

COMMUNITY, ECONOMIC AND WORKFORCE DEVELOPMENT

STATEMENT OF BASIC PHILOSOPHY

The National Association of Counties (NACo) recognizes the critical role of county governments in the overall economic vitality of our nation through the development of viable urban, suburban and rural communities. To exercise this role, county officials must implement local policies and intergovernmental initiatives that comprehensively address such issues as affordable housing, economic development, land use planning, commercial development, job creation, business retention, employment centers, veterans services and infrastructure capacity.

County governments should ensure that community, economic and workforce development resources are accessible to all demographic [age, gender] and socioeconomic groups. Moreover, a broad range of resources and responsibilities make county governments the natural political entity to provide leadership in administering programs and delivering services. County governments play a vital role in coordination and planning efforts because many federal and state programs emphasize regional approaches to community, economic and workforce development. Since counties have limited resources and capacity, state and federal programs should allow for more flexible and cost-effective administration that will result in more efficient local management to meet the goals and objectives of state and federal programs.

COMMUNITY DEVELOPMENT

- A. The Federal Role in Community Development:** In order to address the community development social and economic needs in urban, suburban and rural counties, federal programs must be funded at levels commensurate with national needs. Federal agencies such as the Department of Housing and Urban Development (HUD), Economic Development Administration (EDA), Small Business Administration (SBA), Appalachian Regional Commission, Tennessee Valley Authority, Delta Regional Authority, Denali Commission, USDA Rural Development, and Department of Labor are critical for stimulating local economies and leveraging private sector resources.
- B. Community Development Block Grant:** NACo strongly supports the Community Development Block Grant (CDBG) program established in the Housing and Community Development Act of 1974. The CDBG program provides increased opportunities for elected county officials to plan, implement, and evaluate local community development and housing assistance programs.

Under the Act, county officials, and particularly those whose counties receive urban county designation, are afforded additional resources to address long-range physical, social, housing and economic development needs in their jurisdictions in a comprehensive manner. Counties commit CDBG funds to projects that are determined to meet local priorities in addressing development, housing, economic infrastructure and low income needs.

Recognizing that federal funds and local capacity to administer this program are a limited resource, NACo supports the flexible use of CDBG funds to address certain immediate and unanticipated national priorities in line with the following principles:

- That national priorities not diminish local priorities and commitments;
- Additional funding must be provided for any new initiatives or responsibilities to be under-taken with CDBG funds;
- Any new initiatives that are proposed to be funded with CDBG funds must further the original purposes of the Act or be funded under a new title with separate funding; and
- More flexible and streamlined administration of federal and state mandates to allow cost-effective methods of compliance and administration.

NACo endorses the linkage provided in the Act between community development and housing assistance programs. Counties are required to submit consolidated plans. This provision gives counties increased leverage in addressing not only the housing needs of those residing, or expected to reside, in their jurisdictions, but also in determining housing location and evaluating the growth implications of such development.

In order for the potential of the CDBG program to be fully realized, it must be fully funded and properly administered. NACo urges the Congress, HUD and the Office of Management and Budget to comprehensively review the adequacy of present and future program levels, so that all counties, not just those that receive a direct entitlement, can participate in this important program area.

In addition, NACo opposes the imposition of a funding threshold to receive CDBG formula funds to directly or elimination of “grandfathering” provisions which allows cities and counties to maintain their entitlement status. NACo also does not support diverting CDBG formula funds to other categorical grant programs.

Finally, NACo recommends that Congress stop the proliferation of set-asides within the CDBG and HOME programs.

- C. Empowerment Zones and Enterprise Communities:** NACo supports federally designated empowerment zones and enterprise communities that respect local regulations and local contributions to the success of the zone and are distributed equitably throughout the nation and between urban and rural counties. Local governments should undertake a voluntary review of local provisions that might impede economic development.

Federal waivers should not override state and local laws or regulations. Any local, state or federal incentives to establish zones should emphasize the retention and expansion of small businesses that create the majority of new jobs.

The program should provide for local government input in developing and implementing comprehensive plans, so that counties’ critical role in delivering and coordinating a vast array of social services is maintained. Where feasible, employment aspects of zones should be coordinated with job training services.

- D. The Community Reinvestment Act:** NACo strongly supports the Community Reinvestment Act (CRA) and opposes any effort to weaken the Act, because continuing disparities in mortgage lending adversely impact low-income, distressed, and minority communities. Since its passage in 1977, the CRA has been responsible for many loans and investments to traditionally underserved inner-city and rural communities nationwide.

By assisting local governments expand private investment in these neighborhoods, the CRA has helped strengthen the tax base and thus improve the fiscal condition of many communities. Investment in housing and small business development made possible by the CRA has created jobs, expanded homeownership opportunities, and improved neighborhood stability.

HOUSING

- A. The Need for Affordable, Workforce and Entry Level Housing:** County governments have a responsibility to help assure decent housing for all segments of their population. Counties should continue to identify and meet the needs of very low, low and moderate-income households, including those with special housing needs. Whenever possible, counties should take steps to remove all discrimination in the housing market, including prohibiting exclusionary zoning practices. All levels of government should ensure enforcement of Title VIII of the Civil Rights Act of 1968 through expeditious resolution of allegations of fair housing violations.

Concentrations of assisted housing for very low, low and moderate-income families in one geographic area should be avoided and mixed-income housing encouraged. Federal and state governments as well as counties

should be aware of the interrelationship of social issues and housing and provide appropriate supportive services and facilities.

Counties should encourage innovations in housing technology, design, approval, and construction in order to lower the cost of decent, safe, and sanitary shelter. National performance criteria and minimum standards for building materials and practices should be developed along with expanded research on building construction that take into account energy conservation. To the greatest extent possible, housing should be constructed with energy efficiency in mind to reduce increasing housing costs and resource consumption.

The federal government should prepare a model building code that includes separate building codes for modular, mobile, and other forms of factory built housing.

Counties and states also should assess the impact of local land use policies on housing costs. Federal, state, and local agencies should periodically review their off-site and on-site development standards, as well as their methods and procedures as to zoning, subdivision controls, and environmental standards, to ensure that they reflect the state-of-the-art and that their standards are not excessive. When appropriate, employer housing should be planned to allow homeowners to live close to work in order to reduce commuting costs and use of energy. The federal government should not make housing and community development funding contingent upon HUD approval of a jurisdiction's local regulations affecting housing affordability and availability.

- B. State and Local Roles in Housing:** States and local governments should collaborate on their respective roles in reducing housing costs and increasing the supply of affordable units, including establishment of state and local housing finance agencies. This analysis might consider ways to seek uniformity in tax assessment practices.

State governments also should adopt legislation clarifying the respective rights of owners/occupants, and landlords/tenants. Moreover, NACo urges industry groups and government at all levels to implement programs and take legislative/regulatory action necessary to eliminate predatory lending practices.

- C. The Federal Role in Housing:** The federal government should follow a national housing policy that embodies clear annual housing goals, provides adequate and predictable funding levels, offers incentives for energy efficient buildings and builds on partnerships with state and local governments and the private and nonprofit sectors in support of new construction and rehabilitation for rental and homeownership properties, particularly for low and moderate-income persons.

Federal policy should allow for voluntary adoption of fair share housing programs on a metropolitan area basis, address the housing needs of rural America, expand the federal government's role in credit enhancement, and preserve the Federal Housing Administration's single and multifamily housing insurance programs.

NACo supports legislation that makes funding available to state and local governments to address affordable and workforce housing needs.

The lack of affordable housing at the state and local level is a national crisis. Over the years, housing has become more and more unaffordable. Homeowners are forced to either live beyond their financial resources and/or live long distances from the communities in which they work. This commute creates transit and social issues that put demands on counties.

When Congress considers comprehensive tax reform, NACo urges it to protect key tax code incentives that stimulate private investment in single-family and multifamily affordable housing and neighborhood revitalization. These include tax-exempt single-family and multifamily housing private activity bonds, Low-Income Housing Tax Credits and New Markets Tax Credits.

1. **The HOME Investment Partnerships Program:** The Cranston-Gonzalez National Affordable Housing Act is landmark legislation that reestablishes a major federal commitment to housing. The HOME Investment Partnerships program, which is the centerpiece of this Act, builds upon the significant capacity and experience of county and other local and state governments to design and implement affordable housing programs for low and moderate-income persons. In order to maximize the program's effectiveness, county governments must be allowed considerable flexibility in their use of HOME funds to address identified local needs.

Sixty percent of HOME funds are allocated to urban counties and metropolitan cities and the balance to the states. Awarding the bulk of funds to local governments reduces bureaucracies at the state level that impede local flexibility.

NACo urges Congress to pass legislation authorizing a federal housing production program within the HOME program.

2. **National Housing Trust Fund:** NACo urges Congress and the U.S. Department of Housing and Urban Development (HUD) to provide for the allocation of HTF funds to local governments. Driving HTF resources to the local and county levels will ensure these federal affordable housing resources are effectively targeted and tailored to meet the unique and individualized affordable housing needs of local communities across the nation. In the event that increased HTF resources become available, Congress and HUD are also urged to provide a formula allocation of HTF resources directly to local governments.
3. **Federally Owned Residential Property:** The federal government, due to foreclosures and abandonment of federally insured houses, owns thousands of residential properties throughout the country. These properties are not only a tax burden for local government, but also contribute to rapid neighborhood deterioration and decline. Most are vacant and subject to vandalism, becoming breeding grounds for crime and delinquent behavior.

NACo strongly believes that the federal government, in cooperation with local governments, should provide mechanisms for returning these homes to sound condition. All local efforts to rehabilitate and occupy these properties should be supported. Counties should cooperate with the federal government in rehabilitating and returning these properties to the housing market. In no case, however, should the federal government ignore its responsibility for the condition of these homes and shift the burden for reclaiming these properties to state, county, or city government.

4. **Preservation of the Low-Income Housing Stock:** Many low-income rental housing units receive federal assistance, and many are insured through the Federal Housing Administration (FHA).

In the absence of a preservation strategy, many of these units are likely to be lost from the low-income rental inventory through defaults on mortgages, and others could be lost if owners prepay mortgages and convert properties to market-rent. NACo supports strategies that preserve the supply of low-income rental housing stock.

NACo generally supports legislation that provides a tax credit to help offset the negative tax liability for owners of federally assisted housing to encourage transfer of their property to a preservation entity that agrees to keep it affordable for a period of at least thirty years. Such efforts will minimize the risk of property deterioration and loss of economic value of affordable housing units.

5. **Restructuring the Federal Housing Administration Portfolio:** NACo supports refining the Federal Housing Administration (FHA) portfolio. The FHA multifamily portfolio must address federal budgetary

concerns and ease federal regulatory burdens that have increased the cost of operating Section 8 housing for owners and the cost of subsidizing such housing to HUD.

- 6. Preserving Section 8 Housing:** NACo supports preserving Section 8 housing and preventing the displacement of the tenants. NACo urges the administration and Congress to take the necessary steps to preserve local communities' stock of affordable housing by adopting tax policies that encourage the transfer of properties outside of CDBG, HOME, and other HUD programs.

NACo urges Congress to pass legislation amending the Housing Choice Voucher Program to improve its use in the development and preservation of housing for low- and moderate-income families. Specifically, NACo calls on Congress to:

- Expand the limit for project-based vouchers from twenty to 35 percent of a locality's allocation;
 - Consistent with current performance standards, require HUD to reallocate unused vouchers to other jurisdictions in a specified time period annually;
 - Modify the targeting requirements to allow sixty percent of the vouchers to be made available for households at or below thirty percent of median income and up to forty to fifty percent of median income, with households below or at thirty percent being given preference; and;
 - Restore the fifty percentile of the fair market rent standard to promote the de-concentration of families in poverty;
 - Provide more flexibility in initial and annual inspection of units to be occupied by voucher holders. Accept inspections from other agencies and reduce the frequency of annual inspections for projects with good track records;
 - Remove disincentives to forming consortia to administer voucher programs. In addition, NACO does not support block-granting of the Section 8 program because it will result in a reduction of funding sold on the basis of more flexibility;
 - Insure that program administrators have a system of reserves in order to deal with unforeseen changes in market conditions, family incomes, appropriations, administration and additional authorized vouchers.
- 7. Use of Tax Code for Multifamily Rental Housing:** NACo supports incentives in the tax code to stimulate investment in affordable housing, including continuing the ability of counties to issue tax-exempt single and multifamily housing bonds and allocate Low-Income Housing Tax Credits. NACo supports legislation amending Section 149(b) of the Internal Revenue Code to permanently add Federal Home Loan Banks to the list of entities permitted to credit and/or enhance tax exempt bonds.

NACo also supports removing the penalty that lowers the value of the tax credit from nine percent to four percent when used in conjunction with tax-exempt financing for multifamily housing.

- 8. The Low-Income Housing Tax Credit:** NACo continues to support permanent status of the Low-Income Housing Tax Credit. The credit accounts for many of the new apartments constructed in the United States, and virtually all of the apartments constructed or rehabilitated for low-income renters. Permanent status of this tax credit must be maintained so that potential investors will not be discouraged from making investments and housing providers can make appropriate planning and administrative decisions.

NACo is very concerned that any future proposal to eliminate the double taxation of corporate dividends through an "excludable dividend amount" would have an adverse impact on tax-exempt bonds and Low-Income Housing Tax Credits.

- 9. Commercial Revitalization Tax Credit:** NACo supports the Commercial Revitalization Tax Credit (CRTC) to provide business growth in distressed areas. The CRTC can be an important and worthwhile incentive for business investment in specially-designated revitalization areas to bring communities back to

life. Private business investment in these revitalization areas will help boost the economic vitality of these communities, and provide opportunities for new job growth. New business construction and business rehabilitation can enhance the physical environment of distressed areas in communities around the nation, while improving their social and economic conditions.

- 10. Single-Family Homeownership Tax Credit:** NACo endorses the concept of a homeownership tax credit designed to provide homeownership opportunities for low and moderate-income families. Homeownership gives families a stake in their communities and increases the stability and vitality of neighborhoods. Local elected officials support legislative efforts towards the creation of an investor-based tax credit that would encourage the development of single-family affordable housing.
- 11. Government Sponsored Enterprises (GSEs):** NACo strongly supports the continuation of a government role in the secondary market for the Nation's mortgage system. GSEs are chartered by Congress to provide stability in the secondary market for residential mortgages, respond appropriately to the capital markets, and promote access to mortgage credit throughout the nation. In that role, they provide liquidity to the market by buying and packaging mortgages into mortgage-backed securities that are sold to investors. This process is essential to maintaining a flow of capital to the mortgage market. GSEs are key partners with county governments in expanding affordable housing opportunities for first-time and other homebuyers.

Government-Sponsored Enterprises have been leaders in the creation of innovative lending programs to finance affordable housing. The GSEs' mission assures that mortgage capital will be focused on the development of tools that create mainstream products and services tailored to the affordable housing marketplace. The GSEs work through national and local lenders and county governments to innovate and take prudent risks in providing mortgage capital to develop and sustain strong communities. The GSEs also have been essential investors in tax-exempt single family and multifamily housing bonds and Low-Income Housing Tax Credits, essential tools used by counties to expand affordable housing opportunities.

NACo supports a federal role in the secondary market for the nation's mortgage system to provide stability for residential mortgages and to help expand access to mortgage credit and affordable housing opportunities for first time homebuyers and other homebuyers and renters. In any reform of the housing finance system Congress should provide for a continuation of the 30-year mortgage, support for affordable rental housing including the provision of credit enhancement and insurance products in support of county affordable housing programs and permitting county lending programs to cover some or all of the down payment for first-time homebuyers who are adequately counseled in the responsibilities of homeownership.

- 12. Lead-Based Paint:** NACo supports additional funding to offset the substantial increase in the cost to rehabilitate housing units using CDBG and HOME funds due to the presence of lead-based paint hazards.

Many communities have experienced a substantial increase in the cost of their CDBG and HOME funded rehabilitation and homeownership programs to implement lead-based paint mitigation strategies, without a source of funds to pay for the increased cost.

This regulation was issued under sections 1012 and 1013 of the Residential Lead-Based Paint Hazard Reduction Act of 1992, which is Title X of the Housing and Community Development Act of 1992, and covers all housing assisted through CDBG and HOME, including housing where no children under the age of six are present. It has been documented that there is a lack of a sufficient number of trained and certified lead-based paint professionals, such as risk assessors, inspectors, abatement contractors, and laboratories to implement the regulation in all communities. In addition, this regulation will impact the timely expenditure of CDBG and HOME funds. NACo supports federal support of additional resources to help local governments implement the requirements of this federally mandated regulation.

NACo supports revision of the National Manufactured Housing and Construction and Safety Standards Act of 1974 to make and keep current; and address concerns with the construction and safety standard of manufactured homes. NACo supports the modernization of the Act by establishing a process for the development, revision, and interpretation of federal construction and safety standards for manufactured homes.

- 13. Homeless Assistance:** NACo supports full funding of federal homeless assistance programs. NACo supports efforts to convert categorical housing programs for the homeless into a block grant program. The programs should give localities sufficient flexibility to address identified local priorities and needs. Localities should be provided with sufficient funds for program administration and capacity building of local service providers. Caps should not apply to supportive services. Finally, urban, suburban, and rural counties should be able to form consortia to effectively implement continuum of care plans.

NACo strongly recommends that Congress and the Administration enact legislation that provides dedicated full funding for existing Shelter Plus Care programs that are separate from the HUD McKinney Act Supportive Housing Program, while maintaining current Shelter Plus Care regulations and consistency with the successful Continuum of Care approach.

NACo also calls for an end to the practice of discharging large numbers of people into homelessness from hospitals, mental health and chemical dependency treatment facilities, jails and prisons without adequate community support systems. NACo commits to urging Congress to make investments in additional affordable and supportive housing alternatives from mainstream systems, so that supportive housing is available to those who are homeless or would be homeless without it.

NACo supports legislation to provide additional federal resources to develop housing with supportive services, including mental health services, to help the reintegration of “public safety” ex-offenders into the community and the housing market. These additional federal resources must not be at the expense of existing HUD programs, Low-Income Housing Tax Credits, or any other federally funded domestic program.

NACo endorses the Administration’s national goal of ending chronic homelessness in ten years. NACo supports the ten-year planning process of the Interagency Council on Homelessness, which recognizes that the abolition of chronic homelessness requires collaboration and coordination of resources in performance-based strategies at all levels of government, together with community institutions, businesses, and faith-based organizations. NACo encourages counties to develop Ten-Year Plans incorporating the latest research on effective engagement, housing, and services strategies to prevent and end chronic homelessness.

- 14. Initiative to End Veteran Homelessness:** NACo supports the goal of ending homelessness among veterans and military families, including using temporary assistance and shelter resources to assist with permanent housing placement. NACo strongly recommends the continued appropriation of resources through the Veterans Affairs Supported Housing (HUD-VASH) vouchers, Supportive Services for Veteran Families (SSVF) grant program, and the Grants and Per Diem program to accomplish this goal.

15. Special Needs Housing:

- a. Housing Options for an Aging Population:** NACo supports the development of local housing options that assist older persons to continue living in their dwellings. These options may include home equity conversion, home maintenance, accessory apartments or other secondary units and shared/group residences. When older persons are no longer able to live in their existing dwellings, their options should include

congregate housing, continuing care retirement communities, assisted living and other appropriately designed multi-family or group living complexes.

In appropriate circumstances, family caregivers who wish to alter their homes to provide needed non-institutional support for older parents should not be penalized by zoning regulations and higher property taxes from adapting their residences for this purpose. Efforts should be made to support older persons living in their own dwellings or in congregate housing through the integrated delivery of social services in the community.

- b. Housing Opportunities for Persons with AIDS:** There is an urgent need for communities to provide appropriate and affordable housing for persons and families living with the acquired immunodeficiency syndrome and human immunodeficiency virus (AIDS) who are at greater risk of illness and possible homelessness.

In order to better coordinate the delivery of health care and housing services, counties as well as cities should become eligible to be allocating agencies for metropolitan areas under the Housing Opportunities for People with AIDS (HOPWA) program. Counties and cities throughout the country have demonstrated that they will develop fair allocation and implementation procedures that meet the needs of entire communities.

- 16. Refining the Mortgage Revenue Bond Program:** NACo supports the Mortgage Revenue Bond program and the increased purchase price limits due to the recent economic downturn. NACo supports preservation of the Qualified Veterans Mortgage Bonds (QVMB), bonding authority for states.
- 17. Employer Assisted Housing:** NACo supports legislation that would encourage employers, counties, and municipalities to invest in employer-assisted housing programs by providing a tax credit to partially offset the costs of such programs.
- 18. Foreclosures:** NACo supports programs that reduce the number of foreclosures, encourage refinancing/restructuring mortgages that allow families to retain their homes, and lower the inventory of vacant and abandoned homes to eliminate blight and revitalize the housing market.

COUNTY ROLE IN HOUSING

- A. Planning:** Local elected officials, after appropriate citizen input, should develop guidelines for areas of development opportunity (where growth should be encouraged and facilitated) based on explicit standards to protect critical areas. Any state and/or regional review of local plans should only be for consistency with these guidelines and standards. Local land use plans should be based, among other things, upon demographic and marketing trends and upon local capital improvement projects which provide the infrastructure for growth.

Natural resource inventories (as opposed to environmental impact statements) should be undertaken on a metropolitan area basis to identify hazardous areas where no development can take place, areas of critical concern, such as productive agricultural land, where limited development can take place, and areas where no impediments exist. Federal standards for programs necessary for growth (such as water and sewer funding) should be based on the growth needs of each area.

NACo supports county planning and land use policies that contemplate growth and development patterns occurring within a county and the surrounding region. Recognizing that land use decisions are inherently local in nature, NACo strongly supports county government decision-making that appropriately reflects the county's needs in accommodating growth, as well as the will of county residents.

- B. Housing Element in the Local Plan:** Counties should prepare and adopt housing elements as part of their comprehensive plans. This housing component should include projections of present and future housing needs,

and take into account land zoned for different types of lot sizes, types of housing (including manufactured housing), and different income levels. In addition, it should set realistic annual goals for the number of units or persons to receive housing assistance and make provision for the public facilities. The housing element should be coordinated with all other related plans supportive to the housing element such as utilities, human services programs, open space, recreation, trails, schools, churches, commercial areas, agriculture, transportation, and other community services and facilities.

C. Local Land Use Policies and Procedures: Zoning, subdivision regulations, timing of development, and permitting procedures have a direct, although not the major, impact on the cost of housing. Recognizing, therefore, that county government can contribute, at least in part, to stemming increases in housing costs, NACo recommends the following policies:

- 1. Inclusionary Zoning:** Incentives such as inclusionary zoning and density bonuses should be enacted to expand affordable housing.
- 2. Permitting Processes:** Legislation enacted by states or local governments involving zoning, subdivision regulation, or environmental protection, and their implementing regulations, should be reviewed regularly for consistency to reduce duplication, achieve simplicity (including those areas where regional qualification and criteria are necessary), and clarity.

The number of permits required for development should be reduced through consolidation of overlapping regulations. Intra-governmental and intergovernmental consolidation of hearings and interchange ability of approvals (or at least interchangeability of information requirements) can reduce delay while maintaining opportunities for public involvement.

Local governments should require that on-site improvements exclusively benefiting the home buyer be included as part of development costs. On and off-site improvements benefiting a population larger than the development should be shared between the developer and the community.

Counties should prepare housing and building permit registries which describe requirements, procedures, and regulations in specific terms. Application forms should be consolidated and/or standardized. Criteria for determination of application completeness should be developed and published. Preliminary conferences should be held with developers (particularly small or inexperienced ones) to assure that requirements, procedures, and regulations are clearly understood, and an early determination of application completeness should be made. Local governments should consider using a zoning hearing examiner as a way of reducing development processing time.

NACo commends the Department on its commitment to reducing regulatory barriers. However, it must be noted that zoning and land use decision making is an inherently local process, subject to a range of influences including market forces, citizen input and political realities. Moreover, there is a concern that some communities without the capacity to undertake technical or personnel changes necessary to implement practices that streamline permitting and zoning processes may lose important federal resources. Regardless, local governments are deeply committed to increasing the supply of affordable housing, and agree that steps can be taken to reduce regulatory barriers.

ECONOMIC DEVELOPMENT

A. County Role in Economic Development: County officials should exercise strong leadership in creating a supportive environment for business investment by: promoting diversified economies; creating, rehabilitating and maintaining support infrastructure; providing quality education and training; and involving the non-profit and private sectors. Economic development efforts benefit counties through the retention and creation of jobs, the broadening of county tax bases, and the improvement of the overall quality of life. States governments

should develop policies supporting new business development, business retention and business expansion. They should implement coordinated processes that involve county governments in providing the infrastructure and financial incentives to promote economic development.

1. **Economic Development Planning and Resource Development:** County governments should adopt economic development as a high priority. These efforts should: support public education and vocational and on-the-job training; focus on government assistance recipients, displaced workers, unemployed and underemployed individuals, disadvantaged youth, persons with disabilities, women and minority populations and veterans; and appropriately involve community groups and other special purpose organizations.

Counties should design and implement comprehensive economic development plans that include short range and long range goals in response to local and regional needs. These plans should guide growth, development and redevelopment. Counties should encourage the participation of city governments, public agencies, utilities and the private sector in the formulation of economic development plans. County economic development plans should generate innovative financial strategies that leverage private investment through public-private partnerships.

2. **Land Use:** Locally adopted land use plans and zoning ordinances should serve as the basis for determining the best locations for economic development and redevelopment activities. These policies and plans should be sensitive to the needs for balanced growth. Plans and policies should strive to maintain the variety and quality of residential, commercial, and industrial uses, and preserve the environment and areas of historic and cultural significance.

3. **Small and Medium Business Development:** Counties must work with the Small Business Administration (SBA) and state and local financial institutions to develop and provide other sources of capital—i.e., grants and loans—to assure the availability of funds for small- and medium-sized entrepreneurs. Whether the need be legal, financial or marketing expertise, counties should disseminate information, and aggressively market services that are available and evaluate the effectiveness of these services. As a component of these efforts, counties should work with the private sector in facilitating the creation and expansion of minority- and women-owned business enterprises, and promote the development of small and medium sized businesses.

To encourage the commercialization of technologies developed by small businesses, county governments should work closely with universities, community colleges, business groups, chambers of commerce and federal, state and municipal governments. Counties should strive to identify firms that export products and services to national and/or international markets, and those that have the potential to export to national and international markets.

4. **Commemorative Projects:** NACo supports county projects such as the National Underground Railroad Freedom Center, which will foster an open, continuous dialogue on the subject of freedom and commemorate the cooperation, courage and extraordinary heroism of enslaved Americans who sought for freedom, and those who assisted them in the pursuit of that goal. NACo encourages counties to recognize and commemorate the commitment of individuals whose acts exemplify the American spirit of liberty and justice for all.

5. **New and Small Business Development:** New and Small Business Development: Counties should work with entrepreneurs and small businesses to foster innovation and take advantage of new and untapped business opportunities in their local and regional communities. This support would include: hosting and participating in local and regional conferences; working with other entities to provide access to business planning resources, mentors and advisory networks, and financing opportunities.

NACo encourages state and federal governments to provide incentives that support entrepreneurs and small business growth. Counties should work to bolster the development of entrepreneurial and business talent within their communities and emphasize the expansion and retention of local businesses.

B. The Federal Role in Economic Development: NACo supports federal programs—including EDA, SBA, and USDA Rural Development—that recognize the importance of a federal role in state and local economic development, and provide funding resources, bonds, information, and technical assistance to further this important role.

- 1. Clean Up and Redevelopment of Brownfields:** The federal government should provide incentives for counties to identify and remediate contaminated, abandoned or substantially underutilized industrial and commercial land—i.e., brownfields—as a catalyst for redevelopment of economically distressed areas. NACo supports legislation to authorize a federal brownfields program that includes enhanced funding for counties.

NACo urges that a portion of EPA funds be used for revolving loans for cleanup activities, as well as for site assessments. HUD and EDA funds should be used for planning projected uses and redevelopment of sites. Local governments should be given flexibility in determining appropriate uses. HUD funds for brownfields should be freestanding, as opposed to a set-aside out of CDBG funding. NACo supports the use of Superfund Trust Fund monies by EPA, with funds—preferably grants rather than loans—directly allocated to local governments for site assessments and brownfield site cleanups.

NACo supports cleanup programs operated by states for brownfield sites, yet urges that state programs be required to operate in conformity with existing minimum federal standards and guidelines. Counties should have the authority to request that EPA list a brownfield site on the Superfund national priorities list if, in the process of assessing a site, the county determines that it is more toxic than originally estimated.

Brownfields are abandoned or underutilized commercial and industrial sites that have environmental contamination issues related to their previous uses, yet are potential resources for community economic revitalization. Counties must be protected from liability for potential future environmental problems related to inadequately cleaned-up brownfields.

Many brownfield sites remain underutilized because no funds are available either to assess the presence and extent of contamination, or to clean up environmental hazards. Federal resources are essential for assessment and remediation, as well as to provide incentives for private investment. Flexibility in the types of federal assistance is critical because brownfield sites vary in their marketability, the magnitude of redevelopment activities necessary to attract investors, the type of private investment, and the projected rate of return to the investor.

Brownfields exist in rural as well as urban and suburban counties. Redevelopment is one component of a broader interest by counties in achieving sustainable development on a regional basis and for reducing urban sprawl. Redevelopment of these abandoned or underutilized sites can stimulate economic revitalization in the surrounding areas, and preserve green space by providing an alternative to unchecked urban sprawl.

- 2. Superfund Program:** NACo opposes the reduction of funding to the Superfund program, which provides for the assessment and cleanup of hazardous waste at contaminated and abandoned industrial sites. NACo supports full funding of federal programs that provide for the assessment, cleanup and redevelopment of brownfields sites. The adaptive reuse of brownfield sites will help revitalize distressed areas in communities, and NACo opposes any reduction of funding for the Superfund program that would limit or diminish the effectiveness of federal, state or local efforts towards the revitalization of brownfields sites.

3. **Sustainable Communities:** NACo supports legislation that will encourage agencies at the federal and regional levels to integrate housing, transit energy and environmental planning to support sustainable development that makes the most efficient use of existing transportation and other infrastructure. NACo promotes future transportation and infrastructure - including water, sewer, and broadband- to maximize economic growth and the quality of life in a region while minimizing traffic congestion, environmental impacts, and energy use in urban, suburban, exurban and rural areas.
4. **Promotion of Arts and Culture:** NACo supports increased funding for the National Endowment for the Arts (NEA), the National Endowment for the Humanities (NEH), the Institute of Museum and Library Services (IMLS) and the arts education program within the Department of Education to provide counties with additional resources to develop and expand cultural resources in their counties.
5. **Emerging Markets:** Congress has passed emerging new markets and renewal communities legislation. NACo supports efforts to open new markets in economically underserved areas, and supports private sector investment in untapped markets. Investments should be focused especially on emerging minority-owned and operated businesses in order to address real growth in both the geographic and commercial potentials of underserved markets and their communities.

Certain sectors have not been targeted in promoting increased marketing and availability for business expansion despite having the necessary population and skilled workforce. Improving access to capital for low- wealth households, minority populations and traditionally underserved borrowers, by bringing private enterprise into underserved neighborhoods and communities, should be encouraged.

6. **EB-5 Regional Center Program:** NACo supports federal legislation to permanently authorize the EB-5 Regional Center Program and to maximize its capacity for economic impact and job creation.
7. **Infrastructure and Public Works:** Counties must provide and support sufficient infrastructure and support services to generate increased economic activity. To sustain and increase economic activity in counties, federal, state and municipal governments must assist in the rehabilitation and expansion of physical infrastructure and support services, including multimodal transportation, power utilities, broadband, water treatment and waste management systems, and natural gas distribution infrastructure. Changes in federal regulations have affected the cost of providing infrastructure capacity significantly, and counties must work to ensure balanced regulations that protect the environment, without unreasonably increased costs. NACo strongly supports:
 - a national commitment, shared by all levels of government and the private sector, to increase capital spending;
 - more flexible administration of federal and state mandates to allow cost-effective methods of compliance;
 - accelerated spending of the federal highway, transit, aviation and waterways trust funds;
 - prioritization of rehabilitation and improvement of aging infrastructure that negatively affects business retention and attraction in older regions and communities;
 - removal of unwarranted limits on the ability of state and local governments to help themselves through tax-exempt financing and incentives, such as empowerment zones; and
 - funding the Resource Conservation and Development Program (RC&D).
8. **The New Homestead Economic Opportunity Act:** NACo urges Congress to pass the New Homestead Act to strengthen rural counties suffering from high rates of outmigration.

9. **Middle Market Companies:** NACo supports sound policies that enhance access to capital and reduce redundant regulations to allow middle market companies to thrive and support economic recovery across the United States.
10. **Challenges and Local Impacts of Base Closure:** The adverse economic impacts of military base closures and realignments are devastating for small or rural communities and metropolitan areas. Immediate effects include a loss of civilian and military jobs, an erosion of the tax base, increased local government costs in providing services to the base, the presence of substandard buildings and infrastructure that may fail to meet local codes, a decline in real estate values which can trigger a drop in property tax revenue, and adverse impacts on banks when homeowners are unable to pay their mortgages.
- a. **Federal Oversight of Base Closures:** Efficient conversion of closed bases to productive civilian uses requires the coordinated effort of several departments of the federal government. Conflicting missions within the Department of Defense (DoD) and among other federal departments and agencies have slowed the base reuse process and added to the difficulties communities face.
- Congress and DoD have made unrealistic estimates of the profits that the federal government will receive from reuse of closed installations. As a result, the conversion process is delayed, because base commanders often are forced to make economically unrealistic demands in the sale or lease of base facilities, or commanders fail to exercise their interim leasing authority, and instead relinquish their authority to leasing agencies.
 - An Assistant Secretary of Defense should be appointed whose primary responsibilities are to ensure rapid conversion of facilities and economic development. This senior official must have the authority and responsibility to administer base closure activities for the three branches of the military and coordinate actions taken by federal departments and agencies that impact conversions. This official should engage in continuing dialogue with affected communities and provide a forum for communities to bring grievances, resolve disputes, and assure consistency in the interpretation and implementation of the same law. This office also would serve as a vital clearinghouse of best practices in the event that additional base closures are authorized in the future.
 - The Secretary of Defense should provide clear orders through the service secretaries to all commanders of installations designated for closure that their primary mission is to facilitate swift civilian reuse of the installation while minimizing adverse impacts on the community. Base commanders should be encouraged to enter into leases as they are authorized to do.
- b. **Economic Adjustment Assistance:** To maximize the fiscal benefit of base closure, the federal government must assist in the rehabilitation of substandard base facilities and provide creative financing terms to purchasers or developers of closed bases. Economic Adjustment Assistance, from the Office of Economic Adjustment or the President's Economic Adjustment Committee, is absolutely necessary. Such funding should be available for reuse planning, as well as for special projects on a discretionary basis and for preparing strategic marketing plans including development, printing and distribution of marketing materials.

"Bridge funding," to enable communities to assume responsibility for large airfields and other military facilities with civilian uses, should continue for several years after closure until the facilities can begin to generate revenue. To preserve taxpayer investment in these assets, facilities should be maintained, and equipment that is essential for their functioning should remain intact for long-term economic development following conversion. To assist with economic stimulus, the federal government along with state governments should enter into joint marketing agreements with local governments to promote development of these properties.

Continued support for projects related to base closure through EDA remains important. Affected local governments should be eligible for federal dollars that can be used for local priorities, including making loans or grants to businesses that utilize former bases. Any loan repayments should go into a revolving loan fund for use by local governments in financing additional conversion activities.

DoD must explore alternative methods to finance the transfer of bases out of federal ownership and the development of new, productive uses on the property. Financing often can be provided without expense to the federal government by extending the time period during which an installment purchase of a facility must be paid. Coordinating the disposition and reuse plans with funding available through other federal departments, such as Labor and Transportation, will allow the federal government to obtain a greater overall, long-term value for closed bases while mitigating adverse local impacts.

The introduction of Economic Development Conveyances (EDCs) in recent years has been an innovative and important step in facilitating more expedient redevelopment. No-cost EDCs have been of particular importance to rural communities that lack the resources to buy base property for redevelopment. The further step in 1999 to both expand no-cost EDCs to all communities and to allow communities experiencing changed economic circumstances to renegotiate earlier EDC agreements has been integral in many reuse projects moving forward. DoD must continue to develop creative strategies such as this to help communities cope with base closure.

NACo urges the following:

- Allow local reuse authorities to issue tax-exempt industrial development bonds, to serve as business incentives and provide financial support to local closure authorities during the conversion phase.
 - Closing military bases should be made foreign trade zones and federal empowerment zones with the associated tax advantages and investment credits to enable them to attract private investment.
 - Any national infrastructure finance program, such as the GROW AMERICA ACT, should set aside funds for infrastructure improvements on former military installations.
- c. **Property Transfer:** The design and implementation of a review and transfer process that is consistent among the operating branches within DoD are imperative. This process needs to be responsive to community reuse objectives and provide prompt transfer of property to accomplish early economic recovery.
- Interim leases should be longer than one year so that the local governing entity is better positioned to recruit private businesses and should be processed within sixty [60] days as the law requires.
 - DoD should act swiftly to implement P.L. 102-426. This law requires prompt identification, parcelization, and transfer of uncontaminated parcels of base property.
 - Negotiated sales of base property should require Congressional review only if valued at a fair market value of \$1 million or more. Current law requires Congressional review for sales worth \$100,000 or more.
 - In developing reuse plans, communities should take into consideration the needs of all citizens, including the homeless living in the vicinity, in deciding the most appropriate use of the property. Federal preference for use of the base by homeless providers, however, should in no way delay the planning process. Instead, local redevelopment authorities should assist interested groups in evaluating property at the base, consult with representatives of homeless people, and take their proposed uses into account in developing a reuse plan.

- DoD should reexamine the policy that precludes the demolition of buildings prior to transferring bases. Many buildings are unusable, for example, because they contain asbestos, or do not comply with the Americans with Disabilities Act and state and local building codes.
 - Interim agreements should give local governments preference in exercising their police power—i.e., zoning ordinances and building regulations—and rendering caretaker services. The federal government should reimburse local governments for maintenance costs.
- d. **Environmental Cleanup:** Environmental contamination on bases must be cleaned to a standard that protects human health, and also permits the reuse of the facility in accordance with locally generated, legally defensible land use plans without the local agencies or private sector having to incur additional cleanup costs in order to reuse the facility.

Local jurisdictions must have the opportunity to be active participants in all phases of environmental cleanup, including evaluation of site conditions and selection and implementation of remediation programs. The timetable for environmental impact statements, parcelization and prioritization should be coordinated with civilian reuse plans.

A federal finance bank could be authorized to purchase federally guaranteed bonds to be issued by communities for local acquisition of closing base facilities and for upgrade of the property with minimal down payments and at low interest rates.

- e. **Job Retraining:** The Dislocated Workers and Trade Adjustment Assistance Act administered under the Workforce Innovation and Opportunity Act (WIOA) currently serves displaced workers including those displaced due to defense downsizing. WIOA programs should continue to be utilized as a framework for any new comprehensive retraining program for dislocated workers.
- f. **Support for Non-Base Federal Installations:** Appropriate support for reinvestment and economic redevelopment should be made available to communities impacted by the closure or significant downsizing of other non-base federal installations, such as national laboratories, enrichment facilities and other DoD and Department of Energy facilities.
11. **Trade Agreements:** NACo supports free trade activities that enhance the economic base of local governments and promote county participation in the global economy. NACo, however, opposes the adjudication of disputes arising out of trade agreements in a manner that preempts local government authority, circumvents domestic judicial processes, and grants greater rights to foreign investors than those guaranteed to U.S. citizens by federal, state, and local law.
- NACo urges Congress to review and create a report card on existing and new Free Trade Agreements to determine their effects on U.S. manufacturing industries, workers and agriculture, and to send the report back to NACo as soon as possible.
12. **State Role in Economic Growth:** States are urged to involve counties and other local governments as full partners in planning and implementing statewide economic development strategies. Where authorized by law, states should work with county governments in the allocation of tax-exempt bond authority and Low-Income Housing Tax Credits in order to achieve equitable distribution of these tools throughout the state. States should consider appropriate legislation that would provide a sound method for acquiring land for future public urban, suburban, exurban and rural development uses.
13. **Regional Economic Development Commissions:** NACo supports the concept of regional economic development commissions, which would facilitate comprehensive and cooperative approaches to economic and infrastructure development in severely distressed counties, provided that funding for

such commissions is not at the expense of funding for traditional economic development programs, such as Economic Development Districts.

14. **Trade Assistance:** NACo supports the concept of trade adjustment assistance for local governments. Many communities may experience a negative change in the local economy as the US marketplace becomes increasingly global. NACo believes that federal resources should be allocated to help alleviate the negative impacts of expanded trade practices, and help communities devise strategies for future economic viability.
15. **International Economic Development and Offshore Manufacturing:** Economic development is a key issue for many counties across the nation, and with high unemployment still in existence, jobs are a priority. Too many companies however are moving from one state to another without a net increase to the overall U.S. economy. NACo continues to urge the federal government to encourage businesses to move manufacturing back to the states from offshore. This can be done through a variety of incentives. NACo is open to working with the federal and county governments to find the right way to incentivize this initiative.
16. **Export-Import Bank of the United States:** NACo supports, endorses and advocates for the reauthorization of the Export-Import Bank of the United States.

WORKFORCE STATEMENT OF BASIC PHILOSOPHY

The National Association of Counties (NACo) believes that county governments have a critical role to play in the planning, management and implementation of employment programs designed to prepare people for the world of work and to help ensure employers have a skilled workforce. Therefore, NACo supports the following principles.

- **Local Authority:** The federal government should not usurp or undermine the authorities, responsibilities and obligations that generally are reserved to states and localities with respect to workforce programs.
- **Workforce Development:** Federal, state, and local governments must work together to maintain an effective national workforce development system that: addresses the needs of job seekers including youth, incumbent workers, and employers; aligns the appropriate resources; and is designed, governed, and implemented by a public-private partnership comprised of local elected officials and business leaders.

LOCAL AUTHORITY

The Constitution of the U.S. sets out those responsibilities specifically given to the federal government and those retained by the states and the people. County governments are partners with the federal government and states in providing important programs and services to the American people. When appropriate, the federal government should legislate on the fair labor, employment and workforce development needs of the nation. The federal government, however, should refrain from pre-empting those aspects of labor law that remain the responsibility and obligation of states and local governments.

WORKFORCE DEVELOPMENT

A skilled workforce is essential for the economic success of the nation's employers. Thus, NACo strongly supports efforts to enhance the effectiveness and efficiency of the national workforce development system. NACo believes that workforce programs can be strengthened and better aligned to improve access and service delivery for both workers and employers through a streamlined national workforce development system. The federal government would fund the system through formula-based block grants to states and passed through to localities, thus providing flexibility to local governments to adapt to local needs. The alignment of these resources should be decided by state and local elected officials and business leaders working through Workforce Development Boards (WDBs).

Goals: The principal goals of the national workforce development system should be to enhance business and economic development, reduce local unemployment rates, increase local workforce participation rates, enhance incomes, work with youth on career awareness and ensure that all individuals obtain appropriate wages.

Access and Flexibility: Access to workforce development programs should be universal without respect to economic circumstance, gender, sexual orientation, race, ethnicity, national origin or religion. Local governments should have the authority to implement these programs and to determine the range of services provided and the priority populations that should receive these services. Particularly during times of rapidly changing economic conditions, local elected officials must have the authority and flexibility to bring resources together at the grassroots level to best serve citizen and employer needs. NACo believes this alignment can occur effectively with local elected officials at the city and county levels.

NACo also encourages the federal government to provide a stable funding mechanism to make available long-term skills training for every worker dislocated due to industry shut downs and businesses that relocate off shore.

Local workforce development areas and states should be granted broad waiver authority to creatively respond to the employment, education and training, economic development and socioeconomic issues confronting particular states and localities. Requests for waivers should be developed jointly by local elected officials and WDBs, and should receive the approval of state agencies and/or governors before they can be enacted.

The federal government should deny new waiver requests or disapprove state Workforce Innovation and Opportunity Act (WIOA) plans that fail to include the proper input or the process of consultation with local elected officials and local WDBs as required under law. Furthermore, the Department of Labor should deny approval of any state WIOA plan submitted by a governor that circumvents federal laws and/or consolidates or eliminates any local workforce areas without demonstrated rationale (e.g. fraud, or lack of performance). Additionally, in both examples meaningful input and support from a majority of local elected officials should be required. NACo further urges the federal government to uphold a state's current WIA or WIOA plan in the event a state governor subsequently submits a plan which is contrary to the intent, policy and procedures of the Workforce Investment Act of 1998 or future workforce reauthorization legislation.

Administration: Workforce development programs should be developed, implemented, and overseen at the city, county or multi-county levels by city or county elected officials and local WDBs. The chief local elected official or officials for the local workforce investment area should appoint the local WDBs based upon recommendations from representatives of the business community, and should be comprised mainly of business community representatives. Regardless of population, counties and cities or consortia of counties and cities with histories of effective workforce development activities should be eligible for automatic designation.

County governments should have the flexibility, through their local planning process and in cooperation with local WDBs, to merge Temporary Assistance for Needy Families (TANF) programs and local WIOA programs into a single entity.

The national workforce development system should integrate and streamline the disparate federal, state and local training and employment programs into a more aligned and reduced set of funding streams whose services are delivered through a locally established and governed one-stop delivery system. Mandatory partners within the one stop delivery system should be required to contribute to infrastructure and other costs related operations of the one-stops. These contributions can be direct and also can include local, state and federal resources.

Federal Government Role:

- Grant authority to local governments to operate training and employment programs and provide direct client services, and thereby avoid services duplicative of those offered under the Wagner-Peyser Act.

- Interpret federal law through regulations and when necessary arbitrate disagreements between state and local officials.
- Supply sufficient resources to ensure that states and localities are able to achieve the goals and objectives of the law.
- Provide funding across the states and workforce development programs that are equitable and based upon a formula that reflects state and local fiscal needs. The formula should also incorporate a “hold harmless” percentage to reduce the “roller-coaster” effect to state and local allocations.
- Through the Department of Labor, allocate as much funding as possible to local workforce service areas.
- Provide dedicated infrastructure funding for the facilities and operations of Local One-Stop Centers
- Administer new federal training and employment programs, additional funding or additional program guidance, as part of the formula-based block grant program, and retain and utilize existing governance structures to avoid program duplication and confusion.
- Expand funding to meet demand for the Department of Labor YouthBuild Program which serves counties and provides effective pathways to education, workforce training, community service and leadership training for low-income young adults who are unemployed or do not hold a high school diploma.
- Take a reasonable and uniform approach to performance standard negotiations.
- The U.S. Department of Veterans Affairs should maintain or increase funding for Vocational Rehabilitation and Employment (VR&E).

State Government Role: State governments in partnership with local WDBs, should develop plans and strategies that address the states’ broader economic goals and align state resources to support local delivery of programs and services.

States should have a limited and, important role in the delivery of workforce development services. States should:

- Provide local labor market information;
- Provide technical assistance and guidance;
- Develop a statewide workforce development plan that can guide local workforce development areas as they develop their plans;
- Provide capacity building services;
- Develop, operate, and support a statewide information management system; and
- Develop performance standards that may be used as the basis for rewards to or sanctions of local workforce development programs.

Local Roles: Local elected officials, local workforce programs and local WDBs should have the authority and responsibility to:

- Develop programs that meet the needs of job seekers including youth, employers and employees with the flexibility to develop sector-based, incumbent worker, and other specialized training services that respond to local economic development policies and business needs.
- Assist structurally and cyclically unemployed individuals in acquiring marketable job skills that lead to employment and economic self-sufficiency: young people should obtain those skills necessary to make the transition to work; and business and industry should meet the needs for qualified and skilled workers.
- Provide public sector employment during periods of high unemployment or long-term unemployment.
- Maintain high standards of accountability, fiscal management and include “return on investment” and “customer satisfaction” strategies as well as appropriate regression models to determine program benefits and ensure that special populations are served adequately and effectively.
- Ensure that these programs maintain high standards of accountability and responsibility.
- Establish and oversee the one-stop career center system within their workforce development areas.

Structurally, at a minimum, local WDBs should:

- Be comprised of a majority of representatives of the private sector;
- Be chaired by a representative of the private sector;
- Involve public partners

Local Elected Official Roles: Each local workforce development area should be under the direction of one or more local elected officials and a local workforce development board appointed by local elected officials. At a minimum, local elected officials should:

- Appoint and certify local workforce development boards;
- Participate in the development and approval of local workforce development plans and programs in partnership with local WDBs;
- Approve all grant recipients including those designated to provide one-stop system services;
- Oversee and evaluate all workforce development and one-stop system programs in partnership with the local WDBs; and
- Manage fiscal resources, in cooperation with the local WDBs.

EMPLOYMENT STANDARDS

A. Collective Bargaining: NACo opposes national legislation that would require states and localities to bargain collectively. Each state legislature should decide this issue based upon local conditions and circumstances. NACo urges all state legislatures to enact labor-management legislation that would:

- Grant public employees the right to organize and freely choose their representatives;
- Require public employers to meet and negotiate with public employees through their bargaining unit;
- Protect the rights of public employers, public employees, and the public at-large;
- Cover all permanent, non-supervisory employees of state and local governments;
- Exclude temporary, supervisory, managerial, confidential and elected employees;
- Grant public employees the right to bargain collectively for wages, hours, fringe benefits, and related conditions of employment;
- Establish procedural mechanisms that ensure that the broadest and most comprehensive bargaining unit is identified through secret ballots, under adequate supervision that can address impasses;
- Provide for reasonable means to resolve disputes; and
- Grant localities the right to pass appropriate ordinances in the absence of state laws.

B. Equal Employment Opportunity: NACo believes that county governments have a vital and continuing interest in the development, maintenance, and extension of vigorous and effective civil rights policies within the workplace. Therefore, counties shall or should:

- Enforce and apply all laws that prohibit discrimination on the basis of race, gender, sexual orientation, disability, familial status, veteran status and age;
- Remove all barriers to the recruitment, selection, hiring, compensation, provision of pensions and benefits, promotion, transfer, or discharge of employees that have no relationship to job requirements;
- Develop and carry out affirmative action programs for minority groups, disabled persons, and women; and
- Establish employment programs that benefit disadvantaged county residents.

NACo supports equal pay for equal work and urges all counties to undertake a thorough review of their various job classifications and pay scales to ensure that they are equitable, justifiable, and fairly account for positions historically dominated by women.

- C. Occupational Safety and Health:** NACo supports efforts to establish state and local occupational safety and health standards. States should retain the ability to set their own occupational health and safety standards tailored to the needs of their jurisdiction.
- D. Fair Labor Standards Act:** NACo supports future amendments to the Fair Labor Standards Act that would recognize the unique working conditions of all public safety employees, including dual function employees such as firefighter/paramedics employed by a public agency but not connected to a fire department.
- E. Davis-Bacon:** The Davis-Bacon Act was designed to ensure that workers on federally-subsidized construction projects receive the prevailing wage for a specific construction job whether they are part of a union or not. NACo believes that federal implementation of the Davis-Bacon Act has been problematic at the local level, specifically with respect to reporting requirements for sub-contractors working on a federally funded, local construction project.

Therefore, NACo recommends to Congress to make the following reforms to the Davis-Bacon Act:

- Determination of the prevailing wage should be based upon a 50 percent or majority rule, rather than the current 30 percent rule;
- Allow state and local governments to employ “helpers” in the same ratio used in non-Davis-Bacon Act construction;
- Utilize county boundaries or MSA, generally, when determining local wage rates, and prohibit the use of urban wage data in rural areas, and vice versa;
- Raise the \$2,000 threshold to \$500,000, and index this threshold based upon the consumer price index; and
- Waive Davis-Bacon regulations in states where state established labor rates for public construction projects exist.

COMMUNITY, ECONOMIC AND WORKFORCE DEVELOPMENT RESOLUTIONS

Resolution on Affirmatively Furthering Fair Housing

Issue: Support the direct allocation of funding and technical assistance resources to aid local governments in complying with the Affirmatively Furthering Fair Housing (AFFH) Final Rule and in completing the Assessment of Fair Housing (AFH) planning process.

Adopted Policy: The National Association of Counties (NACo) urges Congress and the U.S. Department of Housing and Urban Development (HUD) to provide dedicated resources to enhance the ability of counties and local governments to comply with HUD’s AFFH Final Rule and complete the required AFH planning process, including but not limited to: increased flexibility to utilize Community Development Block Grant (CDBG) funds beyond existing statutory and regulatory caps for fair housing planning and program implementation; and dedicated funds for local governments to offset the increased costs associated with undergoing the mandated AFH planning process. In addition, HUD is urged to provide enhanced technical assistance to counties and local governments to aid them in developing comprehensive AFHs, such as best practice guides, toolkits and sample agreements for regional or multi-jurisdictional collaboration, fair housing program implementation guidance, and specialized assistance for public housing authorities.

Approved | July 25, 2016

Resolution Urging and Requesting the United States Congress to Provide for Free Burial of Spouses and Dependents of Veterans at all Veterans Cemeteries

Issue: Spouses and dependents of veterans are interred for free at national veterans cemeteries but state, territorial, and tribal governments frequently charge for such burial.

Adopted Policy: The National Association of Counties (NACo) urges and requests the United States Congress to fund the expenses of burial of spouses and dependents of veterans at cemeteries which are operated by state, territorial and tribal governments and which receive funds from the Veterans Cemetery Grants Program.

Approved | July 25, 2016

Resolution to Support FY 2017 Appropriations for the U.S. Department of Housing and Urban Development (HUD)

Issue: Support FY 2017 appropriations for the U.S. Department of Housing and Urban Development (HUD).

Adopted Policy: The National Association of Counties (NACo) urges Congress to support the following levels of funding for core U.S. Department of Housing and Urban Development (HUD) programs in the FY 2017 Transportation, Housing and Urban Development, and Related Agencies Appropriations bill: no less than \$3.3 billion in Community Development Block Grant (CDBG) formula funding; no less than \$1.2 billion in formula funding for the HOME Investment Partnerships Program (HOME); \$2.6 billion for Homeless Housing Assistance grants, including at least \$270 million for the Emergency Solutions Grant program plus an amount to fully fund expiring supportive housing and Shelter Plus Care rent subsidy contracts; full funding for existing Housing Choice Voucher (HCV) project-based and tenant-based rental assistance contracts, full funding for administrative fees under existing administrative fee methodology to cover the cost of administering the program, and \$500 million in Section 108 Loan Guarantee authority.

In addition, NACo does not support the imposition of a funding threshold to receive HOME Investment Partnerships program funds directly or the revision of “grandfathering” provisions that would remove participating jurisdictions from future funding eligibility.

Approved | July 25, 2016