

NACO National Association of Counties

# CountyNews

NATIONAL ASSOCIATION OF COUNTIES ■ WASHINGTON, D.C. VOL. 46, NO. 13 ■ JUNE 30, 2014

## Senate gives big OK to workforce legislation

*In victory for counties, measure maintains local authority*

BY DARIA DANIEL  
ASSOCIATE LEGISLATIVE DIRECTOR

On June 25, the U.S. Senate overwhelmingly passed workforce reauthorization legislation, the Workforce Innovation and Opportunity Act (H.R. 803, as amended) by a 95 to 3 vote. Sens. Tom Coburn (R-Okla.), Ron Johnson (R-Wis.) and Mike Lee (R-Utah) were the only three votes against passage. Sens. Thad Cochran (R-Miss.) and Mike Johanns (R-Neb.) did not vote.

The Senate also rejected Sen. Jeff Flake's (R-Ariz.) Amendment 3379 that would have given governors the authority to sanction local workforce boards after one year of poor performance.

"I am pleased to see the amendment fail, which I know NACo members worked to oppose, and appreciate all the calls and letters sent to U.S. congressional members in support of the workforce reauthorization legislation," said Commissioner Welton Cadwell, Lake County, Fla., NACo Com-

munity, Economic and Workforce Development Steering Committee chair.

H.R. 803 as amended reauthorizes federal employment and training programs and funding to states and localities. The bill represents a bipartisan, bicameral compromise between the SKILLS

See **WORKFORCE** page 8

## New NACo research releases set for Annual Conference

BY EMILIA ISTRATE  
DIRECTOR, RESEARCH AND OUTREACH

In preparation for the 2014 Annual Conference, NACo will unveil three new research products focused on counties' needs, challenges and best practices.

In partnership with the LBJ School of Public Affairs at the University of Texas at Austin, NACo prepared *Strong Economies, Resilient Counties: The Role of Counties in Economic Development*, the first report in a new NACo *Why Counties Matter* paper series.

The study dives into the details of county involvement in economic development activities, outlining county administrative structures, financial support and partnerships in this policy area. In addition, the study addresses the main challenges counties face with their economies and identifies some of the current county practices in economic development.

The research draws upon the answers of 480 counties responding

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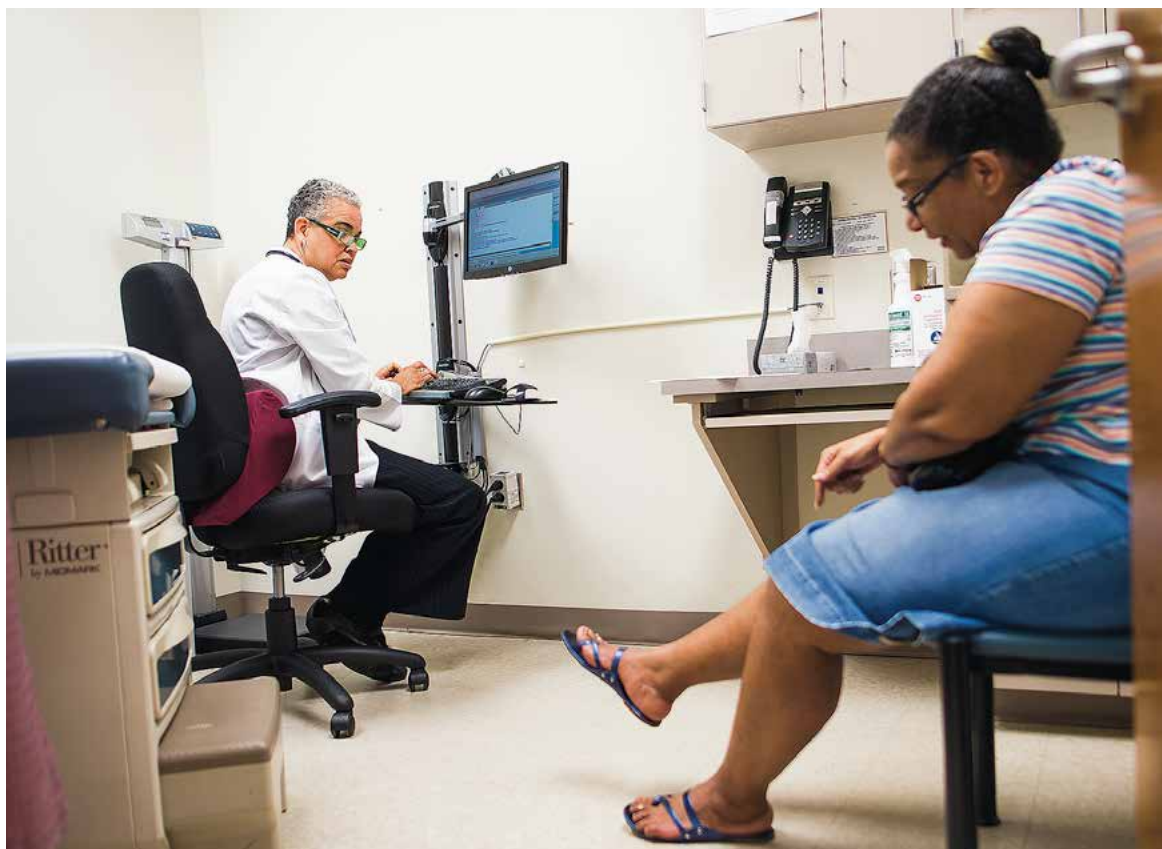


Photo courtesy of the Robert Wood Johnson Foundation

Dr. Veronica Ray consults with a patient at Lincoln Community Health Center in Durham, N.C. A federally qualified health center, Lincoln receives funding from Durham County and sees some 40,000 patients a year, 80 percent of them uninsured.

## Counties honored for 'Culture of Health'

BY CHARLES TAYLOR  
SENIOR STAFF WRITER



Two hundred twenty-four miles separate Buncombe and Durham counties along Interstate 40 in North Carolina. But they couldn't be closer when it comes to their priorities to improve the health of their communities — and now they're receiving recognition for it.

The counties, along with Spokane County, Wash., are among six communities nationwide to receive a RWJF Culture of Health Prize from the Robert Wood Johnson Foundation. The honor brings with it a no-strings-attached \$25,000 award to each of the winners, who were announced at the 2014 Aspen Ideas Festival in Aspen (Pitkin County), Colo. on June 25.

Recognizing all three counties' accomplishments, NACo President Linda Langston, supervisor, Linn County, Iowa,

said: "Counties play a vital role in the health and well-being of their residents, and local communities like these are fostering comprehensive, long-lasting approaches to healthier living."

Collaboration was a common theme in all of the winning communities. In profiles (available online), RWJF described their efforts.

### Buncombe County, N.C. (pop. 238,300)

In 2013, Buncombe County Health and Human Services convened the Public Health Advisory Council. Its members include an array of community stakeholders, such as the YMCA of Western North Carolina, the Asheville Area Chamber of Commerce, health care professionals, transportation experts and environmental organizations, among others.

The council has led and supported a number of initiatives, including the Innovative Approaches project, which brings pediatricians, parents and support agencies together to improve quality of care for children

with special health care needs.

Gibbie Harris, health director for Buncombe County, said more than 70 organizations and thousands of individuals are working together to improve health outcomes.

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## CountyNews Features

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# NACo supports streamlining routine maintenance permits

By VINCENT GIN  
MANAGER, ENGINEERING PROJECT MANAGEMENT  
DIVISION, ORANGE COUNTY, CALIF.

Across the nation, counties are facing increasing pressure to do more with less—more service with smaller budgets; more maintenance with fewer crews. This pressure is particularly evident in county drainage channel maintenance.

With public safety at risk, counties must provide flood protection by routinely clearing debris and managing vegetation growth that could obstruct storm flows and cause flooding damage. Vegetation management also allows sediment

to pass downstream, leading to healthier ecosystems.

The challenge for counties is to efficiently manage many miles of channels and ditches, including roadside ditches. Normally, counties would expect a federal Clean Water Act Section 404 permit requirement for new construction, but through inconsistent interpretation of the act, many counties are now required to obtain 404 permits for recurring annual channel maintenance. The 404 permit governs the discharge of dredged or fill material in federal jurisdictional waters and many counties are experiencing an extensive and expensive regulatory

approval process.

In one case in Southern California, the permitting challenges required deferring channel maintenance. During the intervening years, habitat established and triggered additional regulatory jurisdiction,

requiring additional biological surveys and compensatory mitigation.

The delay in permitting magnified what was originally routine maintenance into a major project with biological impacts and a separate project to mitigate for the maintenance work. The deferred channel maintenance cost \$700,000, while the compensatory mitigation for the maintenance work cost \$2 million.

Local government simply cannot afford the delay and increases in maintenance costs.

NACo has been working on a solution to both protect the environment and streamline the regulatory

process. At the last NACo Annual Conference, NACo members adopted a resolution seeking to streamline the renewal of channel maintenance permits and to extend the statutory term of general permits from five years to 10 years.

Currently, general permits are statutorily limited to five years. In some cases, NACo members needed three years to obtain a general maintenance permit that expires in five years, resulting in an almost constant cycle of permitting.

Recognizing that a permit renewal should be treated differently than a new permit, NACo is seeking support for a streamlined permit renewal process to assist counties with recurring maintenance, and a longer permit term of 10 years. These changes will enable counties to provide public protections through a sound regulatory process.

NACo members have been working with the EPA and the Corps of Engineers that administer the Clean Water Act to help counties.

At NACo's Annual Conference in New Orleans, our member association from California and the Orange County will be seeking NACo's approval to move the approved resolution to streamlining 404 permits to the NACo policy platform.

## SpeedRead » » »

» CWA general permitting process can add thousands of dollars to routine maintenance projects

» General permits limited to five years, often prompting constant permitting cycles

# Case leaves uncertainty regarding subpoenaed county employees

By LISA SORONEN  
EXECUTIVE DIRECTOR  
STATE AND LOCAL LEGAL CENTER



The U.S. Supreme Court held unanimously that the First Amendment protects a public employee who provides truthful sworn testimony, compelled by a subpoena, outside the course of his or her ordinary responsibilities.

It left unresolved whether public employees who provide truthful sworn testimony, as part of their ordinary responsibilities, are protected by the First Amendment.

Some county employees, like police officers, routinely respond to subpoena. Other employees, like the employee in this case, did not regularly testify.

Edward Lane was a program director at a public community college in Alabama. He fired state Legislator Suzanne Schmitz because she was on his payroll but wasn't doing any work.

Lane testified about why he fired her at a grand jury indictment and two criminal trials that resulted in her conviction for theft and mail fraud. Meanwhile, Lane's program experienced "considerable budget shortfalls" and he was laid off.

## SpeedRead » » »

» Court affirms freedom of speech rights for some public employees when offering sworn testimony

» Leaves open the question of First Amendment rights for public employees who routinely offer sworn testimony

Lane claimed he was fired in retaliation for his testimony in violation of the First Amendment.

The First Amendment protects public employee speech made as a citizen on a matter of public concern. In 2006 in *Garcetti v. Ceballos*, the court held that when public employees speak pursuant to their official job duties they are speaking as employees and not as citizens for First Amendment purposes. *Lane v. Franks* provided the court its first opportunity to apply *Garcetti v. Ceballos*.

The 11th Circuit concluded Lane's speech wasn't citizen speech

protected by the First Amendment. Even though Lane wasn't routinely subpoenaed as part of his official job duties, what he testified about was learned at his job.

The Supreme Court disagreed. The court described subpoenaed speech as "quintessential" citizen speech because anyone who testifies has an obligation to tell the truth. And in this case, it was undisputed that Lane's ordinary job duties did not include testifying in court proceedings, meaning Lane wasn't speaking as an employee when he testified.

"[T]he mere fact that a citizen's speech concerns information acquired by virtue of his public employment does not transform that speech into employee—rather than citizen—speech, Justice Sonia Sotomayor wrote. "The critical question under *Garcetti* is whether the speech at issue is itself ordinarily within the scope of an employee's duties, not whether it merely concerns those duties."

As mentioned above, significantly, the court did not decide whether the First Amendment protects truthful subpoenaed speech made as part of a public employee's ordinary job duties. This leaves counties uncertain about the legal status of this speech.

As Justice Clarence Thomas pointed out in his concurring opinion, for some public employees that counties employ, like police, crime scene technicians and laboratory analysts, "testifying is a routine and crucial part of their employment duties."

\* For links to both U.S. Supreme Court decisions mentioned in this article, go to [www.countynews.org](http://www.countynews.org).

## In Case You Missed It

### News to Use From Past County News

#### ► Change to NACo Bylaws being considered

Several changes to NACo's Bylaws will be considered by NACo members at the Annual Business Meeting July 14. As proposed by the Bylaws Review Committee, most changes involve technical and editorial revisions. NACo Immediate Past President Chris Rodgers chaired the committee.

For a complete review of all changes, please go to [www.naco.org/about/membership/Pages/Bylaws.aspx](http://www.naco.org/about/membership/Pages/Bylaws.aspx).

#### ► DHS seeks nominations for national resilience awards

The Department of Homeland Security (DHS) is seeking nominations for the 2014 Rick Rescorla National Award for Resilience that will recognize leadership in fostering resilience during 2013. Resilience is the ability to adapt to changing conditions and withstand and rapidly recover from disruption due to emergencies.

Candidates may be nominated until Thursday, July 17, 11:59 p.m. (EDT). All nominations must be submitted by email to [rescorlaaward@hq.dhs.gov](mailto:rescorlaaward@hq.dhs.gov).

For further information, visit [www.dhs.gov/rick-rescorla-national-award-resilience](http://www.dhs.gov/rick-rescorla-national-award-resilience).

## Quick Takes

### NEWEST COUNTIES/ BOROUGHs IN THE U.S.

- Petersburg Borough, Alaska (2013)
- City and Borough of Wrangell, Alaska (2008)
- Broomfield County, Colo. (2001)
- La Paz County, Ariz. (1983)
- Cibola County, N.M. (1981)

Find a County, NACo.org

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# 12 percent of counties face 'very high' natural disaster risk

By CHARLES TAYLOR  
SENIOR STAFF WRITER



Six of the 10 U.S. counties at lowest risk for natural disasters such as hurricanes, tornadoes and earthquakes are in Minnesota. Five of the 10 at highest risk are in Alabama, according to a new report analyzing data on more than 3,000 counties.

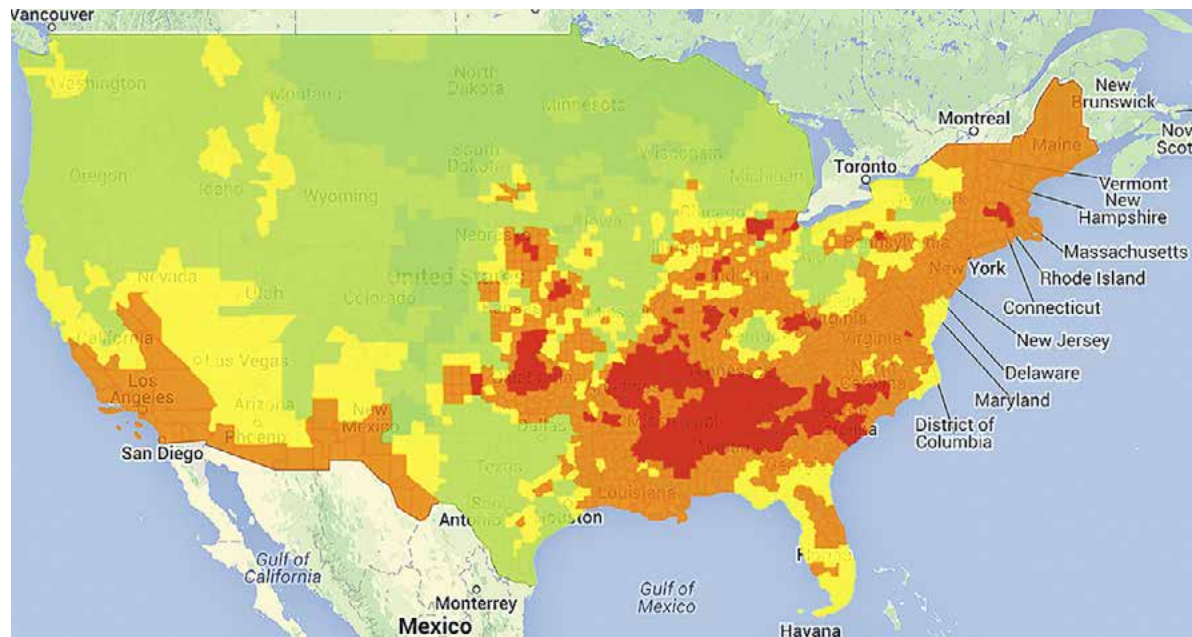
The Natural Disaster Housing Risk Report's author, RealtyTrac, says this is the first time the data for three risk factors have been analyzed to rank counties in the 48 contiguous states into five categories: very high, high, medium, low and very low risk.

Out of 3,138 Census-designated counties analyzed—including some "counties in name only" and independent cities — 373 (12 percent) were ranked as very high risk. The number of housing units in those counties was 10.6 million, 8 percent of total U.S. homes, the real estate analytics firm said.

Fire- and flood-risk data were not included because the statistics aren't as readily available from federal data sets, according to Daren Blomquist, a RealtyTrac vice president.

"We would like to have included wildfires and floods, but those were data that were not as easy to come by, and we thought that these three were really big enough in and of themselves to look at as a great indicator of overall risk," he said, adding that they're still seeking a consistent source for nationwide wildfire data.

"We are in the process of collecting fire incidents reported by fire departments, but that includes a wide range of different fires, not just wildfires. So we continue to dig." He said that the company hopes to include flood and wildfire data in a future report.



Natural Disaster Risk

Very High Risk: 50-75 High Risk: 40-45 Medium Risk: 35 Low Risk: 25-30 Very Low Risk: 15-20

Image courtesy of RealtyTrac

"In the past natural disaster data was technically available, but difficult for buyers and homeowners to dig up," Blomquist said. "Now the data is readily available online for virtually any U.S. property..."

Two-hundred-seventy-one counties (3 percent) were rated very low risk for hurricanes, earthquakes and tornadoes, representing 3.9 million housing units — 3 percent of total U.S. housing units.

Blomquist said one reason for compiling the data is that often, consumers don't find out about disaster risk until they're "at the closing table" poring over hundreds of pages of documents.

"We want to raise awareness so consumers can know about that earlier in the process when they're making decisions about buying property — or for homeowners who just want to know more about their biggest asset," he said. That's really the driving force behind putting out this report."

Besides homeowners, counties might also find the data useful, he added: "For a county government official it's probably a bigger scope of how to put in place plans and planning to account for the risk that's there and being prepared for a natural disaster to hit."

Counties with lowest total risk

were in California, Michigan, Minnesota, Ohio, Pennsylvania and Texas. Three of the four counties with the highest total disaster risk scores were in Alabama and one in Georgia; the top 10 also included one county each in Mississippi and Tennessee.

For large counties nationwide,

among 34 counties with at least 500,000 housing units, none were in the very high risk category, and only one was in the very low risk category — Hennepin County, Minn.

Perhaps counter-intuitively, the report found that median home prices are higher and appreciating faster in many high-risk counties. In April 2014, home prices were up 34 percent on average compared to five years ago in the counties with a high risk for natural disasters.

Meanwhile, median home prices were up 23 percent on average compared to five years ago in the counties with a very low risk or low risk for natural disasters.

"This tells us that although it (disaster risk) is a factor—and it's an important factor—it's not the end all, be all for home values," Blomquist said. "Other location-based factors such as weather and access to jobs override concerns about home damage as a result of earthquakes, tornadoes and hurricanes."

*\*See this story at [www.countynews.org](http://www.countynews.org) to access an interactive version of the "heat map" depicted above and to drill down to county-level data.*

## Judge reconciles county's relationship with Navajo

By CHARLIE BAN  
STAFF WRITER

Outside Navajo country, even minor infractions of the law can lead to major paranoia.

"Many people who live on the nation get a ticket while they're driving into Flagstaff, or anywhere off the Navajo Nation, and they don't pay it and stop going into Flagstaff because they're afraid they'll be arrested," said Lena Fowler, a Coconino County supervisor.

Now a Coconino County judge is volunteering his time to go to these Navajo Nation members to help them clear up their offenses and ease their legal reconciliation and reintegration with the county.

"The perception of some of these folks is that as soon as they cross over the border into Coconino County from the reservation, they're going to be picked up by the sheriff's department or Flagstaff police department," Court Administrator Krcmarik said.

Their fears mimic an agoraphobic's fears of public places.

"Some of the folks said they hadn't been to Flagstaff in three

years because of that outstanding warrant," he said. "They were afraid of being arrested as soon as they crossed the border."

Fowler's inquiries reached Judge Howard Grodman, who decided to take an afternoon to travel to Tuba City, on the edge of the reservation, to quash warrants and figure out payment for the tickets. Twenty-five Navajo signed up for Grodman's first appearance, but Deputy Court Administrator Sharon Yates said it took some getting used to.

"The first meeting, there was some distrust," she said. "So they called the nation's staff attorney to find out if it was sting operation. She assured them we'd have to jump through a lot of hoops to get arrest warrants, but there were a few people checking it out tentatively and then telling the others."

What they found was an informal setting, different from going into a courtroom.

"The judge is not sitting above anybody; he's at a table," Yates said. "He's wearing a robe so you know he's the judge and to give some semblance of formality to the proceedings."

Since Grodman started making these trips in 2011, 87 cases have been cleared.

Most are failure to pay warrants, and almost all are misdemeanor cases. Grodman works out payment plans with the defendants and provides some education as to how the courts work.

"We survey customers and they're appreciative of the fact that we came up there and did that," Krcmarik said. "But, you have to weight it because when we went out to Lupe, there were only two people, so you have to have enough people out there to make it worth the judge's trip. When we're seeing 25-30 people, that's worth the effort."

Fowler appreciates what that means.

"They feel free to come into Flagstaff and they lose a lot of fear of the county's legal system," Fowler said. "Local government is all about access to service. You have a variety of populations in your county, and here's one with no access to the courts unless they drive to Flagstaff. Judge Grodman is bringing that service to them."

### How Counties Were Ranked

The report looked at weather data from the National Oceanic and Atmospheric Administration (NOAA) and earthquake information from the U.S. Geological Survey (USGS). Each county was assigned a score from 15 to 75 based on its score in each of three equally weighted categories: earthquake risk, hurricane risk and tornado risk. Counties at very low risk scored 15-20; medium, 35; high, 40-45; and very high, 50-75.

The hurricane risk score is based on NOAA historical hurricane activity data from 2001 to 2013 that ranks hurricane risk in each county on a scale from zero to 456,668. To determine tornado risk, RealtyTrac used NOAA data from 2001 to 2013 that provides a Destruction Potential Index for each county based on the number of tornadoes, path area of tornadoes in square miles and intensity of F0 to F5 on the Fujita scale.

Earthquake risk is based on a predictive risk model created by the USGS that calculates the probability of a magnitude 5 earthquake occurring within a 30-mile radius over the next 50 years.



# Oceanfront N.J. counties fight shift of beach responsibility

By CHARLIE BAN  
STAFF WRITER

The four counties on New Jersey's Atlantic coast are generally not in the beach business, but a bill in the state Senate could change that. Its passage could open those counties to responsibility for beach maintenance and safety along with the hefty cost of doing so. Municipalities currently control almost all of the beaches, but would be able to relinquish control to the counties. The bill is scheduled to be heard in the Environment and Energy Committee July 21.

S-2171, sponsored by senators and an assemblywoman from landlocked districts, would affect Atlantic, Cape May, Monmouth and Ocean counties, all of which have come out in opposition. The legislation aims to standardize

beach access, fee collection and maintenance.

Monmouth Freeholder Gary Rich said the state's home rule environment makes the status quo appropriate. He previously served as a Spring Lake borough councilman.

"In Spring Lake, we knew how to run our beaches; we knew how to run them economically, and we knew the pitfalls," he said. "As for the county, we're actively looking to streamline county government and this would add something to the plate. It's not something we want."

The counties' main concern focuses on the costs of taking over the beaches, including hiring lifeguards, establishing beach fee collection systems, maintaining the beaches, building dunes and managing infrastructure and equipment, including lifeguard stands and concession booths.

"Honestly, the towns do a wonderful job," Rich said. "If we were in a state like Florida, with a more county-driven environment, the bill would make sense."

Cape May County Director of Operations Mike Laffey said his county would be "starting from scratch" in trying to assume those responsibilities. He added that the beaches are stops for migratory birds, for which the county would also be responsible.

Monmouth County, which operates the state's only county-owned beach, spends \$1 million a year to maintain Seven Presidents Park,



Photo by David McKeon, Ocean County, N.J.

Two men fish at Island Beach State Park, in Ocean County, N.J. July 2008 as waves roll in from Hurricane Bertha off Bermuda.

## NACo's CIC 2.0 helps counties make informed policy decisions

RESEARCH from page 1

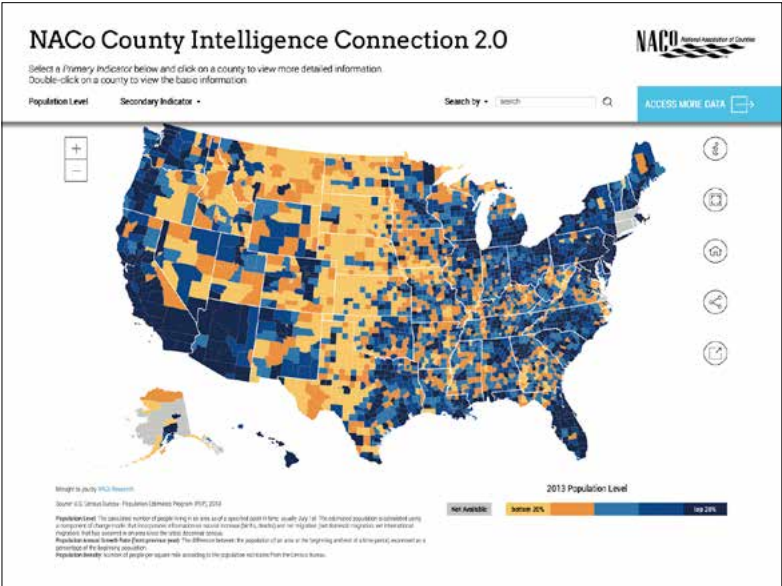
to a 2013 NACo survey and the 35 case studies developed for this research. The report, together with a companion interactive data tool and 35 case studies will be released July 7 and it will be available at [www.naco.org/strongeconomies](http://www.naco.org/strongeconomies).

The implementation of the Patient Protection and Affordable Care Act — commonly referred to as the Affordable Care Act (ACA) — offers an opportunity for counties to assess their current health benefits, changes over the last five years and potential effects of — and barriers to — ACA implementation. In partnership with the Carl Vinson Institute of Government at the University of Georgia, NACo conducted *County Health Benefits 2014*, an analysis of two surveys in April 2009 and March 2014 of the same group of nearly 1,000 counties.

This study creates a baseline for understanding county health benefits for employees, dependents and retirees, before all changes resulting from ACA implementation take place. The variations in the data illustrate the tensions that are inherent to the county government role in the health system.

At the same time, the survey respondents register resistance to complicated regulations and federal preemption of local control. The report will be released before Annual Conference and it be available at [www.naco.org/healthbenefits](http://www.naco.org/healthbenefits).

The County Intelligence Connection (CIC) 2.0 is a big-data tool to help counties make informed policy decisions that will be unveiled at the NACo 2014 Annual Conference. The CIC 2.0 features a



NACo's CIC interactive map makes data-searching much easier.

user-friendly interactive map to view and explore the latest data available for nearly 70 datasets and more than 500 unique indicators for all 3,069 counties. Whatever your interest or issue, from federal funding to county employment, CIC 2.0 is a one-stop shop for information on counties.

Members participating at the Annual Conference will have the opportunity to interact with NACo research staff who will have the data tool ready for use at two stations in the conference center.

There will also be demos of the tool at different meetings during the conference and a workshop and discussion with members about how they can use the tool for advocacy.


Starting with the Annual Conference, members will be able to access the CIC 2.0 interactive on the NACo website and the full version through NACo's County Innovation Network (COIN) at

[CountyInnovation.us](http://CountyInnovation.us).

Infrastructure and transportation remain hot issues for counties this year, with the impending expiration of the federal surface transportation funding law, Moving Ahead for Progress in the 21st Century Act (MAP-21). Building upon the *Road Ahead: County Transportation Funding and Financing* report released in February, NACo will have updated profiles at the state level in time for the Annual Conference.

These profiles detail the sources of funding for counties in each state for roads and bridges, and challenges and solutions with funding and financing transportation.

NACo members attending the Annual Conference will receive copies of these publications along with training and peer exchanges around these newly released reports. All of these materials will also be available on the NACo website after their release dates.



## Profiles in Service

### Charlette D. Poché

Human Services and Education Steering Committee  
Terrebonne Parish Consolidated Government  
Terrebonne Parish, La.

- Number of years active in NACo:** 31
- Years in public service:** 32
- Occupation:** council clerk
- Education:** college and various work-related seminars and workshops
- The hardest thing I've ever done:** buried my parents
- Three people (living or dead) I'd invite to dinner:** Mother Theresa, Fanny Brice and George Strait
- A dream I have is to:** travel with my husband to various historic sites around the country.
- You'd be surprised to learn that I:** would love to sing backup for a touring musical star or band.
- The most adventurous thing I've ever done is:** raise three children.
- My favorite way to relax is:** to soak in a hot tub with soft music playing.
- I'm most proud of:** being a wife, mother, grandmother and head of the Council staff — simultaneously.
- Every morning I read:** e-mails, e-mails, e-mails! The local newspaper on weekends.
- My favorite meal is:** crab soup, chicken fettucine, Caesar salad, carrot soufflé and hot apple pie a la mode.
- My pet peeve is:** having someone condescend to me.
- My motto is:** God, family, country — in that order.
- The last book I read was:** *Rediscovering Catholicism*.
- My favorite movie is:** *To Kill a Mockingbird*.
- My favorite music is:** classic rock.
- My favorite president is:** Ronald Reagan.
- I am a member of NACo because:** NACo events and newsletters keep me abreast of the most current issues and opportunities pertinent to my parish, my local government and my position as the supervisor of the Council's staff.



# Get a Head Start on Your Conference Experience

Here's a preview of the 2014 NACo Annual Conference: County Solutions and Ideas Marketplace

## Worried about your county's Cybersecurity? Fear no more!

Attend *Behind the Headlines: What Every Elected Official Should Know about Cybersecurity*, one of the sessions at NACo's Technology Innovation Summit, Friday, July 11, 8:45 a.m. Organizers promise you won't be overwhelmed with technical details as you explore cybersecurity from a risk management standpoint.

**No Cost Registration required for the Tech Summit. Contact Bert Jarreau, [bjarreau@naco.org](mailto:bjarreau@naco.org)**

## Curious about Google Glass? The Tech Summit's the place to be.

First, you can sign up at the Google booth next to the Tech Summit's registration desk to test the latest in digital wearable gear. Also, there's more inside information promised as the Tech Summit's luncheon presentation takes *An Insider's Look at Google Glass*.

**No Cost Registration required**



**for the Tech Summit. Contact Bert Jarreau, [bjarreau@naco.org](mailto:bjarreau@naco.org)**

## Questions about new WOTUS definition? Here's your chance to get the straight scoop.

There's a "Waters of the U.S." meeting with EPA scheduled for Friday, July 11 from 3 p.m.–4:30 p.m., RO3 at the Morial Convention Center. EPA plans to talk with counties about its proposed *Definition of Waters of the U.S. under the Clean Water Act* rule, jointly released with the U.S. Army Corps of Engineers (Corps). It would affect county-owned and maintained roadside ditches, flood

control channels, drainage conveyances, storm water systems, green infrastructure construction and maintenance activities.

## Talk about Big Data ...

NACo has it all... in its rebuilt, revised, expanded 2.0 County Intelligence Center (CIC). A workshop, *From Data to Advocacy: Using NACo's Research Database* will introduce the easy-to-use NACo resource for getting reliable information about any county in the U.S., from federal funding to employment to demographics. Put on your calendar for Sunday, July 13, 2:30 p.m.

## Growth. Prosperity. Jobs. How to hold them. How to grow them.

• This interactive workshop — *Identifying Multiple Forms of Wealth for Lasting Growth and Prosperity* — will help county leaders examine tangible ways to build on their existing and underutilized assets to stay economically competitive. Sunday, July 13, 2:30 p.m.

• *A Workforce that Works: Innovations in Workforce Development* will explore and discuss innovative workforce development efforts, highlighting counties that are overhauling their workforce systems to better meet industry demands and supply a skilled and ready workforce.

Sunday, July 13, 4 p.m.

## Pipeline Safety Questions? This Mobile Workshop Could Be the Answer.

*Carrying the Energy: A Tour of Pipeline Infrastructure and Safety* on Sunday, July 13, from 9 a.m.–noon, features a site tour of Entergy New Orleans, an electric and gas utility serving Orleans Parish, to help county leaders understand transmission pipeline infrastructure and actions they can take to enhance pipeline safety.

## A Chance to Give Back at NextGen's Service Project

NACo's Next Generation Net-

work and Projects with Purpose invites you to participate with them in a community service project to benefit the New Orleans Mission. The New Orleans Mission is the largest, full service Christian charity in the Gulf South. They serve New Orleans' homeless population.

Participants will assemble and package 250 hygiene kits, which will later be distributed to residents of the New Orleans Mission.

Friday, July 11, 9 a.m.–11:30 a.m. at the Morial Convention Center, Hall B.

## Want to learn more about helping the Veterans in your county?

**NACo can do that!** At *Boots on the Ground...* Monday, July 14, you can learn what a county veteran service officer (CVSO) does to connect veterans with their benefits and how you can get one in your county, 9 a.m.

See ANNUAL page 6

## NACO IN PARTNERSHIP WITH THE GEORGE C. MARSHALL FOUNDATIONS PRESENTS:

### Advanced Leadership Training

# “Transformational Leadership for Turbulent Times”

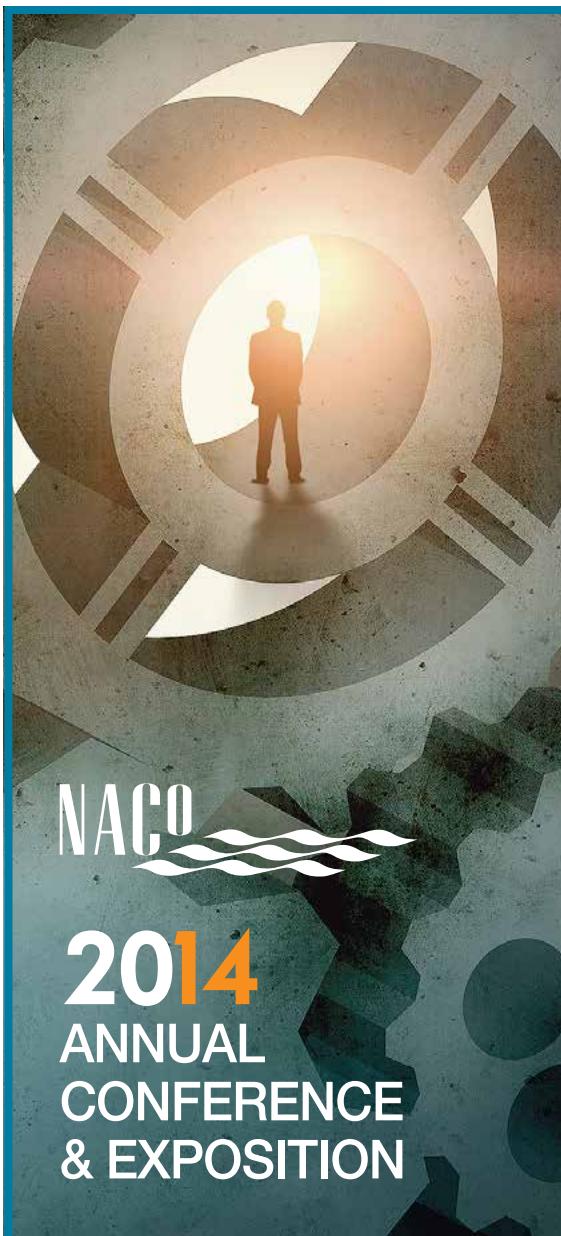
Sunday, July 13

**PART 1:** 9 a.m.–12 p.m. **PART 2:** 2:30 p.m.–5 p.m.

*Ernest N. Morial Convention Center, Room 224, New Orleans, La.*

This will be an **INTERACTIVE** session. Transformative leadership — the ability to unite others around a common purpose — is essential. During the session, we will define transformative leadership and distinguish it from management. Additionally, we will identify the skills and character traits of transformative leaders; identify the four types of social power and much more.

Contact Karon Harden at [kharden@naco.org](mailto:kharden@naco.org) or **202.942.4277** for more information.





# First Mobile App Smack Down ready for all comers

It's billed as an event for county information officers, but there're no digital credentials required to attend the first ever NACo Mobile Apps Smack Down to be held during the CIO Summit on Thursday, July 10 in New Orleans just before NACo's Annual Conference & Exposition.

Since mobility and mobile applications are such a hot topic, NACo is offering CIOs an opportunity to share the mobile apps they have developed for their employees or citizens.

If your county has some mobile apps you'd like to show off, it's not too late to get in the competition.

## Criteria:

- Mobile application to be used on a tablet or smartphone developed specifically for your county

- App may have been created either by your staff, a contractor or a vendor on your behalf

- App may be for use by employees of the county (or other agency) or by citizens

- The app must be currently in use (not still in development or testing)

## Factors that will be considered in judging:

- Innovativeness — How new and creative is the app?

- Impact — How well does the app meet the needs of the users it was designed for? How many downloads? Penetration? Does it solve the business problem for which it was designed?

- Market Viability — Does the

app show promise of performing if adopted in other regions, counties, agencies?

- Functionality — How well does app perform the function it was designed for? Does it work? Is it usable and useful?

Contestants will have a limited amount of time to demonstrate

their app to the room and answer questions about it. An impartial panel of judges will be awarding prizes — yes, prizes in addition to bragging rights — to the winners in several categories!

To apply, use the following link: <http://goo.gl/K14JhT>.



## Free food, veterans resources, new publications on tap at 'Annual'

ANNUAL from page 5

### Free Food! – Of course, there's much more to it than that...

The Health Care Breakfast Roundtable on Friday, July 11 at 8 a.m. will debut the results of a NACo survey that asked counties about

the health care benefits they offered their employees. There will also be a chance to discuss how counties are using partnerships and new payment delivery models to achieve better health and reduced costs for employees, retirees and residents.

Space is limited, so you need to

RSVP to Emmanuelle St. Jean at [estjean@naco.org](mailto:estjean@naco.org) or 202.942.4267.

### Hoping to get good ideas about Health Care — benefits, costs and well-being?

Look no further. We've got you covered!

### • Employee WELLNESS Programs: Return on Investments 101

How do you determine if your investment in employee wellness programs will reap a return? How have counties demonstrated returns? What program components are critical for producing returns? Find out more at this workshop on Sunday, July 13.

### • Strategically Navigating the Business Side of County Health Facilities

What questions should you be asking your health care facility's leadership to understand its financial performance? What strategies and tools are counties using to effectively assess their facilities' financial performance? Attend this session for the answers Sunday, July 13.

### • Building a Healthy, Prosperous, Sustainable County: County Solutions to Improve Health

In the first 30 minutes, learn from two "best practice" counties about how thinking outside typical health care issues improved the health of their counties. The rest of the workshop (60 minutes) will consist of roundtable discussions that focus on five different questions: health behaviors, social factors, economic factors, physical environment and how to overcome challenges and barriers in implementing new policies.

The workshop is Sunday, July 13, at 2:30 p.m.

### Great chance to schmooze

Drop in for one or both of the two peer roundtable discussions on

Saturday, July 12 in Exhibit Hall B. From 9:30 a.m. – 10:30 a.m. join your colleagues from around the country to share what has been happening in your county with health care and employee benefits for county's employees, and at 1:30 p.m., expect to share good lessons and not so good lessons on transportation funding and financing at the county level.

### Pick up the Pubs

Conferences are BIG publishing events for NACo's team of experts. Here's just a sample of the new publications to be released at the conference. Be sure to get your copy.

- Issue Brief: *Profiles of County Innovations in Health Care Delivery: Accountable Care Communities*

- Issue Brief: *Profiles of County Innovations in Health Care Delivery: Accountable Care Organizations*

- *Phases of FUSE: Planning and Implementing Successful Supportive Housing*

- *Questions and Answers: The Affordable Care Act and County Jails*

- *Top 12 Things to Include in Parade Safety Plans*

- Smart Justice one-pager

- Juvenile Justice one-pager

- *Sustainable Ports: Strategies for Port Development and Operation*

- *Community Dialogue Report (health care)*

- *Digital Coast: Tools to Promote County Resilience*

- *A Workforce that Works Issue Brief*

- *Planning Resilient Water Systems: County Case Studies*

**Nationwide®**  
Retirement Solutions

## The Link Between Saving for Retirement and Health Care Costs

presented by the Nationwide Financial Retirement Institute™

2014 NACo ANNUAL CONFERENCE AND EXPOSITION

### Nationwide® Retirement Solutions Workshop

Sunday, July 13

9:00 a.m.–10:30 a.m.

Room: RO3

Come hear about the various health care costs you can anticipate in retirement. The workshop will review an assessment that estimates out-of-pocket health care, Medicare premiums and long-term care expenses in retirement.

**Visit the Nationwide Booth (#217) throughout the conference!**

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NRM-10179AO-NX (06/14)



# Candidates for NACo Second Vice President



## Allan Angel

Commissioner, Kent County, Del.



you there were issues that could have been handled differently.

**Code Purple:** this term is used for our homeless population when the temperature drops to 25 degrees and below, that there is a place of shelter and food for them. I would like to make this a national issue, so that everyone could be on the same page at the same time. When it comes to helping people, I was taught that charity begins at home and we need to start now!

**Data Library:** Similar to the COIN program now, but in the format which is catalogued of best practices. We can learn from the mistakes of others to save time and money. There is no sense in re-inventing the wheel. This would become part of the "Counties Matter" format.

**Election Process:** My theme should have been "NO GUTS, NO GLORY" for running for NACo 2nd vice president. Since last year's election processes and the ones before that, I've been told that I should not have included any problems in my speech. However, when as a whole body are we going to discuss it? Yes it is being addressed with leadership but I still believe we will continue to experience problems along the way until we all have a say in the process. I have not changed my mind based on what I've said, and will continue to voice those issues until rectified.

The NACo membership has a vast array of issues that are unique to their county and state. I promise that our platform as a team will lead, not follow, in getting your issues, problems and views stated, expressed and/or articulated in order to have a strong NACo voice.

These are some of the items for my platform stance. The rest will be formulated by you since it takes three years until one becomes the president of NACo.

**Membership Retention:** Continue to attract members with the programs we currently have, by enhancing or expanding the roles of the number of people that may not be able to attend a NACo meeting — by offering an alternate board member position — it keeps communication, participation, collaboration and the board seat filled to make decisions. This one builds retention of board members with clear voice needed in our quest and interaction with Washington D.C.

**Build an Alumni Advisory:** We lose good people due to term limits and elections (political swings). Not as a social club, but as a resource of valuable information and leadership.

**Valued Program Services:** Continue to build a strong base of programs by keeping NACo membership strong and attracting new members.

**Unfunded Mandates:** We all have experienced this in some way. Certain states are controlled by more federal regulations that hinder those counties' operational duties (i.e., land, water, endangered species, as well as the CDBG we all need.)

**Veterans Services:** Long before the current veterans' issues, I was making the point that we need to keep the promises made to our Military forces. Having worked for two veterans hospitals, I can assure

## Bryan Desloge

Commissioner, Leon County, Fla.



**Civility, Diversity, Opportunity.** These are fundamental principles of strong policy debate and resolution, yet too often today they are pushed aside for grandstanding and partisan bickering. As leaders we can set the example, and I believe that we must bring these simple yet core principles back to our nation's capital. My passion for local government and the opportunity to bring civility and diversity to Washington is why I'm asking for your vote as NACo's 2nd vice president.

For seven years, I have been privileged to serve the residents of Leon County, home to Florida's capital, Tallahassee. It has also been my distinct honor to represent the Florida Association of Counties as its president. As we work together to find solutions to the tough challenges facing our communities and our country, these experiences serve as constant reminders of the importance of civility and respect.

In 2006, I worked with three talented colleagues to start *The Village Square*, an organization dedicated to restoring civil and factual discourse to the public square. Through this not-for-profit, I have been free to pursue a passion for engaging citizens constructively in our democracy. Thanks to the hard work of many, *The Village Square* has successfully hosted vigorous and thoughtful discussions in a variety of town hall settings. This model is now being replicated in communities across the country, many of which recognize the need for healthy dialogue without intense political rhetoric.

Taking the idea of civility and using it to decide public policy is one that I have adopted during my tenure as FAC president and

would like to bring forward if I am fortunate enough to serve in NACo leadership. I believe that by focusing on the strength of diversity within a civil debate we have opportunities to create real solutions to the challenges facing our communities and nation.

**Civility, Opportunity and Diversity** is emblematic of my broader commitment to collaborate with leaders of every background to promote sensible solutions to our biggest challenges.

### Civility

To solve the problems facing our communities and our country, we must encourage productive civil discourse. We must focus on facts, put aside party politics and develop broad-based solutions that help ordinary Americans realize the promise enshrined in our founding documents.

### Opportunity

Local communities are laboratories for democracy. Counties, parishes and boroughs should be encouraged to test innovative solutions to our nation's toughest educational and employment challenges. However, these opportunities only emerge when the rights of local communities are respected. NACo is leading the charge to educate Washington on the importance of counties and to remind our national leaders that the economic stability of counties means economic vitality for citizens. No mission is more important.

### Diversity

Florida is home to more than 19 million people and our residents represent many different and diverse traditions, hail from countless cultural, ethnic, social and economic backgrounds and practice many faiths. Florida is well-known for its theme parks and beaches, but the Sunshine State's economy is diverse and includes seven large urban centers, robust agriculture and health care sectors, and dynamic housing, banking and professional services industries. So we have a choice:

### Will we let diversity divide us or unite us?

As president of the Florida Association of Counties, I have focused our energies on our core

mission — to protect home rule. This fundamental principle is important because it respects the diversity of our communities, and views that diversity as a source of unity and strength. Home rule, above all, celebrates the value of individual choice — the choice to live in a small community or a large one, the choice to live in a rural area or an urban one. While our nation's leaders seem hopelessly gridlocked and all-too-quick to relieve local communities of choice, I believe that NACo must lead by example.

We must show the communities we represent that elected leaders can still *lead*; that **partisan differences are not permanent impediments to constructive solutions**; that we can respect the choices that make our communities different and diverse — and that we can celebrate those choices by protecting home rule.

For six years, I have served in various capacities throughout NACo — including serving as a board member, a member of the Financial Services Corporation Advisory Committee and Behavioral Health Subcommittee, and I am a graduate of the County Leadership Institute. Prior to my time in public service, I helped start and served as president of Desloge Home Oxygen & Medical Equipment, a Tallahassee company that rapidly grew and expanded until it was ultimately included in the prestigious Inc. 500 List, which recognizes the fastest growing privately held companies in the United States. I believe that my NACo and FAC experiences, along with my time as a county commissioner, business owner and community leader, have prepared me to serve as NACo's 2nd vice president.

If you would like to learn more about me, my platform for NACo and to see other counties supporting me, please visit my website at [www.TeamDesloge.com](http://www.TeamDesloge.com).

**Despite the very visible problems our country faces, my experiences teach me to be an optimist.**

I have great faith in our ability to solve the challenges that confront us. I am more confident than ever that NACo has a vital, constructive role to play in addressing those challenges. It is with this in mind that I humbly ask for your support and vote to become NACo's 2nd vice president.

## NETWORK WITH NACo

Connect with peers, resources and county residents.



# House expected to consider workforce bill after July 4 recess

## WORKFORCE from page 1

Act, (H.R. 803), which was passed by the House in March 2013, and the Workforce Investment Act of 2013 (S. 1356), which was passed by the Senate Health, Education, Labor and Pensions Committee in July 2013.

Despite repeated proposals to reduce the local role in the reauthorization bill, H.R. 803, as amended, maintains local governance authority while adding needed flexibility for training opportunities to meet the needs of business and jobseekers.

The House is expected to take up the bill after the July 4 recess. House leadership supports the agreement and expects members to pass the legislation quickly. After House passage, the workforce reauthorization bill will be sent to President Obama to sign into law.

## Why Workforce Reauthorization Matters to Counties

The Workforce Investment Act (WIA) is 11 years overdue for

reauthorization. It expired in 2003. A strong workforce system will increase investments and resources for quality training and help to ensure that localities and states can continue to meet the needs of jobseekers and employers.

The workforce compromise bill would provide the needed funding and framework for a modernized workforce development system by maintaining a local role in the system with added flexibility. It recognizes that local elected officials and boards play a critical role in workforce development and the overall economic health of local communities.

## Bill Maintains Local Role in Workforce Development with Added Flexibility

An essential component of WIA's success is maintaining local governance. The compromise bill would protect local authority in workforce investment boards and workforce investment areas, which has been a key priority for NACo.

It also would provide local boards with greater flexibility to

address their workforce challenges, such as allowing them to use up to 20 percent of adult workforce funding for incumbent worker and on-the-job training for in-demand occupations. This welcomed flexibility will allow local boards to tailor plans and services to meet the needs of their jobseekers and employers.

## Legislation Simplifies Accountability Measures

The legislation would standardize performance accountability with

the creation of six core indicators for adults and youths to determine workforce program success across all federal programs. NACo supported simplification from the current varied and complex measures.

## Bill Reduces Size of Local Workforce Boards

The new measure would reduce the number of required members (from 51 to 19) for the local workforce boards and still maintain a business-led majority to increase the efficiency and effectiveness of

local boards, and will reinforce focus to meet the needs of jobseekers and businesses. NACo welcomes this change because some local boards were so large that it was difficult to participate and to maintain good relationships with businesses.

*\*For a complete analysis of H.R. 803 and its impact on local governments and workforce boards, as well as NACo's WIA policy brief, webinar and support letter, access this article online at [www.countynews.org](http://www.countynews.org)*

# Cultures of health think outside doctors' door

## HEALTH from page 1

"With the support of the county commissioners and county government," she said, "my staff are the ones that have been facilitating the process of pulling the community together around these priorities and really helping us focus and hone and leverage the work that we're doing in our community to try to really make a difference."

## Durham County, N.C. (pop. 267,600)

Through a program called Project Access of Durham County, more than 700 health care providers have volunteered their time to serve more 4,300 patients through a network of clinics and private providers, laboratories, pharmacies and hospitals over the past four years.

Gayle Harris, Durham County health director, said the County Board has committed \$400,000 for staffing and infrastructure to Project Access, which provides the care at the county's federally qualified health center, Lincoln Community Health Center.

RWJF also highlighted positive outcomes of the county's community health needs assessment. It found that many Durham County residents prefer to exercise close to home. As a result, two marked "Healthy Mile Trails" were created to provide exercise opportunities in underserved communities, and others are in the works.

For Harris, who's been with the health department for more than 40 years, the recognition couldn't come at a better time.

"I think that the synergy that's there, in next 10 years I think you'll see some amazing things," she said. Recently the city of Durham, the county and the board of education launched an initiative to

## SpeedRead » » »

- » Volunteer health clinicians serve more than 4,300 in Durham County
- » Spokane County banks of education to move needle on health
- » Foundation touts counties' "inspiring examples"

reduce poverty in the community's most distressed neighborhoods — "one neighborhood at a time," she added. "It's really going to be a wonderful process to be a part of."

## Spokane County, Wash. (pop. 471,200)

In Spokane County, community partners have recognized the impact that education can have on long-term health, according to County Commissioner Shelly O'Quinn, and are expanding educational opportunities to empower young people.

She serves on the board of Priority Spokane and the county's regional health district. "We came together and surveyed our community and created task forces around environment, education, transportation, health, economic vitality and pulled in community members," she said. Every task force unanimously agreed that a focus on educational attainment would "move the needle" in all of those areas.

"We have data, and a good part of it is data that came from Spokane regional health district

that clearly shows that education is linked to health," she said, noting that one data point showed that people with less than a high school education have twice as much cardiovascular disease as those who have graduated from college.

School-focused initiatives in the county include skill-building training sessions for young students, an early-warning system to monitor student attendance and grades, and targeted dropout-prevention programs designed to be supportive rather than punitive.

These programs appear to be working. In 2006, the overall high school graduation rate for Spokane County rate was 72.9 percent. By 2013, the rate was 81 percent.

Risa Lavizzo-Mourey, M.D., RWJF president and CEO, called the winners "inspiring examples of what is possible when all sectors work together so that every resident has the opportunity to live a long and healthy life."

Gibbie was quick to share the spotlight with the folks back home, echoing her co-winners sentiments. "We have had the honor and the pleasure of attending this conference and representing our community," she said. "But it is the work of county government and all of our community partners that is really making this possible, and they should receive full credit for the work that's being done that made this possible."

*\*To learn more about the winners and how to apply for next year's prizes, see this article online at [www.countynews.org](http://www.countynews.org)*

# So far, cities not keen on giving up Jersey shore

## NEW JERSEY from page 4

which includes one mile of the state's 127 miles of beaches.

"If a county takes over maintenance for a beach, that cost will be supported by the entire county, and in our case the beaches account for very few of our municipalities," said Laura Fitzpatrick, Monmouth County's spokeswoman.

Specifically, the bill gives municipalities the option of keeping their beaches. In a late June conference call among Monmouth County and 11 of its 14 municipalities, none of the municipalities voiced support for the bill, according to Fitzpatrick.

So far, one town has passed a resolution to that effect. Evenual turnover on town boards could mean a change in preference. And the chance that some municipalities would opt in, she said, is troubling.

"Conceivably, the county could end up responsible for operating beaches for town A, C, E and G, but not those in the middle," she said. "Then it becomes a logistical difficulty — do you go across the beach you're not maintaining, to get to one you are or do you hop around on the roads?"

Cape May County Freeholder

Director Gerald Thornton said with several municipal beaches operating without a fee, he could see some of them turning them over to the county.

"Why not?" he said. "The county would be picking up the tab that the town wasn't trying to pay for before. That's who would benefit. The towns with beaches have never complained or asked the county to come in before," Thornton said. "If it is such a great deal, maybe the state should take them over."

Ocean County Freeholder Director Joe Vicari said the four state senators and eight assembly members who represent the affected counties had not been consulted by the bill's sponsors.

"We support local control — it's cleaner, safer and more effective — and they know it," he said.

Atlantic County Executive Dennis Levinson had not heard from any municipalities in his borders about a desire to turn over their beaches, but worried this could be a start of a trend of new unfunded mandates.

"If there's an advantage for us here, it would have to be explained to me, because I don't see it," he said. "After this, will we be asked to take over the lakes? Why stop at the beaches?"

# STATE → TO → STATE

**State-to-State will return in the July 14 Annual Conference edition of the County News.**



## The H.R. Doctor Is in

# The Ants and the Ant Whisperer

As I dictate this article, I am awaiting the arrival of my new close friends — the staff of Earl's Well Repair Company—to restore water to our lovely property in central Florida.

It seems that in the battle of nature versus human technology, the winner will generally be the former. In the case of my well pump, the winner appears to be a large colony of ants.

They seem to have used their magical powers of survival to crawl their way into the switch that controls the well pump. That, in turn, controls whether or not I get to drink water. They invaded the switch and prevented the necessary

electrical contacts from happening to keep the well pump working.

As a relative newcomer to things like having a water well or a couple of septic systems, not to mention a lovely nano-farm, I have the fun and the opportunity to learn what makes things work in rural America.

I got to do this from a distance as a human resources director and chief administrative officer for a wonderful county in perhaps the most fertile agricultural valley in the known universe—the San Joaquin Valley in California. However, there we lived in a city and had limited contact with America's ant population. We also had city water and sewer service.

**“ If we had recognized symptoms of distress and acted on that recognition, the machinery of government or of our careers or families would not have stopped working.**

Now I look out at beautiful pastures and am not easily able to see our wonderful neighbors. There are definite trade-offs in the urban-rural lifestyles, but I have come to appreciate that any idea of whether to choose the environmental beauty of the farm over concrete or asphalt needs to be decided, for me at least, in favor of green over gray.

When it comes to drinking a glass of water, however, I have come to appreciate the wonder of the clever pressure switch device. It is a switch triggered by something like the amount of water pressure in the holding tanks on the well. When the tanks' capacity is reduced, the pressure switch allows contacts to be made and the pump starts working to fill the tanks again. When the tanks are filled, the switch contacts are interrupted and the well pump is told to take a nap until it is needed again.

Each of us also contains switching equipment, which helps keep us civil. We sweat to relieve excessive heat, especially during County Commission meetings. We get rather compelling signals of hunger, like drooling uncontrollably, when we pass a Ruth's Chris Steak House. We run temperatures as signals to take action to fight off inflammation or infection and much more.

Just as I have to go to a neighbor and borrow water if my well fails or quickly call the well repair folk, so too should I head to the nearest doctor when my various body systems send clear, if not also painful, signals that my health switches have stopped working.

In public administration the behavior of staff and executives, not to mention the elected bodies as a whole like state Legislatures or County Commissions, is also regulated by forms of pressure switches.

An important one in the development of the United States is a switch which recognizes that important objectives must continue to be met even when our opinions are very strongly held. The reason is there is a more universal and overriding

need to act in the best interests of the nation as a whole. This switch triggers compromise or other ways to avert impasses. If this switch fails, entire systems can be compromised and no one benefits.

At home we are better family members when we not only recognize the buildup of excessive pressure in our own lives, but when we are sensitive to that possibility in the lives of others around us. The best administrators sense when their colleagues need a break, some coaching or a bit of compassion. These great administrators also sense when success should be immediately followed by a form of applause and recognition to honor achievement.

Restrict sensitivity to the signals driving our personal pressure switches and, just like my well pump, things stop working and emergencies happen which could have been avoided. Working to clean up messes after they have happened is no substitute for when sensitive awareness forces us to then lurch or stumble into action. If we had recognized symptoms of

distress and acted on that recognition, the machinery of government or of our careers or families would not have stopped working.

What a great title that idea would make for a book: *Don't Walk by Something Wrong!* But, of course, that's already been taken, namely by the HR Doctor. If you want to learn more about what I meant when I wrote the book with the title above, go visit [Amazon.com](http://Amazon.com) or [BarnesandNoble.com](http://BarnesandNoble.com) and find out for yourself.

Meanwhile think with appreciation for the engineers of the world when you turn the tap and actually get clean, cool water. I know I have been doing that for the last several hours as I wait for help to arrive.

I know that I will learn from what I'm observing when the technician comes so that maybe I will be more adept next time. That technician will be helping me learn perhaps how to become an ant whisperer.



Phil Rosenberg  
The HR Doctor • [www.hrdtr.net](http://www.hrdtr.net)

## NACo on the Move

### ► In the News

- NACo was mentioned in the articles “The clock is ticking on fixing U.S. roads and bridges” in *USA Today* June 17 and “County officials press Congress to renew transportation funding” in *The Wall Street Journal Capitol Report* June 11.

### ► NACo Officers and Officials

- King County, Wash. Executive **Dow Constantine** and San Francisco Mayor **Edwin Lee** have been appointed to the Federal Communications Commission's Intergovernmental Advisory Committee (IAC) for the 2014–2016 term. The IAC provides policy guidance, expertise and recommendations to the FCC on a range of communications issues that affect state, local and tribal governments.

- Richland County, S.C. Councilwoman **Joyce Dickerson** will be the Democratic candidate for the state's U.S. Senate seat in November. She bested two opponents to win the Democratic primary June 10. She will face incumbent Sen. Tim Scott. Dickerson has chaired NACo's Telecommunications and Technology Steering Committee, served as president of the Women of NACo Leadership Network and is currently a vice chair on the telecommunications steering committee.

- NACo Executive Director **Matt Chase** and NACo President **Linda Langston** spoke about Why Counties (and NACo) Matter during the Florida Association of Counties Annual Business Meeting in Orange County June 19.

- NACo Second Vice President **Sallie Clark** spoke about Why Counties (and NACo) Matter at the New Mexico Association of Counties Annual Conference in Luna County June 19.



Joyce Dickerson

### ► NACo Staff

- **José Hapli** has been named program marketing director for NACo Financial Services Corporation. In this role, he will focus on partner relationships for U.S. Communities. Prior to joining NACo, he served as an independent marketing consultant, working with corporate, nonprofit and government clients to develop and execute digital strategies. He is a native Washingtonian



José Hapli

and earned his Bachelor's from the University of Pennsylvania and an MBA from the University of Maryland.

*On the Move is compiled by Christopher Johnson*

## Financial Services News

# Nationwide Extends Diversity Commitment to Its Suppliers

### Introducing the Nationwide Diverse Managers Fund

For more than 225 years, the United States of America has been built and made strong by a diverse population. As provider of the NACo Deferred Compensation Program, Nationwide Retirement Solutions long ago realized how important it is to reflect that diversity in the products and services it offers to counties.

Nationwide's focus on diversity extends to how it selects its money managers too. It recruits women and minority-owned firms with the experience and proven ability to provide value for NACo Program participants.

Recently, four such firms were brought together to create a new investment option, the Nationwide Diverse Managers Fund.

**Garcia Hamilton & Associates** — 100 percent employee-owned with approximately 75 percent held

by minority and women partners, the firm is certified as a Minority/Women Business Enterprise in several states. GHA had \$3.4 billion in assets under management as of Dec. 31, 2013.

**Herndon Capital Management** — 100 percent minority-owned and an affiliate of Atlanta Life Financial Group. Herndon has experienced tremendous growth over the last decade and had \$10.2 billion in assets under management as of Dec. 31, 2013.

**Strategic Global Advisors** — Established by Cynthia Tusan, CFA, SGA has been certified as a Women's Business Enterprise by WBENC and is 81 percent employee-owned. SGA has steadily grown to \$714.8 million in assets under management as of Dec. 31, 2013.

**Ariel Investments** — Founded by money manager John W. Rogers,

See FS-NEWS page 11





# News From the Nation's Counties

## ► CALIFORNIA

**SANTA CLARA COUNTY** will boost efforts to **end human trafficking** in its borders. The Board of Supervisors approved increases of \$851,000 in ongoing expenses and a one-time expenditure of \$38,000 for the Human Trafficking Team. The team will use the extra funding to add a sheriff's sergeant, two deputy sheriffs, a criminal investigator and an attorney. The additional personnel would investigate suspicious behavior and businesses, arrest and prosecute suspects and educate the public about human trafficking.

"The FBI ranks the Bay Area as one of the top 13 places in the U.S. for human trafficking," Supervisor Dave Cortese said. "It is time for Santa Clara County to join other Bay Area counties in dedicating staff to catch and prosecute these people who sell adults and children into slave labor or the sex trade."

The Bay Area's major harbors and airports, its economy and large immigrant population make it an attractive place for human trafficking.

## ► COLORADO

• The **PITKIN COUNTY** Board of Commissioners approved an emergency ordinance for a nine-month moratorium in the county's "rural and remote zone"

on party tents and other temporary structures larger than 1,000 square feet — with a few exceptions.

The issue was raised after 27,000 square feet of tents and structures were erected for a wedding in a meadow on private property. Commissioners described the tents as "monstrous" and "an affront to our community's norms and values."

Since the event was on private property with no charge, the county was unable to review and regulate the event and the structures, the *Aspen Daily News* reported.

• Oil and gas exploration in the Niobrara shale formation has helped **WELD COUNTY** register the largest increase in employment in the United States between December 2012 and December 2013, according to the U.S. Bureau of Labor Statistics.

Weld's employment increased 6 percent over the year compared with the national growth of 1.8 percent. The largest employment increase occurred in construction, which gained 1,864 jobs over the year or a 25.5 percent increase, the *Denver Post* reported.

## ► FLORIDA

The **FLORIDA ASSOCIATION OF COUNTIES (FAC)** and 24 individual counties are

challenging new rules imposed by the state department of juvenile justice (DJJ) regarding the cost-share division for providing **secure detention care for juveniles** in the court system.

The DJJ contends that current law requires counties to pay all expenses before a juvenile case's final court disposition. The counties argue that the state is exploiting loopholes — such as charging counties to pay for proceedings when convicted juveniles violate probation — to save money at their expense.

FAC said years of overcharging has amounted to more than \$200 million. A year ago, a state appeals court agreed that counties were paying more than their share for juvenile detention costs under state law. In the legislative session that concluded in May, a bill that would have evenly split the costs between the state and the counties, and paid back the counties and their taxpayers \$140 million over the next 23 years, easily passed the House but stalled in the Senate.

## ► ILLINOIS

Families who must identify the remains of loved ones at the **COOK COUNTY** morgue will have access to a **pilot grief-counseling program** this fall.

The program will help families through the process of identifying loved ones, which includes examining pictures of the deceased, and will also offer follow-up resources for grieving families.

"It's my hope that we can ease the family's burden," said Antonia Mayorga, executive assistant to Cook County's chief medical examiner and originator of the idea.

She plans to choose a second-year graduate student from the University of Illinois at Chicago's Jane Addams College of Social Work for an unpaid internship to work on the program. The intern and Mayorga, who has a master's in social work, will help prepare family members to see the deceased body and will be in the viewing room to help families in the identification process.

Mayorga said she plans to help families by giving them a list of resources about survivor support programs regarding homicide, sudden infant death syndrome, suicide and general bereavement. Mayorga and the intern will also make follow-up calls, the *Chicago Sun Times* reported.

• Bars that serve liquor in unincorporated parts of **WIN-**

**NEBAGO COUNTY** may be forced to **keep their doors closed** to remain in business.

Members of the county's Liquor Control Committee say they'd like the roughly 11 bars to keep their doors closed, prompted by noise complaints at one, the *Rockford Register Star* reported.

## ► MINNESOTA

• A lack of taxi cabs in rural areas is prompting counties to start a **late-night sober bus ride service**, funded in part by the bars they would serve. **OTTER TAIL COUNTY** began a "Joyride" program last year, which runs every weekend during the summer; **WABASHA COUNTY** uses public buses for special events, and **DOUGLAS COUNTY** uses taxis. **KANDIYOHICOUNTY**'s bus will run Friday and Saturday nights through Labor Day, the *Star Tribune* reported.

• An **on-call doctor** will begin serving the **WASECA COUNTY** jail, ending 45 years of judgment calls by staff as to what required a trip to the county clinic.

Jail administrators said the old system led to inmates not getting treatment they needed and increased liability risks for the county. In addition to retaining an on-call doctor, the jail will also provide periodic nurse, mental health professional and on-site doctor's visits, the *Waseca County News* reported.

## ► NEW JERSEY

A program piloted in two counties to **reduce heroin-related deaths** has been so successful that Gov. Chris Christie (R) is expanding it to counties statewide.

Police officers and first responders in **OCEAN** and **MONMOUTH counties** have reversed more than 40 opiate overdoses by administering the antidote Naloxone, also known as Narcan. "If we can have this kind of success just here in Ocean County imagine the kind of impact we would have in every county in the state," Al Della Fave, Ocean County prosecutor's office spokesman, told NJ.com.

Christie's administration has issued a waiver to more than 28,000 certified EMTs to allow them to use Narcan to treat drug overdose victims in emergency situations statewide.

Ocean Township Detective Lt. Kevin Faller said the antidote is nothing short of miraculous. "You see someone who is as close to

death as you can possibly get and within minutes will sit up and have a conversation."

In New York, the **BROOME COUNTY** Health Department plans to provide Narcan-usage training to local agencies that might encounter acute opioid overdose cases. It's part of an Opioid Overdose Prevention Program that will run through Feb. 26, 2016, *The Democrat & Chronicle* reported.

Narcan costs about \$20 a dose, said Ray Serowik, county health department emergency medical services coordinator. The medication can be administered via injection or nasal spray.

## ► NEW MEXICO

**LEA COUNTY** is the fourth county in the state to join a lawsuit opposing the U.S. Fish and Wildlife Service's (FWS) listing of the **lesser prairie chicken as a threatened species**, according to the *Hobbs News-Sun*.

Lea joins **CHAVES, EDDY** and **ROOSEVELT counties** and the Permian Basin Petroleum Association in the suit filed in U.S. District Court for the Western District of Texas. In addition to New Mexico, the chicken can be found in Texas, Oklahoma, Kansas and Colorado. Ranchers and oil companies believe the listing will negatively affect the ranching, oil and gas and wind farm industries in those states.

The Department of Interior's FWS said those states had fewer than 18,000 lesser prairie chickens in 2013, down almost 50 percent from 2012, the Associated Press reported.

## ► NEW YORK

The **MONROE COUNTY** Legislature is providing greater access for **minority- and women-owned businesses** to county construction contracts. The body unanimously passed legislation that requires 12 percent of county contracts to be awarded to minority-owned businesses (up from the previous 10 percent) and 3 percent to women-owned firms (up from 2 percent), according to the *Rochester Business Journal*.

Legislator John Lightfoot, who sponsored the measure, said: "I am very pleased that my colleagues on both sides of the aisle were able to recognize the economic development potential of this proposal and joined with me to make sure it became a reality."

## What's in a Seal?



► **McDowell County, N.C.**  
[www.mcdowellgov.com](http://www.mcdowellgov.com)

A mountain county in North Carolina, McDowell remains a predominately rural county with forest land covering most of the region.

The county was established in 1842 and is known as the "Gateway to the Mountains." It became a safe haven for those traveling and settling the western wilderness in the North Carolina mountains. Various forts and garrisons were constructed throughout the region to protect settlers from displaced Cherokee Indians. Two prominent forts in McDowell, Cathey's Fort and the Frontier Fort, were used by Gen. Griffith Rutherford during his fight against the Cherokee in the 1770s and 1780s.

Between 1804 and 1827, McDowell was at the center of the statewide and national gold rush. The deposits of gold found and mined in McDowell County made North Carolina the leading state for gold production before California took the lead beginning in the late 1840s and 1850s.

The seal shows Carson House, a historic house that served as county courthouse during county's inception, with an outline of the county and the year 1842 along the bottom.

(If you would like your county's seal featured, please contact Christopher Johnson at 202.942.4256 or [cjohnson@naco.org](mailto:cjohnson@naco.org).)



# BLM cancels contracts for Utah sheriffs to patrol public lands

NEWS FROM *from page 10*

## ►TEXAS

A JACK COUNTY judge has proposed an order to **ban pets other than service animals** from all county property.

“Judges in other counties are talking about this,” Judge Mitchell Davenport said. “You’ve got some people in other counties bringing their dogs in to get their license plate tags. They’ve got office holders and employees bringing cats or whatever into the courthouse,” *The Jack County Herald* reported.

Davenport, who presented a draft regulation to the county Commissioners Court, said it would apply to all county buildings and grounds.

## ►UTAH

The Bureau of Land Management has **terminated long-running contracts with county sheriffs** to provide law enforcement on Utah’s public lands. BLM administers nearly 23 million acres covering 42 percent of the state.

BLM had paid sheriff’s departments to patrol vast expanses of public lands, respond to emergencies and rescues, and enforce the law on busy weekends at popular recreation areas. Recently, however,

BLM has refused to renew those contracts, citing legal deficiencies — such as a failure to specify what “deliverables” the sheriffs were providing, *The Salt Lake Tribune* reported.

Lt. Gov. Spencer Cox, a former **SANPETE COUNTY** commissioner, contends that BLM’s not renewing contracts is payback for the state’s actions to assert control over public lands.

In a deteriorating relationship between the counties and BLM, three counties — **IRON, GARFIELD** and **CARBON** — have passed resolutions limiting or banning federal law enforcement within their borders.

## ►VIRGINIA

• An icon of the **Watergate-scandal era** is about to succumb to a wrecker’s ball. The **ARLINGTON COUNTY** Board recently voted to demolish the building and parking garage where Mark Felt, an FBI informant — pseudonym Deep Throat — secretly met with *Washington Post* reporter Bob Woodward during the Watergate investigation.

The structures will be replaced by residential and office towers. County officials say they will save a historical marker the county erected

in 2011, and the property owner has promised to create a commemorative memorial of the events that occurred there.

• It won’t be spinning straw into gold, but a Chinese paper company, locating in **CHESTERFIELD COUNTY**, will add to the county’s tax base.

Shandong Tranlin Paper Co., Ltd. will **invest \$2 billion over five years** to establish its first U.S. advanced manufacturing operation in Richmond-area county, according to Gov. Terry McAuliffe (D).

The company will produce “tree-free, non-chlorine-bleached, 100 percent straw paper products made exclusively from organic agricultural field waste such as wheat straw and corn stalks.”

“The scope and reach of this project is enormous and has significant impacts on both the business and agriculture communities,” County Administrator Jay Stegmaier said.

## ►WASHINGTON

**COWLITZ** and **GRAYSHARBOR** counties are reacting to public outcry over Weyerhaeuser Co.’s proposal to start **charging the public a fee for entry** to use its land for hunting and recreation.

More than 400 people have

signed a petition asking the Cowlitz County commissioners to try to stop Weyerhaeuser from charging for public access.

Weyerhaeuser wants to charge \$150 for a family permit to visit much of its land around Longview in Cowlitz County starting Aug. 1. The company is also expanding its fee access program in Grays Harbor, *The Columbian* reported.

A proposed ordinance in Grays Harbor County would increase taxes for timber companies that charge

for access, which a Weyerhaeuser spokesman said might be illegal.

Cowlitz County Commissioner Jim Misner said, “I think that Grays Harbor is on to something.” He has asked the Cowlitz County’s prosecutor’s office to review the legality of the proposed Grays Harbor ordinance.

*(News From the Nation’s Counties is compiled by Charles Taylor and Charlie Ban, staff writers. If you have an item for News From, please email ctaylor@naco.org or cban@naco.org.)*

## Research News

After nearly two decades chronicling off-the-beaten-path resources, best-practice county programs and helpful federal assets, *Research News* will cease publication with this issue.

It’s been a good run, but there’s no substitute for the capacity of tailored DIY Internet research. Thanks to all the thousands of county officials who have read *Research News* over the years. Here’s hoping you always get good results!

## Job Market & Classifieds

### ■ MARINETTE COUNTY ADMINISTRATOR – MARINETTE COUNTY, WIS.

Salary: \$82,896 – \$124,344 annually; DOQ.

Marinette County, Wis. (pop. 41,749) seeks an experienced public management professional to lead progressive County organization with a \$70 million plus annual budget. Position appointed by 30 member County Board and works closely with Board Chairman and Executive Committee. Responsibilities include administering day-to-day county activities, directing all non-elected department heads and staff, and serving as chief resource to County Board. Also responsible for carrying out all established or adopted policies of the County Board. The county encompasses 1,380 square miles and is a full service County, including extensive human/social service functions, 233,000 acres of managed forest land and joint airport. Located 50 miles north of Green Bay along the border of Michigan’s Upper Peninsula.

Requires Bachelor’s degree, Master’s degree preferred, from accredited university in business or public administration, government finance, accounting or related field; 10 years in business, industry, or administration of public agency or department; administrative management experience in county or municipal government; insurance-acceptable driver’s license; no criminal convictions arising from circumstances relating to Administrator duties. Salary plus benefits subject to bargained employment agreement. EOE.

Submit cover letter and resume, including position title to: Human Resources Department, 1926 Hall Avenue,

Marinette, WI 54143 or [mcresume@marinettecounty.com](mailto:mcresume@marinettecounty.com) (Indicate Position Title in Subject Line) Deadline: 4:30 p.m. CDT July 28.

Note: Identity of persons selected for interview subject to public disclosure per statute.

### ■ COUNTY ADMINISTRATOR – PINELLAS COUNTY GOV’T, FLA.

Salary: \$159,130 – \$241,082 annually + excellent benefits; DOQ.

We are seeking candidates for a highly visible position which requires superb management, operations, communications and administrative skills. The successful candidate will be a strong, successful administrator with experience managing and problem-solving in a dynamic, government environment. Must be a strategic thinker with excellent communications and interpersonal skills. The county administrator position is responsible for the day-to-day management for this Charter County which provides a full range of services. The total adopted budget is \$1.7 billion, comprised of \$1.3 billion operating and \$400+ million for capital construction. Pinellas County (population 916,500) is located on Florida’s Gulf coast and is home to some of the country’s most beautiful beaches.

For information on how to apply and for more information on the position, qualifications, Pinellas County Government, and the community please visit the Jobs page at [www.pinellascounty.org](http://www.pinellascounty.org).

A copy of the recruitment brochure is available thru the following link <http://bit.ly/1IVSqSU>. The recruitment will close on July 26. EOE.

## Nationwide reinforces commitment to diverse investment options

Jr., the firm is 90 percent employee-owned. Ariel has a strong presence among public sector retirement plans and has grown to \$8.9 billion in assets under management as of Dec. 31, 2013.

The introduction of the Diverse Managers Fund reinforces Nationwide’s commitment to diversity and inclusiveness, said Eric Stevenson, national sales manager. “Nationwide is stronger because of the broad range of cultures, backgrounds and lifestyles our associates bring to the company. To reinforce that strength, we’ve extended our commitment to the suppliers and partners we seek to work with.”

That commitment has not gone unnoticed. In recent years, several organizations have recognized Nationwide for its diversity efforts. These include, but are not limited to:

- Top Company for Diversity (2011 and 2012) – *Black Enterprise*
- Latina Style 50 Award (2012 and 2013) – *Latina Style*
- Silver Torch Award (2012) –

*National Black MBA Association*

- Supplier Diversity (2012) – *Women’s Enterprise* and *WE USA magazine*, and

- Diversity Initiative Award (2011) – *National Association of Minority & Women Owned Law Firms*.

In addition, the Human Rights Campaign has recognized Nationwide nine consecutive years (2005–2013) as one of its Best Places to Work for LGBT Equality. Stevenson said: “Nationwide remains committed to recruiting, developing and retaining a diverse and talented workforce. We’re deeply honored by the recognition we’ve received.”

County leaders who want to learn more about Nationwide’s Diverse Managers Fund and investment options available through the NACo Deferred Compensation Program can contact their Nationwide representative or call toll-free at 877.496.1630.

To learn more about the NACo Deferred Compensation Program, and how promoting deferred compensation can benefit county

employees, contact Lisa Cole by email at [lcole@naco.org](mailto:lcole@naco.org) or phone at 202.942.4270.

*(Financial Services News was written by Bob Beasley, communications consultant, Nationwide Retirement Solutions.)*

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# County Innovations and Solutions

Uintah County, Utah

## Computer Access for Seniors Seeks to Slow Dementia Onset

By CHARLIE BAN  
STAFF WRITER

Health officials in Uintah County, Utah were worried about their residents just coasting after age 60.

It's the age after which cognitive disease and decline — exacerbated by retirement and an increasingly sedentary lifestyle — can start to gain steam, according to a study by the National Institute for Aging that informed the county's healthy aging policies. Staff at the county's senior center found they could address five of the six areas that help slow dementia: physical exercise, stress reduction, proper nutrition, happy social life and proper sleep.

The sixth, mental exercise, was more elusive, but the county reserved space in its new senior

center for when they had an answer and funding to match.

That came in the form of a donor, an elderly man who had lost his mother to dementia and had a sister suffering from Alzheimer's. His \$1 million donation funded equipment and staffing for what became known as the Brain Exercise Center.

"He wanted to delay for other residents what happened to his family members," said Commissioner Darlene Burns. "We're in the process of seeing if it does delay dementia, but we're already seeing benefits from the center."

The facility, finished in 2011, includes 45 personal computers, at which seniors can learn basic computer skills, including email, for which they are given free accounts. A full-time supervisor can



monitor all of the computers and does most of the teaching.

"Teaching them to use email sounds simple, but people of that age around here aren't incredibly technically savvy," Burns said. "Lots of them literally cannot turn a computer on, so teaching them to work with a computer means they learn something new, and that kind

of learning keeps brains active and healthy."

It also helps break some isolation that comes with living in a rural county more than three hours from Salt Lake City.

"We don't have as many young people staying around Uintah County, and email is becoming the best way to communicate, so for our seniors, that will be the best way to keep in touch with grandchildren and relatives," Burns said. "They love getting photos, and they're seeing how much more news is available to them on the Internet."

And that learning is not stopping with the seniors. Students at Utah State University, located in the county seat of Vernal, will analyze over several years the progress of 100 users who play the Brain Exercise Center's main cognitive

stimulating game and measure their overall cognitive trends to see if the game help slow decline, as previous research suggests.

There are also Wii consoles at the senior center that offer a blend of physical and mental exercise.

"We had a great turnout for volunteers," Burns said. "Hopefully this will help our older residents live long, healthy lives and produce some results for Utah State."

The overall setup for the Brain Exercise Center is scalable, and though Uintah County spent roughly \$1 million, purchasing fewer computers and pieces of exercise equipment, and using part-time staff can help reduce the cost of replicating the program elsewhere.

*County Innovations and Solutions highlights award-winning programs.*

# DID YOU KNOW?

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**NACo** National Association of Counties

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The **NACo Prescription Discount Card Program**

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