendous benefits for our clients.

If you have inquiries about who we serve, what we do, or how we can take the stress out of your finances, call 856.435.6200 or visit www.bowman.cpa to connect with an accounting expert.

SELECTING A RETAIL ENERGY PROVIDER and securing the most competitive energy rate is one of the most financially significant decisions a municipality, school, or utility authority faces yearly. This decision is complicated by the numerous energy suppliers available, the constant influx of brokers contacting NJ local government agencies daily, and the pressure to join government energy aggregations.

Choosing the optimal option to save the most taxpayer money on energy rates is not a “one size fits all” task. Depending on its meters’ size and usage patterns, a government agency might save the most by individually procuring a third-party supplier contract, joining an aggregation, or staying on the incumbent utility’s rate. The most challenging part is finding an energy expert with all the necessary tools to achieve the best possible outcome for a local unit. These tools include:

- The necessary supplier relationships to create a competitive marketplace for a government agency’s business
- The industry expertise to understand energy contracts and ensure a favorable agreement
- A thorough understanding of New Jersey procurement law and the required Department of Community Affairs (DCA) approval to properly and legally serve a government entity
- The analytical capabilities to evaluate all product options available to a customer and create apples-to-apples savings comparisons
- A high level of transparency during the procurement process
- The integrity to recommend the best option without bias, even if it means suggesting a competitor’s product

MANTIS INNOVATION

Navigating Energy Procurement: Securing Competitive Rates for NJ Municipalities, Schools, and Utility Authorities

Mantis Innovation is a leading consultant in energy procurement. It possesses all these tools, along with the reputation and references to back it up, providing the key component that all government purchasers seek: Confidence. Additionally, Mantis Innovation has revolutionary reverse auction technology that sets the standard for creating hyper-competitive bidding environments, consistently uncovering the lowest possible energy rates in the electricity and natural gas marketplace. Mantis’ Reverse Auctions foster transparency among competing Retail Energy Suppliers and its signature Overtime Mode ensures that suppliers can continually counter bid to win your business.

Mantis Innovation will always compare the prices generated through its Reverse Auctions against the utility rate and any relevant aggregation prices, giving its clients a true market perspective. This comparison offers genuine insight into what will help a town, school, or other government agency save the most money, even if the best price is with another company. For instance, Mantis Innovation advised clients like Lumberton Township and Medford Lakes Borough to return to the utility when their recent energy renewal contracts were up.

With a core focus on building trust through unbiased energy advice and a strong track record of helping local government agencies reduce their collective energy costs by millions yearly, Mantis Innovation sets the standard in modern electricity and natural gas procurement practices. Mantis is an entirely performance-driven firm, paid only by the energy suppliers it represents, and never bills local government agencies. Mantis Innovation also conducts consultancy visits across the state of New Jersey daily, with offices just a short distance away.

To start your obligation-free consultation and get an unbiased look at the energy market and what option offers your municipality, school, or utility authority the most value, call Mantis Innovation at 1-877-459-4728 or email info@mantisinnovation.com. Mantis is here to serve the state of New Jersey.

Please note that electricity & natural gas broker services are provided by EMEX, LLC (EMEX Power, LLC) d/b/a Mantis Energy, a subsidiary of Mantis Innovation.

EMEX, LLC is a DCA-approved consultant.

SIGNATURE EVENTS | 2025

**27
FEB**

WINTER SUMMIT

8:00AM - 2:00PM | Park Avenue Club | Florham Park, NJ

An educational forum for municipal leaders to explore and address top issues impacting communities across New Jersey.

**23
APR**

NJCM YEAR-IN-REVIEW | ANNUAL REPORT

5:00PM - 5:30PM | ZOOM MEETING FOR ALL MEMBER MAYORS

A review of NJCM initiatives and a preview of upcoming activities. This zoom meeting is open to all member mayors.

**20-22
MAY**

ANNUAL SPRING CONFERENCE

MAIN STREET TO STATE STREET | THE POWER OF MAYORAL LEADERSHIP

May 20 - May 22 | Hard Rock Hotel Casino | Atlantic City, NJ

60th Annual Conference celebrates six decades of empowering mayors, offering insightful sessions, networking opportunities, and collaborative discussions.

**25
SEP**

EVENING ON THE BAY

6:00PM - 8:00PM | Bay Head Yacht Club | Bay Head, NJ

A premier networking opportunity with industry leaders dedicated to supporting municipal government and exploring innovative solutions to municipal challenges.

**18
NOV**

ANNUAL BOARD RECEPTION

AT THE LEAGUE OF MUNICIPALITIES

5:30PM - 6:30PM | Sheraton Hotel | Atlantic City, NJ

An exclusive event celebrating the collective achievements of board members in shaping the future of municipal leadership.

**05
DEC**

MAYOR - ELECT BREAKFAST

7:30AM - 9:30AM | East Brunswick Hilton | East Brunswick, NJ

This event is free and open to all mayors—whether currently serving, newly elected, re-elected, or stepping into your rotation as mayor.

WWW.NJCM.ORG | @NJCM1963

THE BOROUGH OF DUNELLEN is a municipality in the state of New Jersey. The public entity has seen their health insurance costs rise by over 30% in the past few years and were spending close to \$900,000 annually in healthcare costs.

While other municipalities were raising taxes to cover the increases, Dunellen chose to work with the innovative teams at Capital Benefits and the Difference Card to find ways to save money for the Borough, as well as the membership.

Joseph Ablahani, CEO of Capital Benefits, and Eric Murtha, Senior Benefits Manager of Capital Benefits, worked with the Difference Card team to find a solution that would reduce the Borough of Dunellen's health insurance spend by -15% annually.

The Borough purchases their health insurance coverage through the New Jersey State Health Benefits Plan under the local government division. Most of the Dunellen employees were enrolled in the NJ Direct 10 plan which includes a \$10 copayment for most office visit services.

Joseph, Eric, worked with the Borough and union leaders to develop an offering where employees would migrate to the NJ Direct 2035 which would deliver the same network access through Horizon BCBS of NJ. When packaged with the Difference Card HRA the members experienced improved out of pocket expenses on both benefits and payroll contributions.

This move saved the Borough -25% off their fixed insurance costs. Taking advantage of this offering reduced the premium contributions for the employees by -25%. This put dollars back in the paychecks of the Borough employees. Some of the staff saved as much as \$3,000 annually.

Next, for those that took advantage of this offering, the parties agreed that the Difference Card would provide an HRA (Health Reimbursement Arrangement) to maintain equal to or better than benefits for the members within the Borough of Dunellen's health plan.

The net effect is that the employees continued to receive the same great benefits at a cost of -25% less. The Borough reduced taxpayer liabilities by -15% worth \$131,020 annually and over \$700,000 over a five-year compounded period.

CAPITAL BENEFITS, LLC

Capital Benefits Case Study: The Difference Card Helps the Borough of Dunellen to Save -15% worth \$131,020 annually!

**To learn more, reach out to Joe at Capital Benefits at 973 808-2626 or email
info@capitalbenefitsinc.com**

For over 95 years, Archer has been providing full-service litigation and transactional legal services to Fortune 100 corporations, small and middle-market companies, state and local governmental entities, nonprofit organizations, closely-held and family-owned businesses, and individuals. Delivering powerful results to our clients regionally and nationally, the firm provides the highest quality counsel through offices located in New Jersey, Pennsylvania, New York, Delaware, and Texas. Being fully invested in our clients' success means it's more than just law to us – it's about creating long-term value for our clients. We are always looking ahead to anticipate and advise in a rapidly changing world to help expand what's possible for our business and governmental clients. We are not only there for you in those critical moments, but with our deep understanding of your goals, we are always thinking about what comes next. Our clients rely on us to provide sophisticated legal services and deep industry experience and know that we are a firm that embraces change and drives innovation.

State and Local Government Representation

Archer has decades of experience representing the interests of state and local governments. We represent counties, municipalities and state agencies on the full range of issues impacting governmental entities, often serving as general counsel and special counsel. In our role, we know our clients' world. We understand the unique challenges our municipal clients face on a daily basis and have deep knowledge and experience in the substantive and procedural law that applies to them. With this, we are able to quickly tackle any problem or issue and offer solutions.

We pride ourselves on the long-term relationships we have developed with our governmental clients and have worked closely with them over the years to establish best practices and procedures. Our understanding of how state and local governments work at the administrative and legislative levels has been critical to positive outcomes, and our attorneys have handled virtually every issue currently facing municipalities. We never take a "one-size-fits-all" approach with our municipal clients. We know that every public issue is unique and of importance to the communities involved.

Economic development is a strong focus of our firm. We handle real estate acquisitions and sales for local governments and agencies. We have extensive experience in land use, subdivision, land development, and permitting and zoning matters. We routinely assist with developing and enforcing land use regulations that are instrumental in shaping positive, vibrant communities as they grow. We have helped municipalities and other governmental entities in acquiring land, easements and rights-of-way for a wide array of public projects. Through either skilled negotiation or, when necessary, eminent domain, we have successfully acquired property rights for various projects.

We handle legal services related to the myriad of laws and regulations that govern the operation of large and small cities, including Open Public Records Act requests, Open Meetings Act, Fair Housing Act, Owner Controlled Insurance Programs, bid challenges, drafting of PLAs, conflict of interest laws, record retention requirements, election law, state budget laws, sales and use tax issues, ethics questions, COAH, affordable housing, local utility law, vendor contracts, lease interpretations, contractual disputes, construction litigation, municipal tax appeals, and environmental law matters.

Our attorneys regularly handle all employment law matters for municipalities with a focus on personnel issues, labor law, collective bargaining agreements, and other employment and labor issues. We have been actively engaged in tax-exempt financing representing local municipalities and state and local authorities in a variety of

taxable and tax-exempt financings, and have issued opinions as bond counsel and have served as underwriter's counsel or trustee's counsel on a wide range of public finance transactions.

Archer also maintains an active litigation practice representing governmental clients in state and federal courts at both the trial and appellate levels in litigation arising out of their positions as public officials that includes, among other areas, civil rights litigation, tort claims.

Government and Regulatory Affairs Advice and Advocacy

Through our affiliate, Archer Public Affairs, we provide full-service government and regulatory affairs advice and advocacy to clients throughout New Jersey, Pennsylvania and Delaware. Members of the group bring decades of bipartisan experience from all levels of government. We help ensure our clients achieve their business objectives by crafting strategic plans and advocating for their issues at all levels of government. By providing access to key decision makers and timely data, we offer our clients the political and legislative presence that is critical to success.

Our Approach

In true partnership, we work hard to understand what success looks like for you and become a valuable extension of your team. Always keeping your future in mind, we look to turn uncertainty into a possibility and meaningful change into long-term progress. We are a strong team that knows our clients, their businesses and industries and we bring innovative solutions to your business problems.



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