

This Week

Women
and Counties,
Pages 5-12

Vol. 10, No. 9

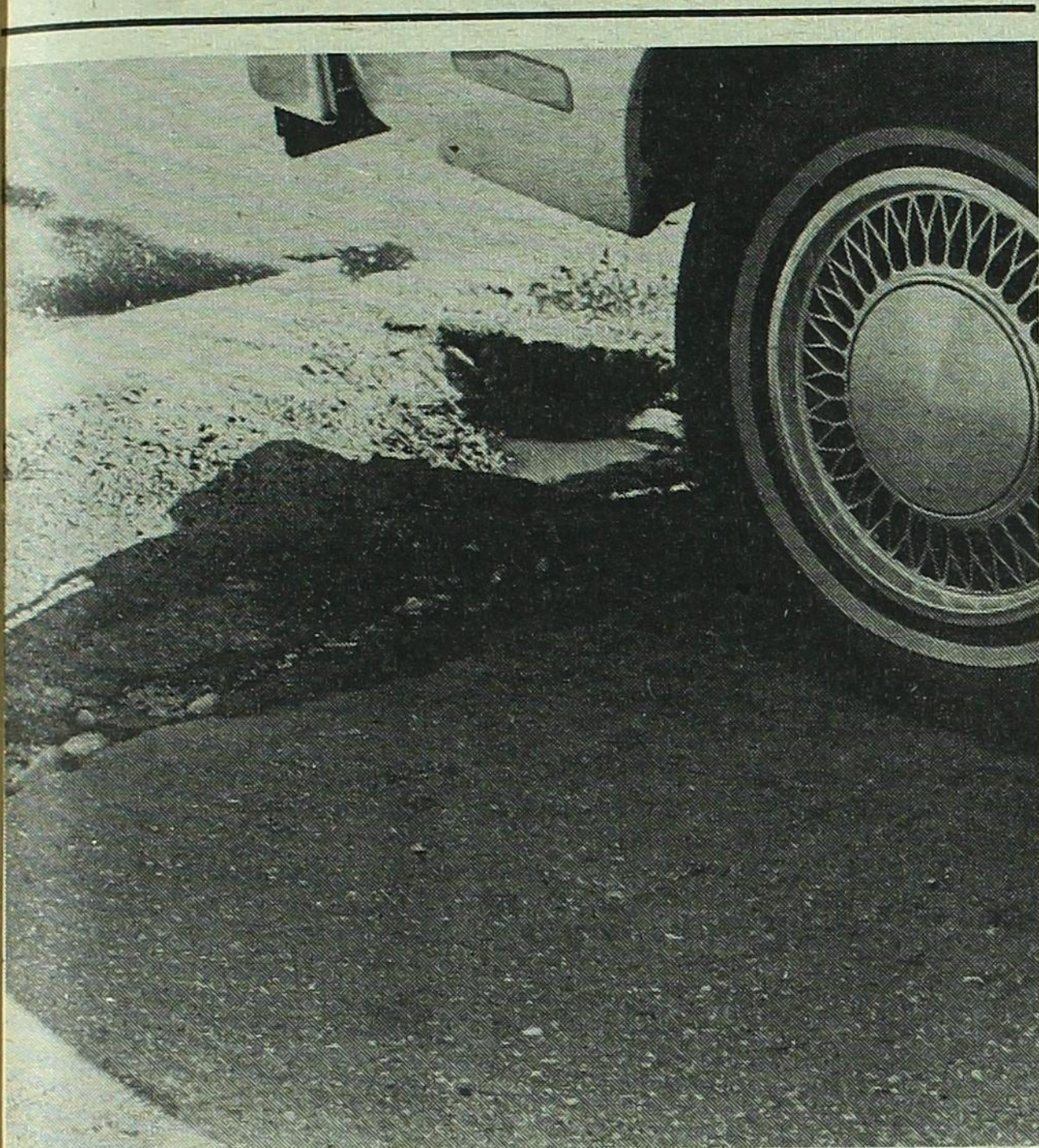
COUNTY NEWS

"The Wisdom to Know and the Courage to Defend the Public Interest"

Feb. 27, 1978



Washington, D.C.



House OKs Funds for Pothole Repair

See page 3

Fiscal Relief, Title XX Gains

WASHINGTON, D.C.—NACo efforts to provide fiscal relief to counties for welfare and social service costs received a major boost last week. The Department of Health, Education and Welfare (HEW) announced its intention to pay \$187 million in fiscal relief immediately, and a House subcommittee voted to raise the Title XX ceiling to \$2.9 billion for fiscal '79.

HEW Secretary Joseph Califano has notified House and Senate Appropriations Committees that he intends to pay \$187 million in immediate fiscal relief for welfare costs out of surplus 1977 funds. Unless the committees object in 10 days, the payments will be made to states on a formula based on Aid to Families with Dependent Children (AFDC) caseload and revenue sharing. (The Office of Management and Budget has already approved payment from surplus 1977 funds.)

In states where counties or other local governments fund AFDC costs, there is a required 100 percent pass through to localities. Although states may receive their money as

early as mid-March, counties' payments probably will take longer.

THE \$187 MILLION was provided in the Social Security Financing Amendments of 1977 last December after Sens. Russell Long (D-La.) and Daniel Patrick Moynihan (D-N.Y.) succeeded in adding the funds in the Senate bill. NACo has been urging HEW to make the payments immediately rather than waiting for passage of the second supplemental appropriation which may not be cleared until this summer. NACo's Welfare and Social Services Steering Committee members and Chairman Frank Jungas, Cottonwood County (Minn.) commissioner, had telegraphed President Carter Feb. 8 urging him to direct HEW to make the payments.

Steering committee efforts to raise the federal spending ceiling for Title XX were rewarded when the Ways and Means subcommittee on public assistance voted to increase the ceiling by \$200 million to \$2.9 billion in fiscal '79. The subcommittee also voted to provide \$400 million in

fiscal relief for welfare costs in fiscal '79. Both these measures must be approved by the full committee. A similar effort will be made in the Senate Finance Committee.

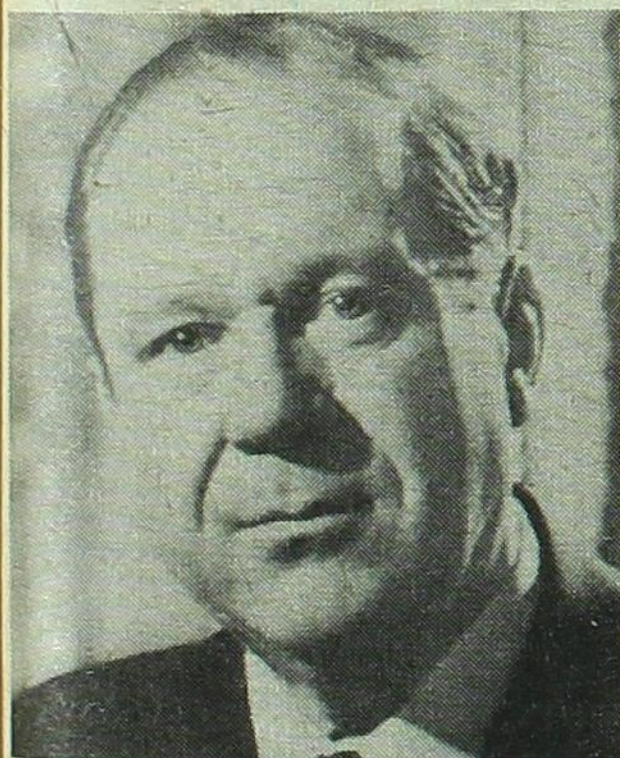
Under the congressional budget process, budget targets must be submitted to the House and Senate Budget Committees by March 15. The congressional budget process culminates with the adoption of a concurrent resolution on spending limits by May 15. In order to receive appropriations in fiscal '79, the amounts must be included in the budget resolution.

REP. MARTHA KEYS (D-Kan.) who led the Title XX efforts in the subcommittee has also introduced a bill, H.R. 10833, with Rep. Donald Fraser (D-Minn.) to increase the Title XX ceiling to \$2.9 billion in fiscal '79; \$3.15 billion in fiscal '80 and \$3.45 billion in fiscal '81.

NACo urges county officials to contact their representative to co-sponsor the bill. The Title XX ceiling was set at \$2.5 billion in 1972 and

See HEW, page 2

The Powerful Lineup



Long



Baker



Marshall



Kreps



Schroeder

WASHINGTON, D.C.—A power-packed program of speakers and panels has been assembled for NACo's Legislative Conference March 12-15 at the Sheraton Park Hotel here.

Featured speakers will include Senate Minority Leader Howard Baker, Senate Finance Committee Chairman Russell B. Long, Secretary of Commerce Juanita Kreps, Secretary of Labor Ray Marshall, Rep. Pat Schroeder, as well as congressmen and representatives of federal agencies.

SESSIONS WILL address the concerns of both urban and rural

counties. One workshop will offer urban officials a preview of the President's new urban policy to be presented to Congress in mid-March, and the way in which counties will be affected by the new programs to help distressed people in urban areas.

Officials from rural counties will be interested in a panel on rural development and the two bills before Congress aimed at equity in grant and loan programs for rural areas, and in a discussion by congressional and county representatives on the proposed national agricultural land preservation legislation. Counties will have an opportunity to participate in the national

study and demonstration program which this legislation envisions.

Issues cutting across rural/urban lines include welfare reform, health services and the rights of the handicapped. County officials will participate in a panel on the new comprehensive welfare reform bill. Reps. Al Ullman (D-Ore.), chairman of the House Ways and Means Committee, and James C. Corman (D-Calif.), chairman of the special House welfare reform subcommittee, have been invited to participate.

Officials from Health, Education and Welfare's Office of Civil Rights, which has responsibility for implementation of the new "504" hand-

icapped regulations, will discuss with county officials the effect on counties of the requirement that handicapped individuals must have total access to county services and county employment opportunities.

Other sessions will deal with tax reform, CETA re-enactment, Social Security, community development, health planning, energy and environmental issues, Law Enforcement Assistance Act reorganization, aging, uniform selection guidelines, national transportation policy and countercyclical assistance.

AGAIN THIS year, newly elected officials will be provided with an overview of NACo, including the

services it provides, its policy-making process and the way in which local county officials can become involved and have an impact on legislation and regulations affecting counties.

In addition to the program sessions, all NACo steering committees will meet, as well as the NACo Board of Directors and many of the NACo affiliates. There will be a number of state association activities and receptions.

Registration for the conference and hotel reservations may be secured by using the form printed on page 2. The forms should be submitted immediately to ensure adequate time for processing. Approximately 1,000 county officials are expected.

Washington Dialogue

1978 Annual Legislative Conference

March 12-15/Sheraton Park Hotel/Wash., D.C.

Delegates to NACo's 1978 Annual Legislative Conference can both preregister for the conference and reserve hotel space by completing this form and returning it to NACo.

Conference registration fees must accompany this form before hotel reservations will be processed. **Enclose check, official county purchase order or equivalent.** No conference registrations will be made by phone.

Refunds of the registration fee will be made if cancellation is necessary, **provided that written notice is postmarked no later than Feb. 27.**

Conference registration fees:

\$95 member \$125 non member \$50 spouse (Make payable to NACo)

Conference Registration

Please print:

Name _____ (Last) (First) (Initial)
County _____ Title _____
Address _____
City _____ State _____ Zip _____ Tele. (____) _____

Hotel Reservation (Sheraton Park)

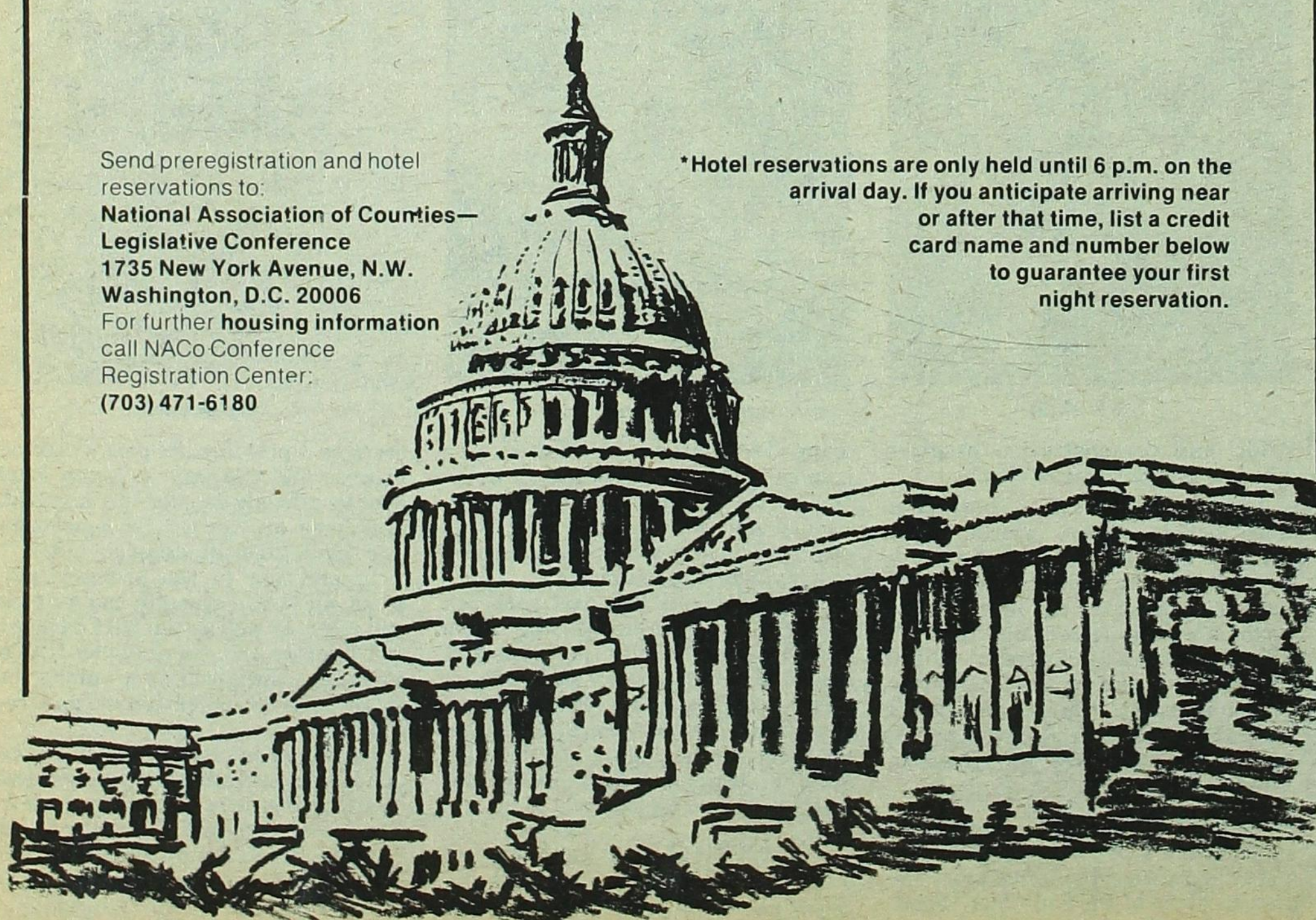
Special conference rates will be guaranteed to all delegates whose reservations are **postmarked by Feb. 20.** After that date, available housing will be assigned on a **first come basis.**

Please print:

Occupant's Name _____ Single \$32, 35, 38, 41, 43
*Arrival Date/Time _____ Departure Date/Time _____
Occupant's Names _____ Double \$42, 45, 48, 51, 53
*Arrival Date/Time _____ Departure Date/Time _____

Send preregistration and hotel reservations to:
National Association of Counties—Legislative Conference
1735 New York Avenue, N.W.
Washington, D.C. 20006
For further housing information call NACo Conference Registration Center:
(703) 471-6180

*Hotel reservations are only held until 6 p.m. on the arrival day. If you anticipate arriving near or after that time, list a credit card name and number below to guarantee your first night reservation.



CONSOLIDATED APPROACH—Multnomah County (Ore.) health officer tells a House panel that a consolidated approach to providing health services has many advantages for localities.

NACo Lauds New Health Care Bill

WASHINGTON, D.C.—Hugh H. Tilson, M.D., health officer of Multnomah County, Ore., told Congress Feb. 21 that proposed health legislation, H.R. 10553, has the potential to be "one of the most significant health promotion and disease prevention initiatives ever enacted by Congress."

Testifying before the House health and environment subcommittee, Tilson explained that there are currently more than 20 different federal health programs. This categorical approach leads to "fragmented programs which bear little relationship to actual needs," he said.

"INSTEAD OF setting local health promotion priorities and undertaking activities to meet them," Tilson pointed out, "counties and cities are forced to initiate efforts on the basis of the availability of federal money ... earmarked for a specific category of health care."

The Health Services Amendments of 1978 would consolidate various prevention programs in Title II including: hypertension, venereal disease, communicable diseases, lead-based paint poisoning, rat con-

trol and immunization efforts. It would "provide the needed flexibility," Tilson said, to develop community health programs "designed to meet diverse local needs."

TILSON SAID that consolidation benefits state and local government for the following reasons:

- Gives states and local governments greater flexibility in determining funding priorities;
- Simplifies federal, state and local program administration;
- Allows local governments to allocate funds to areas of greatest need. The need should be determined by local officials and not by distant federal regional or central office personnel. Simply, consolidation places the effort where the need is and according to the availability of funds, he said.

Title III of the bill expands the present 314(d) program. If enacted, it would establish a shared federal-state-local funding responsibility for public health protection and disease prevention.

The bill also would support general services that relate to disease control, health hazards, environmental health, home health, and other health promotion services.

Finally, H.R. 10553 reauthorizes community health centers, migrant health centers, and mental health centers. Tilson said that proposed changes in those programs under the bill "will enable the centers to operate more efficiently."

HEW Approves Relief Payments

Continued from page 1

has not been increased to keep pace with inflation. An additional \$200 million earmarked for daycare was provided in 1977 and 1978. The federal government provides states with matching funds on a formula basis to provide social services for the needy.

Califano also announced the Administration's support for an additional \$187 million of fiscal relief in fiscal '78; \$450 million for fiscal '79 and \$525 million in fiscal '80. The additional \$187 million will probably be provided as an amendment to H.R. 7200, the Public Assistance Amendment of 1977, in the Senate.

Califano has said the Administration will support fiscal '79 and '80 relief only as a part of the President's welfare reform package.

COUNTY NEWS

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Target Needs Says Official

WASHINGTON, D.C.—Counties will reinforce their position that people's needs extend beyond city limits before a Senate committee.

NACo's Second Vice President Francis Francois told the House Budget Committee's task force on state and local government Feb. 16 that "distressed people must be aided wherever they are found." He is scheduled to appear before the Senate intergovernmental relations subcommittee Feb. 27.

The Prince George's County, Md. councilman pointed out that while problems of large cities make more headlines, many counties have the same problems and the same for many smaller cities within counties.

He added that evidence of distress is also found in rural areas where two-thirds of the nation's substandard housing is located; 2.5 million families have incomes below the poverty line; and another 1 million families have incomes near the poverty line.

Francois maintained that county government often has the principal

role in solving the problems of people in distress because counties provide welfare and health services.

"Urban county governments," he added, are taking an increased responsibility in areas of employment and training and housing and community development.

Speaking on behalf of NACo, Francois took issue with the Administration's urban policy drafts for not recognizing the role, responsibilities and needs of counties.

He called for a "thorough and thoughtful analysis of existing programs and how they complement or contradict one another" rather than assuming that the answer to urban problems is "more money."

To achieve better coordination, he suggested a central process within the executive office of the President to force administrative changes and recommend legislative changes.



TESTIFYING BEFORE BUDGET COMMITTEE—NACo Second Vice President Frank Francois testifies before the House Budget Committee's task force on state and local government on the budgetary implications of a federal urban policy. Joining Francois was Steve Farber, executive director, National Governors Association.

FOCUS FOR ACTION

Beach Announces Rural Committee

WASHINGTON, D.C.—NACo President William Beach has announced the appointment of the newly created NACo Rural Affairs Committee which will serve as the focus for action for the concerns of rural counties. Calvin Black, commissioner, San Juan County, Utah, will serve as chairman. Ray Nelson, commissioner, Republic County, Kan., will be vice chairman.

The Rural Affairs Committee will hold its first meeting at NACo's Legislative Conference Tuesday, March 14, from noon to 4 p.m.

The committee was established to address the unique problems and concerns of the nation's rural counties. As primary providers of services to rural areas, county governments are strongly affected by national policies and the programs administered by federal agencies.

The Rural Affairs Committee will be able to mobilize support or opposition to specific issues and legislation

and will work to implement the rural policies contained in the *American County Platform*.

According to Beach, the committee will provide NACo with a mechanism to promptly act on rural concerns.

The committee's new chairman and vice chairman testified before a Congressional Rural Caucus hearing Feb. 10. The commissioners related the concerns of rural counties and pledged the support of the Rural Affairs Committee to the efforts of the rural caucus.

Two major legislative issues concerning rural development are: full funding for the grant and loan programs of the Rural Development Act and the attainment of equity for rural assistance programs. The equity issue involves not only increases in absolute funding, but includes raising the percentage of grants available to rural areas and eliminating unnecessary regulatory demands which burden rural programs.

The following is a list of county officials which have been appointed by President Beach to serve on the Rural Affairs Committee:

Harold B. Wise, chairman, Geneva County Commission, Ala.; Ron Larson, mayor, Matanuska-Susitna Borough, Alaska; Charles H. Patterson, supervisor, Navajo County, Ariz.; A.A. "Shug" Banks, county judge, Mississippi County, Ark.; Barbara Crawley, supervisor, Tehama County, Calif.; Robert R. Tempel, commissioner, Prowers County, Colo.

William Paskey Jr., president, Kent County Levy Court, Del.; Wayne Godwin, commissioner, Santa Rosa County, Fla.; W.E. (Billy) Lovett Jr., chairman, Laurens County Commission, Ga.; Tomio Fujii, councilman, Hawaii County, Hawaii; Gary Adams, supervisor, Champaign County, Ill.; Ralph Nelson, supervisor, Clay County, Iowa;

Harry Hoffman, county judge, Montgomery County, Ky.; Mrs. Gayle Craig, chairperson, Recreation Committee, Rapides County, La.; Philip S. Annis, commissioner, Piscataquis County, Maine; Edwin G. Richards, administrator, Carroll County, Md.; Kenneth L. Kennedy, commissioner, Tuscola, Mich.; Richard Jamison, commissioner, Norman County, Minn.

W.F. (Bill) Bowen, supervisor, Perry County, Miss.; Bill Frech, presiding judge, Boone County, Mo.; Klayton D. Johnson, commissioner, Banner County, Neb.; Peter Spaulding, executive secretary, New Hampshire Association of Counties, Merrimack County, N.H.; Edmund Zukowski, chosen freeholder, Sussex, N.J.; Jim P. Dunlap, chairman, San Juan County Commission, N.M.

Roger Snyder, planning director, Madison, N.Y.; Sam Noble, chairman, Robeson County Commission, N.C.; Larry Dumford, commissioner, Fayette County, Ohio; Jerry Routson, commissioner, Hood River County, Ore.; Francis L. Kuntz, commissioner, Elk County, Pa.; Dr. A.T. Butler Sr., councilman, Richmond County, S.C.

Marvin Olson, commissioner, Stanley County, S.D.; Frank B. Hall, county judge, Clay County, Tenn.; W.O. Hatfield, county judge, Bandera County, Tex.; William E. Bechtol, commissioner, Douglas County, Wash.; Bob M. O'Dell, president, Nicholas County Commission, W.Va.; Robert Swander, chairman, Washakie County Commission, Wyo.

The following are steering committee representatives:

Home Rule and Regional Affairs: Donald Moore Jr., county judge, Hamilton County, Tenn.; Community Development: Robert McNichols, county administrator, Pulaski County, Va.; Criminal Justice and Public Safety: Gary Adams, supervisor, Champaign County, Ill.

Employment: Lawrence Haygood, chairman, Macon County Commission, Ala.; Health and Education: G. Murray Webb, commissioner, Washington County, Utah; Labor Management Relations: Clarence Smith, supervisor, Clinton County, Iowa; Land Use: John Spellman, county executive, King County, Wash.; Public Lands: Bud Pendleton, treasurer, Tooele County, Utah;

Taxation and Finance: Larry Rhyne, commissioner, Iredell County, N.C.; Transportation: Lewis H. Entz, chairman, Alamosa County Commission, Colo.; Welfare and Social Services: Adrian Fondse, chairman, San Joaquin County Supervisors, Calif.

3 Named to Board

RIVERSIDE COUNTY, Calif.—Three county officials were appointed to the NACo Board of Directors Feb. 8 during the Western Interstate Region Conference in Riverside County, Calif.

The new board members are Kay Waldo, legislator, Jackson County, Mo.; William J. Murphy, county executive, Rensselaer County, N.Y.; and John Witherspoon, manager, Guilford County, N.C.

They were appointed by the NACo board (in accordance with Article V, Section 4 of the bylaws) to serve out the unexpired terms of three directors who have either resigned from the board or left county government.

Waldo replaces John Shonkwiler, presiding judge, Newton County, Mo.; Murphy replaces Charles Clark, Washington County, N.Y.; and Witherspoon will represent the National Association of County Administrators (NACA) in place of Gerald McFadden, Summit County, Ohio.

The new members will serve on the board until new elections take place during NACo's annual conference in Fulton County, Ga., July 8-12.

House Acts Swiftly to Fix Potholes

WASHINGTON, D.C.—The House moved swiftly last week to help the nation fix the numerous potholes created by this winter's freeze and thaw conditions.

The Emergency Highway and Transportation Repair Act of 1974, H.R. 10979, would provide \$250 million to be spent on all roads by June 15.

If the measure is agreed to in the Senate, pothole funds would be distributed to the states based on each state's total number of road miles, vehicle miles and a factor determined by the number of days above and below the freezing point between April 1, 1977 and April 1, 1978.

The Secretary of Transportation would also consider each state's maintenance of effort regarding road maintenance.

The bill, introduced last week in the House Public Works Committee, passed subcommittee, chaired by Rep. Jim Howard (D-N.J.), and full committee because of wide partisan support. The legislation was approved by the full House under a procedure that closed off any amendments.

Opponents of the measure argued that since the \$250 million would come from the Highway Trust Fund, the federal government would set a bad precedent of paying for maintenance costs on all roads. The measure would provide funds at 100 percent federal share for all roads within a state. No state would get less than \$1.25 million and none would get more than \$17.5 million.

If the bill passes the Senate, counties with severe pothole problems should begin contacting their respective states to ensure receiving a fair and equitable share of the federal funds.



RURAL COMMITTEE HEADS—Calvin Black, San Juan County (Utah) commissioner, left, and Ray Nelson, Republic County (Kan.) commissioner, testified before the Congressional Rural Caucus during the NACo Western Interstate Region Conference. Black is the chairman of the Rural Affairs Committee and Nelson is the vice chairman.

(202) 785-9591

Call NACo's Hotline
for a legislative
update.

PUBLIC HEARINGS ANNOUNCED

Changes Proposed to the Bylaws

The NACo Committee on the Future will hold public hearings on a number of important issues on Monday, March 13, as part of NACo's Annual Legislative Conference. The hearings will take place in the Park Ballroom of the Sheraton Park Hotel from 4 to 6 p.m. Matters discussed at the public hearings will then be referred to the board of directors for consideration at its Tuesday, March 14 meeting.

The issues to be addressed include three changes to the NACo bylaws:

- Changing the formula by which seats are allotted on the board;
- Further defining the role and establishment of steering and other NACo committees;
- Making it possible for the board of directors, rather than the full membership, to confer honorary association memberships. The Committee on the Future will also receive testimony on proposed criteria for the recognition of affiliate organizations and a process for doing so.

The recommended changes to the NACo

bylaws and the affiliate proposals are printed on this page. They represent the recommendations of the Committee on the Future chaired by Charlotte Williams, NACo's first vice president.

Should the affiliate criteria and process be adopted by the board of directors, the board will then hold a public hearing on two applications for affiliation presented to it at the December meeting but not acted upon. Those two groups were urban community development directors and county nursing home directors.

The public hearing on the two applications will take place at the board meeting on Tuesday, March 14, in the Continental Room of the Sheraton Park Hotel from 3 to 5 p.m.

NACo members wishing to present their views at either the public hearing before the Committee on the Future or before the board of directors should be present at the times mentioned. No prior notice is required for presenting testimony.

Recommended Process for Recognizing Affiliates

1. Request for affiliation received by NACo executive director 45 days prior to board meeting scheduled for annual, legislative or Western Interstate Region Conference.
2. Request for affiliation must contain at least:
 - Statement of organization's purpose.
 - Proposed bylaws or constitution.
 - Intent to hold regular meetings.
3. Executive director places item on agenda for board meeting and:
 - Sends application and background material to the board 30 days prior to meeting.
 - Places public notice in *County News* announcing a public hearing on the application as part of the board meeting and inviting member testimony on the application.
 - Board votes on accepting affiliate following public hearing.
 - Affiliation application referred to next annual membership meeting as a separate agenda item.

- Nomination for board representative voted upon by general membership at annual meeting, if affiliation was approved.

Recommended Criteria for Recognizing Affiliates

- Proposed affiliate must be representative of a function of county government.
- Proposed affiliate must have a constitution and/or bylaws setting forth its purposes, membership, offices, election procedures and meetings.
- Proposed affiliate must have its membership open to the principal staff person (or designee) from any county engaged in the functional area.
- Proposed affiliate must hold regular meetings.
- Proposed affiliate must operate within established NACo policies.
- Recognition of proposed affiliate must be the subject of a hearing by the NACo Board of Directors, or a committee or subcommittee thereof.

Present

Article V—Board of Directors

Section 1. Membership

The Board of Directors shall consist of the Officers, as specified in Article VI, and Directors from member counties chosen from each of the following categories:

- A. One elected county official from each state having a NACo member county, and then commencing in 1980 one elected county official from each state having 50 percent of its counties as NACo members or having member counties representing 50 percent of the state's county population.
- B. Ten additional elected county officials, one from each of the ten states having the highest number of votes, as determined under Article IX on the preceding April 1, provided that such state has either 50 percent of its counties as NACo members or has NACo members representing 50 percent of the state's county population. Where a state fails to meet the 50 percent standard, it shall be dropped from the list of ten.
- C. Two elected officials from each regional district authorized by the Board and approved by the voting members.
- D. One director from each affiliated association, authorized by the Board and approved by the voting members.

All of the above directors shall be elected annually at the Association's annual conference by a majority vote of the total weighted votes being cast.

- E. Prior to the first meeting of the newly elected Board, the President shall appoint up to ten at-large Directors, who must be elected officials from NACo member counties, to correct any inequities in representation; especially female, Black, Chicano, Indian or urban/rural. In addition, he may appoint non-voting honorary members to the Board.

Not counting Officers and categories C, D and E above, no state may have more than three Directors.

Proposed

Article V—Board of Directors

Section 1. Membership

The Board of Directors shall consist of the Officers, as specified in Article VI, and Directors from member counties chosen from each of the following categories:

- A. One elected county official from each state having a NACo member county.
- B. Ten additional elected county officials, one from each of the ten states having the highest number of votes, as determined under Article IX on the preceding April 1, provided that such state has either 50 percent of its counties as NACo members or has NACo members representing 50 percent of the state's county population. Where a state fails to meet the 50 percent standard, it shall be dropped from the list of ten.
- C. Two elected officials from each regional district authorized by the Board and approved by the voting members.
- D. One Director from each affiliated association, authorized by the Board and approved by the voting members.
- E. One elected county official from each state having 100 percent of its counties members of NACo and having at least 45 weighted votes.

All of the above Directors shall be elected annually at the Association's annual conference by a majority vote of the total weighted votes being cast.

- F. Prior to the first meeting of the newly elected Board, the President shall appoint up to ten at-large Directors, who must be elected officials from NACo member counties, to correct any inequities in representation; especially, female, Black, Chicano, Indian or urban/rural. In addition, he may appoint non-voting honorary members to the Board.

Not counting Officers and categories C, D and F above, no state may have more than three Directors.

Present

Article X—Committees

The President shall appoint such committees as he/she may from time to time deem proper for carrying on the business of the Association provided that committees shall also be appointed in accordance with any resolution adopted by the members in conference assembled.

The NACo Board of Directors shall act as a Resolutions Committee at the Annual Conference. Except resolutions of courtesy, commendation, or condolence, no resolution expressing the policy of said Association on any question shall be considered or discussed by the conference unless it has been submitted to and reported on by said Committee on Resolutions; and no resolution shall be considered unless it relates to the objects and purposes of the Association. No resolution shall be adopted until an opportunity has been afforded for full and free debate thereon.

Proposed

Article X—Committees

The Board of Directors shall establish steering committees to study issues, make recommendations on policy positions for the *American County Platform* and to interpret the Platform. A steering committee is a committee so designated by the Board.

The President shall establish such other committees as he/she may from time to time deem proper for carrying on the business of the association provided that committees shall also be established in accordance with any resolution adopted by the members in conference assembled.

The NACo Board of Directors shall act as a Resolutions Committee at the Annual Conference. Except resolutions of courtesy, commendation, or condolence, no resolution recommending the policy position of said Association on any question shall be considered or discussed by the conference unless it has been submitted to the appropriate steering committee.

However, issues which clearly do not fit within the jurisdictions of established steering committees may, at the discretion of the President, be brought before the Board sitting as a Resolutions Committee. Issues which have been addressed by the Board in this context may then be brought before the general membership. All resolutions to be considered shall relate to the objects and purposes of the Association. No resolution shall be adopted until an opportunity has been afforded for full and free debate thereon.

The President shall appoint the members of all committees.

NACo/Council of Intergovernmental Coordinators (CIC)

First Annual Eastern Federal Aid Briefing Conference

Rivermont Holiday Inn
Shelby County
Memphis, Tennessee
April 26-28, 1978

Featuring workshops and speakers on federal aid reform, urban policy, future of LEAA funding, legislative update, rural programs, CETA reauthorization, transportation, community development, arts and humanities, older Americans, energy programs and others.

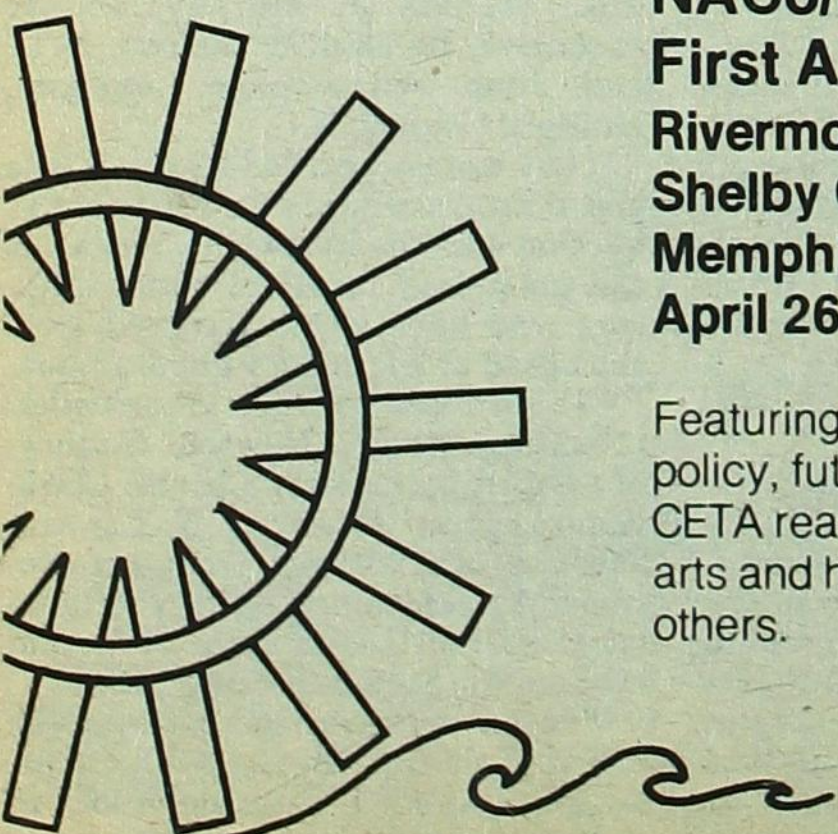
April 25—CIC Training Program Day

One-day "Crash Training Course" for new grant coordinators. Taught by "senior" grant coordinators in county governments. Registration on first come, first served basis. Class size is limited. Additional registration charge of \$10.

All trainees must register for the conference as well. **You must receive written confirmation of your participation in class.** Only NACo member county participants will be accepted for the training program.

Conference registration and hotel registration forms will appear in the March 6 County News and in future editions.

For more information, contact Linda Church, CIC staff liaison, 202/785-9577.



Special Report

Women and counties



A partnership for progress

The march to secure equal rights for women has touched every facet of American life. In many ways, counties have been at the forefront of that march.

In 1975, NACo published a supplement in *County News* on "women in government." Proclaiming that "their faces are everywhere," it focused on the many appointed and elected women who are active in counties across the nation.

Today, women play an even more decisive role in grassroots government. A recent NACo survey, for example, revealed that the number of women elected to county governing boards has increased more than 21 percent since that first supplement on women was published.

As the ranks of women policy-makers have grown—as women have moved beyond "tokenism" in government—they have begun to organize. NACo itself is an example of that trend.

Three years ago, a core group of women formed a caucus within NACo to serve as the national voice for women in county government. The caucus officially became known as the "Elected Women in

NACo." This supplement in many ways reflects their input and their concerns.

Since its formation, the Elected Women have successfully expanded the representation and visibility of women county officials at the national level. The caucus has sponsored workshops and "awareness" programs to enhance the skills of county political women and to provide them with a mutual support network.

Pages 10, 11 and 12 of this supplement focus on "women in politics"—the barriers they still face, the networks they are organizing at other levels, and recent conferences in Houston and Aspen where women have "reached out" to their sisters to identify goals which will improve the status of women in all phases of life.

But the tie between counties and women runs deeper than the question of how many women fill its political ranks. In recent years, there has been increasing pressure on government to examine the particular needs of women citizens. As the government closest to the people, counties have been the front line of response to those needs.

Issues that remain "theoretical" discussions in the national media—aid for rape victims and battered wives, day care, the plight of the "displaced" homemaker, employment and training for women—have taken the form of concrete and innovative programs in hundreds of counties.

The Elected Women in NACo have watched and encouraged the spread of these programs, a tiny sampling of which appear on pages 6 and 7.

Finally, the Elected Women have spearheaded NACo's campaign in support of the Equal Rights Amendment. NACo was the first public interest group representing state or local government to endorse ERA. Today, ERA is at a crossroads. Articles on pages 8 and 9 analyze the situation in the states, the move to extend the deadline, and the persistent fallacies about the amendment.

The march goes on. As it does, counties and women will continue their partnership to achieve the full integration of American women into the social, economic, and political mainstream of our society.

Successes of women's commissions

It is a Monday evening in Rockville, Md. Most of the families along Maryland Avenue are finishing supper. There is little activity except in front of the two-story white house with the green trim.

There, two cars pull up, one bearing a well-dressed woman in her mid-fifties, the other carrying a young girl sporting an Afro and jeans. In a few minutes, more cars pull up and 13 women disappear into the house and seat themselves around the fireplace.

The women have little in common except one thing—they are all separated from their husbands.

The house, called "A Woman's Place," is owned by Montgomery County. It is a special place where women with problems can find information, counseling and group support. On this particular evening, a group session on separation and divorce is being led by a professional from a local social service agency.

"A Woman's Place" is the result of a two-year effort by the Montgomery County Commission on the Status of Women. It has its roots in 1974 when the commission met with other community agencies to find out why drug and alcohol abuse was more prevalent among females in the county than males.

Participants at the meeting felt that part of the problem could be attributed to the nature of the county. A suburb of Washington, D.C., Montgomery has a highly transient population. Many women who move into the county because of their husbands' jobs feel lonely and isolated. These same feelings are shared, the group believed, by older women whose children

are grown and who are going through a period of transition and by women who are recently divorced.

The consensus at the 1974 meeting was that women needed their own service center in a strictly noninstitutional setting to provide recreational, educational and occupational opportunities.

The commission for women succeeded in getting support and funding from the county. A county-owned house was refurbished and in January 1976, "A Woman's Place" officially opened its doors.

The center offers three services: group sessions, individual counseling, and information and referral.

Group sessions last eight weeks and focus on topics such as separation/divorce, single parenting, women's awareness, assertive communication, motherhood in perspective, employment opportunities, women in transition, retirement, investments and insurance, women's legal rights, and women and health.

According to Quincelee Brown, director of the Montgomery Women's Commission, response to the center has been overwhelming. In its first year of operation, 6,000 women contacted the center for information or counseling, and 850 people attended its group sessions.

The center has thrived, thinks Brown, because "it has a reputation for being a very nonthreatening environment that is basically concerned about people's best interest."

"Our job is to help a woman sort out her problems and present her with all the alternatives possible," she says.



"A Woman's Place" is a special center where Montgomery County women can bring their problems.

According to Brown, the largest number of requests for help come from women with domestic relations problems.

"Particularly in separation and divorce cases, people feel very alienated and alone. They must cope with the initial shock... Group sessions help because they come to the center and find 13 or 14 other people just like them," Brown explains.

The second largest problem for women, she points out, is job-seeking. In its first year, the center tried to provide employment counseling to more than 100 women per week. But the load was more than the center could handle.

As a result, the county successfully applied for CETA funds to establish an offshoot of "A Woman's Place"—a career-readiness center located around the corner. Called "New Phase," the employment center concentrates on showing women where the jobs are, resume-writing, interview techniques, stress management, career changes, skills assessment and goal identification.

"A Woman's Place" is one of many success stories that can be attributed to local commissions on the status of women.

According to Anita Miller, president of the National Association of Commissions for Women (NACW), there are currently 47 municipal commissions and 44 county commissions. This total does not include 57 county commissions in North Carolina which are under the auspices of 10 regional commissions.

Some commissions are "permanent" commissions established by legislative or statutory action, whereas others are appointed commissions. Miller believes that statutory commissions are preferable because they become an on-going function of the local government and its budget.

Funding, she points out, is a problem for many of the local commissions. Some must "borrow" regular county employees for staff support and depend upon the county for free space, duplication facilities, equipment and supplies. Many have been successful, according to Miller, in receiving grants, such as CETA funding.

Most important, local commissions draw heavily from resources within the community, particularly volunteers.

"There are some commissions which have no staff and no funding but are still involved in a multiplicity of activities," she points out. "There is enough commitment to women's issues that people find a way to get things done regardless."

Many commissions break down into committees such as education, employment, health, legal, and economics.

In the area of education, the primary task of most local commissions has been helping school districts implement Title IX of the Education Equality Act.

In the health field, many local commissions have concentrated on care for rape victims and battered wives. The women's commission in

Prince George's County, Md., for example, helped the county set up a Sexual Assault Center.

The commission in Alameda County, Calif., held a workshop on medical care for rape victims. Participants agreed that a major problem was the lack of standardized treatment for victims. "In some instances, the treatment is more humiliating than humane," a report by the commission noted. As a result, the county has established standardized rape protocol in its two county hospitals.

In addition, Alameda is working with community groups to develop a diversion project for men who abuse their wives and shelters for the women themselves. In fact, creating shelters for battered women has been a major activity of many commissions.

In the employment field, the commission for women in Santa Clara County, Calif., sponsored a day-long "Nontraditional Career Fair for Women," which helped women explore nontraditional careers.

Some commissions have focused on upgrading the county or city's affirmative action program, while others have urged both public and private employers to establish more part-time jobs and "flexi-time" hours to accommodate women with families.

Alameda County's commission was instrumental in establishing one of the first pilot programs to provide job training to displaced homemakers.

Commissions have had impact on other economic issues such as housing, credit, child support laws and property laws. Most provide some type of legal counseling and many publish "women's rights" handbooks.

Finally, a major activity of every commission is to ensure that state and local laws conform to the principle of equality for women. According to Anita Miller, this mission is "almost a bottom line to the whole thing."

That may be the reason some commissions are beginning to draw opposition. In a referendum in Washington state last year, a proposal to make the state commission for women permanent was soundly defeated.

"Obviously we are in a time of social change," says Miller, "I don't know of any subject or social movement that is as far reaching or that affects more people than the women's movement. Therefore, it's controversial."

Miller believes the opposition is unjustified. "There are a lot of people in the country who would like us to go back to the 'good old days'... But I don't think there is any doubt that women are already in the work force and heads of household," she points out.

Summing up the role of commissions for women, Miller says, "I think what we've done is worked very hard to accomplish a smooth transition into the twentieth century."

For more information on commissions for women, contact Anita Miller, NACW, 926 St., Suite 1506, Sacramento County, Calif. 95814.

SEXUAL ASSAULT: counties assist victims

Until recently the criminal justice system offered few services to women who were victims of rape or domestic violence. The women's movement, through intensive education and legislative campaigns, dispelled many of the myths that surrounded assault on women and brought about the realization that assault victims need to be helped through the traumatic, often dehumanizing experience.

Progress has been made on various fronts. Hospitals now give more attention to preserving evidence which could be used for prosecution. Police departments have organized special units for investigating rape. And courts have liberalized laws which, in the past, exposed victims to public scrutiny and allowed any past sexual conduct to be submitted as evidence.

Women's groups would say that while progress has been made, much still needs to be accomplished. Many counties around the nation are responding to the challenge by setting up centers and programs to aid assault victims.

Today, programs such as telephone hotlines and rape crisis centers aid these victims and

help dissolve rape myths. In 1974 a group of concerned citizens in Polk County, Iowa, and County Prosecutor Ray Fenton started the Polk Rape/Sexual Assault Care Center (R/SACC). The program's main goals are to provide support counseling for victims, coordinate efforts with the prosecution, train and assist police and hospital personnel, educate the public about the center, and reform state statutes.

A rape victim receives help from the center through one of three channels:

- If a victim goes directly to the hospital after the assault the staff notifies R/SACC;
- The police notify R/SACC immediately when the victim reports the crime;
- R/SACC has a 24-hour hotline the victim may call.

Whenever the center is notified, a contact worker arranges to meet the victim at the hospital. She accompanies the victim to a special unit at Broadlawn Hospital which examines assault victims. The contact worker is there to help as long as she is needed, during the hospital process, police investigation and

trial period.

The Polk County Sheriff's Department has a specialized "rape unit" in the detective division and the county prosecutor's office designates a women prosecutor to handle all rape cases that are brought to trial.

The efforts made by Polk County to improve services have brought about definite changes that help the victim and the criminal-justice system. According to a report, police clearance rates for rape cases have risen from 50 to 69 percent. Charges were filed in three-fourths of those cases where the offender was identified, as opposed to only one-third previously. Convictions were obtained in 82 percent of the cases in 1976 as opposed to only 40 percent before the program started.

R/SACC is recognized by the Law Enforcement Assistance Administration (LEAA) as an exemplary project and a book entitled *A Community Response to Rape* was published about the program by LEAA.

Another county active in trying to help the rape victim is Genesee County, Mich. Prosecutor Robert F. Leonard was instrumen-

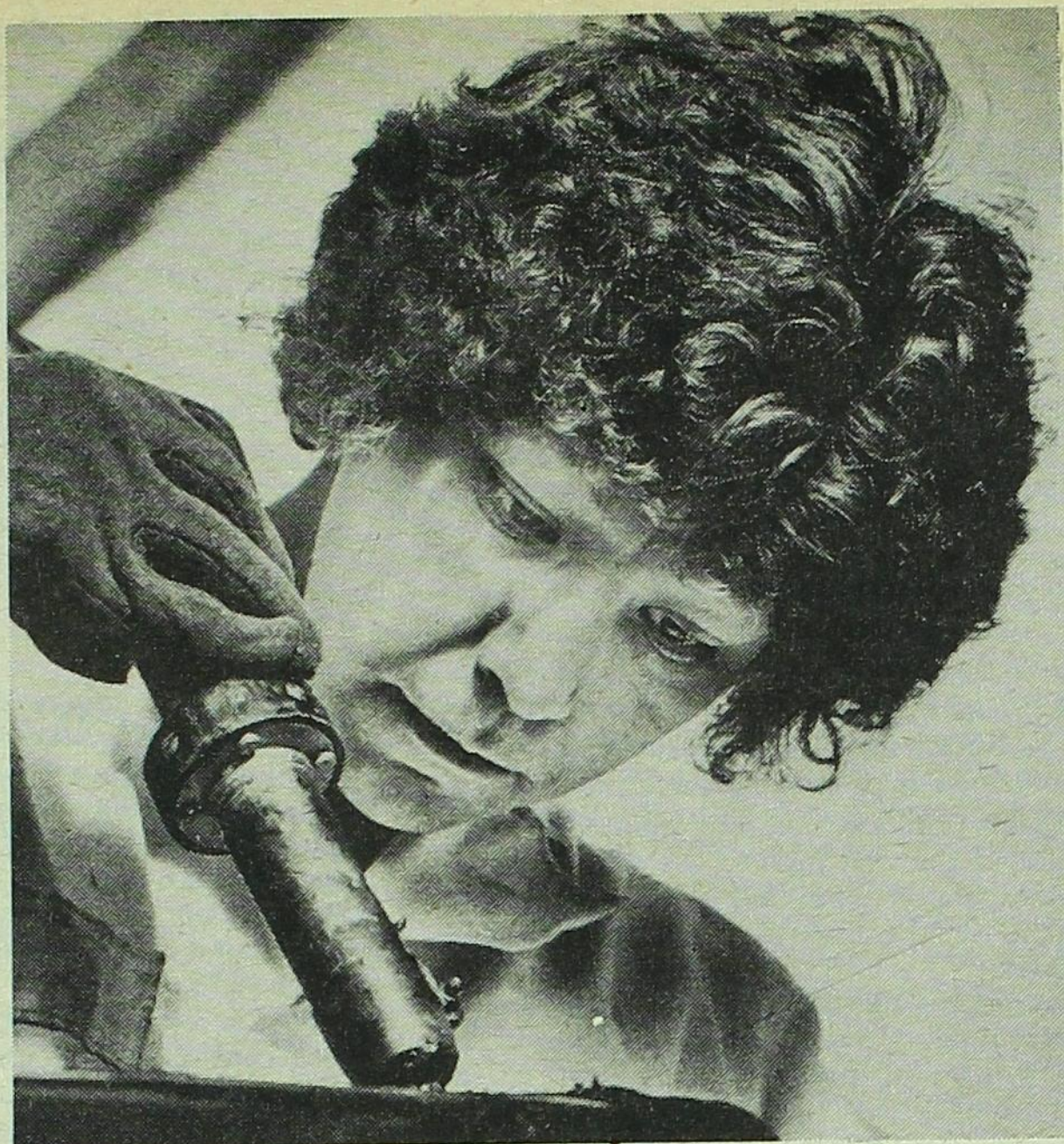
tal in establishing the Sexual Assault Crisis Center which provides counseling, referral and emergency shelter services. A pamphlet describing the center and its services is distributed throughout the community. Also as part of the program, the prosecutor's office assigns a woman prosecutor to handle all assault cases.

In Pennsylvania, a coalition called Women Organized Against Rape (WOAR) encourages the establishment of a network of crisis centers across the state. Bucks and Delaware counties started some of the first programs in the state. Allegheny County also provides services for victims through the Center for Victims of Violent Crime.

In Minnesota, Hennepin County has started a program called "Sexual Assault Services" and Dakota County has a victim/witness program in the county attorney's office for sexual assault victims.

Rape is not the only crime against women that has largely been ignored. Wife battering has long been viewed as a private matter between husband and wife. The traditional view

Continued on next page



TRAINING FEMALE WORKERS

Counties open new career avenues

If you buy a car in Monmouth County, N.J., these days, chances are your salesperson will be a woman.

On the other hand, you're just as likely to find women selling insurance, large appliances, or burglary alarm systems.

Thanks to a pilot project created by the county, 107 women have received comprehensive training in sales. The program reflects a growing trend among counties to prepare women for non-traditional jobs—jobs previously dominated by men.

Monmouth County's program, which began last March, is the result of a \$203,000 Title III grant under the Comprehensive Employment and Training Act (CETA). The program is aimed at unemployed women, 50 to 75 percent of whom must be heads of households.

Prospective participants register at four CETA centers around the county. Once selected, women begin a 22-week course during which they are paid \$2.50 an hour. Training begins with group counseling, including consciousness raising.

Consciousness raising

Consciousness raising, according to program director Gloria Franklin, "brings women out of themselves and helps them understand that other women have similar problems."

Although widely used in the women's move-

ment, consciousness raising has rarely been used in CETA programs. Franklin believes it has been successful. "These informal rap sessions help women feel better about themselves," she says. "Then they're open to other learning processes."

Classroom training is the next step. Women first learn about personal grooming, verbal communications and how to be assertive. Franklin calls this "packaging the woman from the outside."

"For example, every salesman learns that he has to wear certain clothes, like a white shirt and tie, to be accepted. The same applies to women," she says.

Next, women focus on general sales techniques: how to approach clients and close sales, sales psychology and marketing, and telephone skills. Then they get into technical aspects of four sales fields: auto, automobile parts, heavy-appliances, and "luxury goods."

Finally, when training is completed, women join a Job Club where they fill out resumes and telephone prospective employers. According to Franklin, nearly 60 percent of the women who have completed the program have found jobs.

Franklin points out a particular advantage to the program. "We've found that once women have been given basic training in sales, they are eligible for a variety of jobs. As a result, job offers have been snowballing."

"We've had insurance companies literally

knocking down our doors looking for women to sell insurance," she explains, adding that with more women in business needing insurance, companies have decided they need more female salespeople.

Companies selling security systems, like burglary alarms, have also contacted the county. "Many sales demonstrations in this field are conducted at night and companies have found that people are more willing to open their doors to a woman than a man," she points out.

Because of its documented success, Monmouth County's program in nontraditional jobs for women was selected as one of the nation's top 12 by a consulting firm hired by the federal Employment and Training Administration.

Joining the repair field

Another exemplary program can be found in Fairfax County, Va. where the county received a \$300,000 Title III grant.

A report explaining the program noted, "While increasing numbers of women are entering the labor force, for a great majority work means low wages, narrow opportunities for job selection and placement, and limited advancement opportunities."

As a result, the county surveyed area employers to find those most receptive to women

joining all-male fields. In December, 1976, the county selected 52 women to begin training in three areas: computer technology, housing management, and home appliance repair.

Training in computer technology for 30 women was conducted at the Control Data Institute (CDI). Prior to the county program, CDI had never had more than one woman in any of its technical classes.

During the six-month course, the women were paid a living stipend and an allowance for child care.

The course is now completed and 28 of the women have been placed in entry-level jobs, with salaries ranging from \$9,000 to \$12,700.

Six other women who joined the program to learn about appliance repair had experiences in clerical jobs, fast-food management and home health programs. They were generally underpaid and had few benefits.

The students began by fixing lamps and small electrical appliances and soon graduated to lawn mowers and washing machines. One benefit of the program, students agree, is that they are overcoming their fear of incompetence.

"All those machines are based on the same principle," one woman said. "Once you understand the principles of electromagnetism, you've learned a lot about how a motor works."

Because the program ended recently, it is too early to tell how many of the students will find jobs in their new field.

Housing management

The remaining 16 women spent one year training at the National Center for Housing Management. They began with two weeks of classroom instruction, followed by placement in on-the-job training situations in both private and public housing. The training was interspersed with seminars and workshops.

The women, who are just completing this course, have learned how to deal with complaints ranging from broken toilets to neglected children, inspect apartments, handle emergencies, direct maintenance work, take applications, and issue eviction notices.

One problem reports county staff, is that openings in the housing management field require managers to live on the property. Some of the students have families and prefer not to live on a property. As a result, some clients have dropped out or have changed their focus to housing research and administration.

During training in all three programs, women in Fairfax County were given individual and group counseling aimed at confidence-building. Fairfax personnel pointed out that the program has helped women understand that they can indeed "make it in a man's world."

WIFE ABUSE: safe havens

Continued from page 6

that a wife becomes the property of her husband once they are married seemed to justify ignoring the problem.

Wife abuse is not a crime strictly limited to lower class families, but one that transcends all educational and economic levels of society. Law enforcement officials are hesitant to interfere in domestic disputes for fear of personal injury. They are reluctant to break up the family unit by arresting the husband and often encourage the couple to reconcile their differences. What the abused victim really needs is a shelter for herself and her children to escape from the hostile attacks of her spouse.

Because of national attention on this crime, shelter programs have been started across the country to offer protection for the victim and help her get reestablished. One such program is SAFESPACE in Dade County, Fla., which was an outgrowth of the Dade County Victims Advocate Program.

SAFESPACE is a crisis intervention center for those who seek safety from life-threatening situations of violence at home. The center offers short-term refuge and counseling to help

clients through the crisis period. Referrals are made to community services when needed. The maximum stay at SAFESPACE is three weeks but the average is 10 days.

SAFESPACE is made up of seven efficiency apartment units, each with its own kitchen and bathroom. One family occupies each unit, but it can be made to accommodate two families if necessary. The residents at the shelter are required to pay a fee of \$1.25 per day unless they are indigent. Because it is a shelter to protect the client from further abuse, there are visiting regulations and a curfew.

The apartment setting affords the residents some privacy in addition to encouraging their self-sufficiency. The children at the shelter go to local daycare centers and schools to continue their education. The shelter also provides play and group therapy for the children.

The goal of SAFESPACE is to reach clients in such a way that they consider alternatives to living with violent behavior, and to prevent affected children from perpetuating violent home life when they become adults.

The Victims Information Bureau of Suffolk,

Inc. (VIBS) in Suffolk County, N.Y. offers counseling to victims of spouse abuse and rape. Its main clientele are battered women.

VIBS operates a 24-hour hotline staffed by professionally trained counselors to provide immediate help for victims and their families. Although the county does not operate a shelter to house victims, a counselor can meet the victim at any hour and provide supportive counseling. The program maintains an extensive referral system.

The staff provides individual, group, family, and couple counseling sessions. The center has a public education and professional training component which provides information about sexual assault and spouse abuse.

Suffolk County strongly supports the center. "It is a very important program and provides a much needed service in a sensitive area," said John V. N. Klein, county executive.

In Black Hawk County, Iowa, a task force was formed to gain more information about the extent of wife abuse. A need was recognized for a 24-hour hotline to provide in-

See WIFE, page 12

Deadline battle shifts To Capitol Hill

The battle over the Equal Rights Amendment may be moving to a second front—Capitol Hill.

With the deadline for ratification little more than a year away, Rep. Elizabeth Holtzman (D-N.Y.) and 20 cosponsors have introduced a congressional resolution to extend the deadline seven years.

Thirty-eight states must ratify the proposed 27th Amendment by March 1979. Although 35 states have ratified thus far, winning approval from the final three states is in doubt. Only a few of the 15 nonratified states appear likely to even consider the amendment by the deadline.

Holtzman's resolution raises a number of legal questions, chief among them whether Congress can extend the deadline without resubmitting the amendment to the states and beginning the ratification process anew.

Congress has never attempted to extend a ratification deadline. Nor does Article V of the Constitution, outlining ratification procedures, indicate how much time should be allowed.

In fact, the first 17 amendments to the Constitution were submitted to the states without any time limit. It wasn't until 1921, with the 18th Amendment, that Congress chose seven years as a time frame.

The seven-year limit has become a tradition since then and has been attached to every constitutional amendment from the 20th through the 26th.

Defining "timeliness"

Last November, the House Judiciary subcommittee on civil and constitutional rights held three days of hearings on Holtzman's proposal.

John M. Harmon, assistant attorney general for the office of legal counsel in the Justice Department, submitted an opinion that Congress has the power to extend the deadline without sending the amendment back to the states. Seven legal scholars agreed with Harmon.

They based their arguments on two previous Supreme Court decisions. In 1921 (*Dillon v. Gloss*), the Supreme Court ended a debate about whether constitutional amendments ever die by saying, "The fair inference or implication from Article V is that ratification must be within some reasonable time."

The court ruled that Congress is "left free" to define what constitutes a reasonable time and that this was a "matter of detail."

In 1931 (*Coleman v. Miller*), the high court considered a challenge to the proposed Child Labor Amendment on the grounds that the amendment had been pending before the states for 13 years and that this was an unreasonably long time.

The court ruled that Congress, not the courts, was the forum entrusted by the Constitution to control the "timeliness" question. The court based its decision on the fact that "reasonable time" issues call for essentially political judgments which only Congress can make about the continued relevancy of proposed amendments.

Thomas Emerson, professor at Yale Law School, pointed out in the hearings, "If Congress has the power to determine what is a reasonable time for ratification ... it also has the power to extend the limitation originally fixed on it."

Deadline set by resolution

He and other witnesses argued that the ratification process would not have to begin anew because the seven-year deadline was included in the proposing resolution, not the amendment itself. Therefore, changing the deadline would not change the amendment as it was originally submitted to the states.

In the 18th, 20th, 21st and 22nd amendments, Congress did place the time limit within the text of the amendment itself. Starting in 1960 with the 23rd amendment, however, Congress began placing the deadline in proposing resolutions.

By so doing, Harmon said that Congress did not bar a subsequent Congress from making a more informed judgment at a later time about the deadline.

Emerson pointed out that seven years was an arbitrary limit imposed by Congress out of custom rather than any considered debate.

Ruth Ginsberg, professor at Columbia Law School, asked, "Has Congress, by that casual, procedural measure, so hobbled itself that it is now disabled from assessing whether the proposed Equal Rights Amendment remains a vital political question, a question on which public debate and state legislative consideration should be allowed to continue?"

Other witnesses, however, argued that Congress did not have clear legal authority to extend the deadline.

Attempts to rescind

Former Solicitor General Erwin N. Griswold explained that legislative history does not reveal why Congress switched its tactics in 1960 and began placing time limits in proposing resolutions.

"Presumably, this method was adopted because the inclusion of the time limit in the amendment is cumbersome and it is redundant to have to continue it as a part of the Constitution for all time," Griswold said.

Congress did not necessarily intend, therefore, to retain greater control over the deadline than it had when the seven-year provision was part of the amendment itself.

Furthermore, Griswold noted that the seven-year deadline was the condition under which the states had acted when they ratified or rejected the amendment.

"To change the time now ... is a little like extending the time of a football game after 14 minutes in the final quarter, with the score tied, and one team on the other's one-yard line," he said.

Even if it is decided that Congress can extend the deadline, another question remains. Some witnesses testified that Congress could act by a simple majority vote, while others insisted that it would take a two-thirds majority of each Chamber.

Complicating the issue further are votes in three states to rescind their earlier approval of ERA. The Justice Department has said that states do not have the right to rescind approval once it is given. Congress took the same position in 1868, after two states voted to rescind their ratification of the 14th Amendment. Congress chose to count the two states among the required three-fourths majority.

However, it remains to be seen how the action of the three states would be affected if Congress extends the time limit.

Opening Pandora's box

Holtzman's resolution also opens a Pandora's box of political questions.

ERA opponents see the move to extend the deadline as playing "dirty pool." They are quick to point out that no constitutional amendment has taken more than four years between passage by Congress and final ratification by the states.

The resolution has even split the ranks of ERA supporters. Some regard it as a tactical error which may slow down momentum for ratification in the states or create additional bad feelings. Others fear that a congressional defeat of the extension would be taken as a signal by the states of decreasing support for ERA.

Supporters of Holtzman's proposal, however, see it as an insurance policy against time running out on an issue that is still politically relevant. They are bitter that parliamentary maneuvers have kept ERA off the floor of some state legislatures and prevented its full consideration in these states.

They point out that the idea of equality for women before the law continues to attract widespread public attention and that Congress has every right to ensure that it be given "reasonable" time to play itself out.

In his testimony before the House, Emerson said, "History has demonstrated that a long period of time is necessary for the nation to make up its mind with respect to fundamental changes in the status of large groups in the population. Thus, the Women's Suffrage Amendment was under consideration for nearly three-quarters of a century."

In a statement introducing her resolution, Holtzman said, "The question of equal rights for women is just as vital and alive today as it was in 1972 ... I recognize, however, that the amendment has generated substantial interest in the public and unfortunately some misinformation as well."

"It is precisely for this reason that I think there should be ample opportunity for state legislatures to consider the ERA thoroughly and to conduct an informed debate about it."

Although Holtzman's proposal appears to have the backing of the House Democratic leadership and the Carter administration, it is too early to tell what will happen. Hearings are expected to continue this spring.

State ratification in the

By a 12-to-8 vote, a Virginia House committee rejected the Equal Rights Amendment Feb. 9, adding one more defeat to an amendment facing the final stretch in its race for ratification.

The action followed by two days a vote in the South Carolina Senate to table ERA. Earlier this year, the amendment was killed by a 24-to-8 vote in the Alabama Senate and was rejected by a Senate committee in Georgia.

Three out of the 15 nonratified states must approve ERA by March 1979. The recent defeats have further dimmed, but not altogether extinguished, the hopes of ERA supporters. Activists continue to mount intense final-hour campaigns in a number of states to switch key votes or try to defeat anti-ERA legislators in this fall's elections.

The outcome of the ratification process will determine the fate of an amendment whose history spans more than 23 years and has been introduced in every Congress since 1943. The House passed it in October of 1972 by a vote of 352 to 18.

ERA first made its way to the Senate in 1943 and has been introduced in every Congress since. The House passed it in October of 1972 by a vote of 352 to 18.

A year after Congress passed the amendment, the opposition organized and mounted a massive campaign to bogged down the end of the states ratified in the said yes in the end.

With passage by the House, ERA supporters have little to encourage that the amendment will be ratified.



Women: 'neither equal nor protected'

After six years of debate, opposition to the Equal Rights Amendment continues to be fueled by misconceptions about the nature of the amendment and its probable effects.

One fear of ERA opponents is that women, if made equal, will lose certain "protections" afforded them under state law. This assumption was challenged when the International Women's Year (IWY) Commission completed its study of homemaker rights in the 50 states. The commission found that women, particularly homemakers, are neither equal nor protected. In fact, they may be one of the most vulnerable groups in our society.

It is commonly believed, for example, that a husband must support his wife. In some states, this is true. However, a housewife has almost no legal recourse to enforce this "right" while she continues living with her husband. Only in separation or divorce will the courts stipulate the husband's obligation to his wife.

In many states, the husband has the right to determine legal domicile of the family. If the wife chooses not to live where the husband has decided, she is guilty of desertion or abandonment and can be sued for divorce.

In Georgia, a couple's home belongs only to the husband, even if the wife earns the wages, supports her spouse, and pays for the place they live. The husband can do anything he wishes with the property without consulting his wife, and she has no legal recourse.

"Unity of the spouses"

In Missouri, marital law is based on an old English concept of "unity of the spouses" whereby a husband and wife are considered one for legal purposes. Being considered one, a husband and wife cannot sue each other. In the case of an automobile accident, the injured spouse cannot claim against the insurance company of the driving spouse. More important, the rule applies even when injury is intentional. A woman who is continually beaten by her husband has no private remedy by which to seek damages.

If the wife is injured by an outsider, the husband can sue the outsider. Since a woman's legal obligation in Missouri is to render "household services" to her husband, the husband can claim damages for the loss of these services. The wife, however, cannot recover anything herself for her own inability to do housework. Such damages go only to the husband because it is considered his "loss," not hers.

The IWY Commission's report points out that a homemaker's economic status is most in jeopardy when marriage ends—either through divorce or death.

Iowa is a common law property state which means that whatever earnings or property an individual acquires during marriage belongs to that person. The law appears equitable when both spouses have income-generating jobs but overlooks women who, in choosing to stay home to raise children, have no outside income. Like most states, the courts place no value on women's work in the home.

In one instance, a farm wife literally ran the farm for 18 years during which her elderly husband was physically disabled, but the court held that all of the income and acquisitions of the farm during that time belonged to her husband. Her work was not considered "separate earnings."

The displaced homemaker

In South Carolina, another common law property state, the courts are not permitted to divide marital property upon a divorce. The IWY Commission pointed out the hypothetical effects of this law:

John and Mary have been married for 25 years and have three children. During that time, John works as a real estate agent and earns increasing annual income. All of his excess earnings are invested in real estate which he places in his own name. Mary keeps house and raises the children on a tight budget so that there will be sufficient money to use for John's investments.

At the time of divorce, John's income is \$10,000 a year but he has property holdings with a net worth of \$200,000. Mary is shocked to learn that she will get no part of the investment property, much of which John was able to purchase because of her thrift and industry at home. Based on John's salary, Mary will be lucky to get \$200 or \$300 a month.

There have been cases, of course, where divorced men claim they are left with barely enough to subsist on after paying alimony or child support. This is most often true when one income simply will not stretch to support two households, leaving both the man and woman pinching for pennies after a divorce.

Recent studies, however, indicate that it is the woman rather than the man who is more apt to suffer economically when marriage ends. A study by the Survey Research Center of the University of Michigan found that the financial status of men generally improves after divorce, whereas the financial status of women deteriorates.

A Market Opinion Research poll in 1975 revealed that only 14 percent of divorced women nationwide were awarded alimony and only 44 percent of divorced mothers were awarded child support. And, according to the study, less than half of these women are successful in collecting the court-ordered payments. The result is that, in the United States, less than 7 percent of divorced women and 22 percent of divorced mothers receive any type of support payments on a regular basis.

With divorce running at a rate of one out of every three marriages, some government officials believe the situation is creating a new class of poor. The "displaced" homemaker may find herself with few outside job skills or training to draw from when marriage ends suddenly. The University of Michigan survey pointed out that 13 percent of divorced women are forced to go on welfare.

State laws may also adversely affect the financial status of a widow. In some states, a widow who inherits a family farm, even if her name were on the title with her husband's, must pay a hefty inheritance tax. The widower in the same situation does not have to pay the tax. These laws have resulted in cases where the widow must sell the farm—the sole means of support for herself and her children—in order to pay the tax.

A housewife receives not one penny for retirement pensions, although she may be eligible for survivorship benefits under her husband's retirement plan. Her only other recourse is Social Security from which she can earn a percentage of her husband's benefits after 10 years of marriage. (Until just this year, the homemaker had to be married for 20 years before receiving a share of her husband's benefits.)

In many states, the homemaker, if her husband dies without a will, inherits only a portion of his estate and it may be as little as a one-fifth share. In Georgia and South Dakota, the husband can choose to leave his wife out of his will entirely.

Individual treatment asked

The way ERA would change these marital laws is best summed up in a Senate Report which says the amendment "essentially requires that the federal government and state and local governments treat each person, male and female, as an individual."

According to the Citizens Advisory Council on the Status of Women, "The amendment would bar a state from imposing a greater liability on one spouse than the other merely because of sex. It is clear that the amendment would not require both a husband and a wife to contribute identical amounts of money to a marriage."

"If spouses have equal resources and earning capacities, each would be equally liable for the support of the other ... On the other hand, where one spouse is the primary wage earner and the other runs the home, the wage earner would have a duty to support the spouse who stays at home in compensation for the performance of his or her duties."

"Thus alimony laws could be drafted to take into consideration the spouse who had been out of the labor market for a period of years in order to make a noncompensated contribution to the family in the form of domestic tasks and/or child care."

In many states, therefore, ERA would provide more rather than less protection for homemakers because it would force courts to place a value on work done in the home.

What about women who work outside the home? Some ERA supporters mistakenly believe the amendment will improve their employment opportunities across-the-board. Unlike the broad Civil Rights Act of 1964, however, ERA applies only to governmental action. Therefore, it would prohibit discrimination by the government as an employer but would not affect women working in private in-

on in the home stretch

come of the extension of the ERA by Congress. The House finally passed the amendment in October of 1975, and the Senate followed suit in 1977.

After 30 states had ratified the amendment, the opposition was bogged down. Only one state, North Carolina, failed to ratify the ERA by the end of 1977.

ERA supporters find it encouraging that convention

boycotts in nonratified states are beginning to take their economic toll.

Three large conventions scheduled in Kansas City, Mo. were cancelled last year and moved to pro-ERA states. As a result, the Kansas City Council has sent a "bill" of \$1.1 million to the Missouri General Assembly to cover the amount city officials estimate the city has lost because of the legislature's refusal to ratify ERA.

The Council of the District of Columbia has passed a resolution saying it is "outraged by the failure of 15 states to recognize the basic rights of women, as demonstrated by their failure to ratify the Equal Rights Amendment."

The D.C. government has called upon all employees to refrain from spending money in nonratified states and has prohibited the spending of D.C. government funds in connection with any conferences in these states.

Ingham County, Mich. and Prince George's County, Md. also passed resolutions prohibiting employees from spending county money on conferences in nonratified states.

The Miami Beach Convention Bureau reports a loss of \$8 million as a result of convention cancellations by the National Education Association and the American Library Association. Approximately 10,000 people usually attend each of these conventions.

Probably hardest hit is Chicago which estimates it has lost \$1 million in outright cancellations and another \$14 million in future convention possibilities. The Chicago Convention and Tourism Bureau adopted a resolution in support of ERA last fall, citing loss of convention business as a major reason for the move.

A spokesperson for the National Organization for Women, the group spearheading the boycott, also reports that the number of organizations participating in the boycott is growing rapidly. Whereas the boycott list showed only 40 organizations participating several months ago, the number has recently jumped to over 100.

Despite such reports, however, ERA supporters admit no clear-cut state victories are in sight. Florida and Illinois appear the only "hopefuls." A spokesperson for ERA America said the political situation in some states is "so fluid" that it is impossible to predict what will happen. Much of ERA America's strategy this year is concentrated on defeating anti-ERA legislators this fall.

Here's a rundown of the 15 nonratified states:

Alabama: Senate rejected ERA Jan. 31. No further action expected this calendar year.

Arizona: Legislature convenes this year. ERA could be considered but passage unlikely. ERA has been rejected once in the House and three times in the Senate.

Arkansas: Legislature does not convene this year.

Florida: Legislature convenes April 4 (length of session is 60 calendar days). Senate defeated ERA last year 21 to 19. Possible vote this year in post-election special session. ERA America focusing on elections.

Georgia: ERA rejected by Senate committee this year. No further action expected.

Illinois: Legislature convened Jan. 11 (no limit on length of session). House rejected ERA last year by seven votes. ERA not expected to be brought to floor before November. ERA America focusing on elections.

Louisiana: Legislature convenes this year but ERA is unlikely to be considered.

Mississippi: ERA has almost no chance in this state. It has never been allowed to reach either the House or Senate floor.

Missouri: Senate defeated ERA last year 22 to 12. Legislature convenes this year but no action expected.

Nevada: Senate approved ERA last year 11 to 10. House defeated 24 to 15. Legislature does not convene this year but a statewide referendum on ERA will be taken. Referendum is nonbinding.

North Carolina: House passed ERA last year 65 to 55. Senate defeated 26 to 24. No further action expected until 1979.

Oklahoma: No floor action last year. Possibility of a vote this year. Legislature convened Jan. 3 for 90 legislative days.

South Carolina: No floor action last year. Senate tabled ERA by a 23-to-18 vote Feb. 7.

Utah: Passage considered impossible.

Virginia: House Committee rejected ERA Feb. 9. Senate defeated ERA last year 20 to 18 (21 votes needed). Not known whether ERA will be considered again this year.

Uphill climb to Elective office

by Neal R. Peirce

Are women at a takeoff position in winning substantial numbers of public offices in America?

Gallup Poll results suggest the climate has never been more favorable. Seventy-one percent of Americans believe the country would be as well, if not better, governed if more women held political office. Over 80 percent say they'd vote for a qualified woman candidate for mayor, governor or Congress. The number saying they'd vote for a qualified woman candidate for President rose dramatically from just 31 percent in 1937 to 73 percent last year.

Yet in hard numbers, women's progress in winning public office has been excruciatingly slow. They hold little more than 5 percent of all elected offices in the U.S., according to the latest count—completed in 1975—by the Center for the American Woman and Politics at Rutgers University. A new count, now underway, is expected to show some gains but few startling breakthroughs.

There are only 18 women (of 435 Members) in the U.S. House—one less than 14 years ago. There had not been a single woman senator since 1973, until Muriel Humphrey was appointed to serve the remaining term of the late Hubert H. Humphrey.

There are two woman governors—Ella Grasso, D-Conn., and Dixie Lee Ray, D-Wash. But though women comprise 53 percent of the voting age population, they hold only 10 percent of statewide elected positions, 9.1 percent of legislative seats.

The last two years have shown sharp increases in woman mayors and council members—but the base was only 5 percent in 1975. In cities of more than 100,000 there are only five woman mayors.

The obstacles to women's elective progress, in a nutshell, are men—and women.

The political parties, still dominated by men, constantly set obstacles in the way of women who want to advance from stuffing envelopes to holding office, says Susan Tolchin, co-author (with Martin Tolchin) of "Clout: Womanpower and Politics."

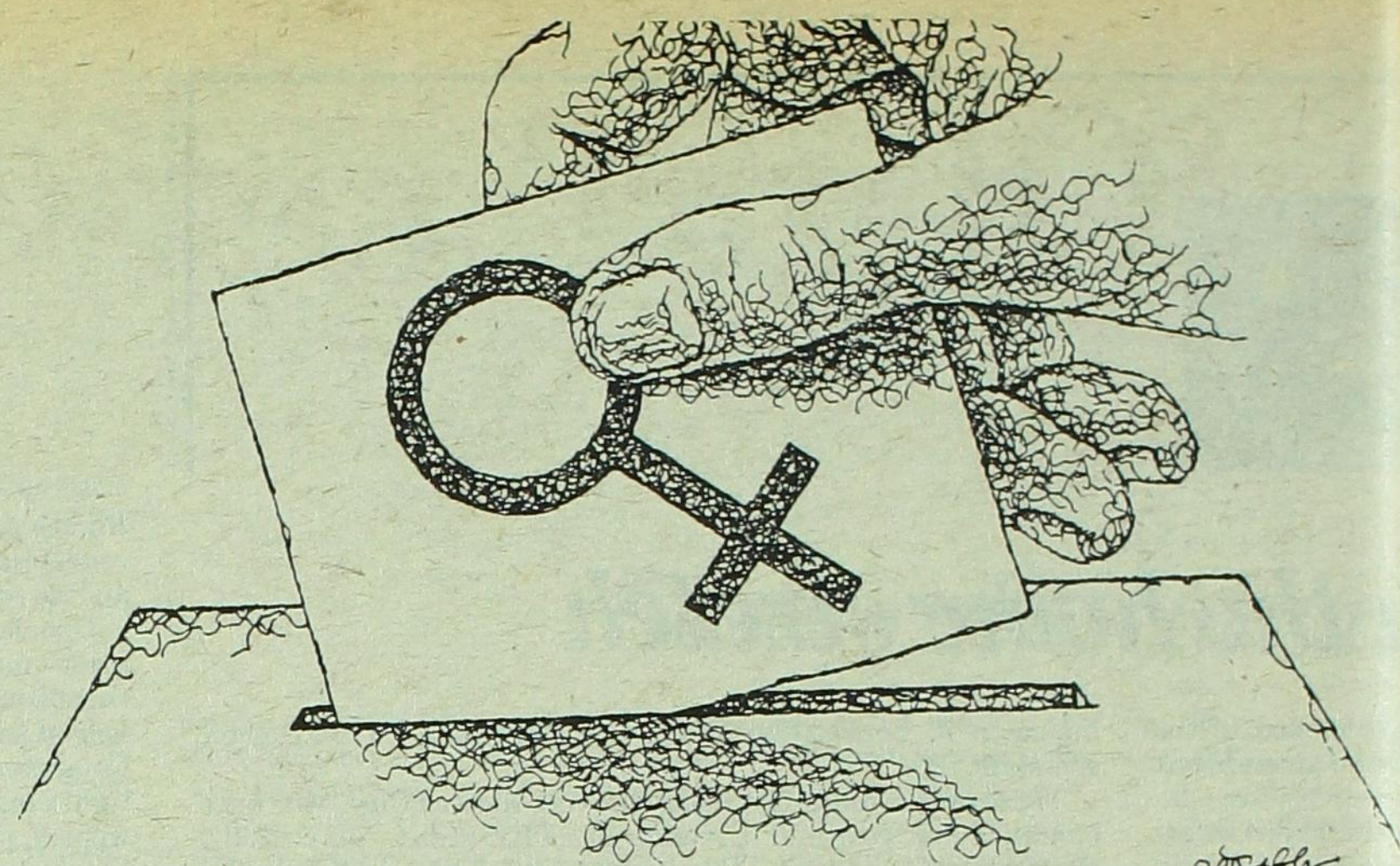
Women are not a part of the "old-boy" networks. "The smoke-filled rooms, bourbon-and-branchwater rites and all-night poker games exclude women from the fellowship and cronyism that seal the bonds of power," says Tolchin.

Thus if a woman wants to bid for office, she has to prepare much earlier than male competitors to develop campaign expertise and build special group support. Without party support, she has to work much harder.

All too often, party hierarchies encourage women to run only in "throwaway" districts—those destined to produce losers. Once nominated, however, women sometimes make their breakthrough by surprise wins.

Raising money is women candidates' severest problem. They're rarely connected to well-heeled business or labor sources that launch male candidacies. Women, often dependent on husbands for family income, view the money as "his" and won't spring easily for significant \$100 or \$1,000 contributions.

The important short-term gains for women will be at the local level, says Betsy Wright, executive director of the National Women's Education Fund. The traditional entry point to elective office is close to home, she notes. More of today's women candidates are community-based self-starters; fewer slip into office as widows of officeholders. But the younger women, Wright says, are cautious about family responsibility. At least until their



children are grown, many will avoid the disruptive schedules of commuting to a state capital or Washington.

Polly Baca Barragon has operated effectively on school tax, housing and corrections issues in the Colorado House after early experience in national Democratic and Spanish-American politics. "In the 1980s," she says, "I'd like to run for Congress. But that decision has yet to come; I have two very small children."

"Local government can be the highest form of government because it can be responsive," says Liz Hair, chairman of the Mecklenburg County (Charlotte), N.C. board of commissioners. Twice she's declined to run for Congress. But like Hair, many local female officeholders are very active in associations of counties or municipalities that can be powerful state and national lobby forces.

Many women, in their first offices, earn poorly. The Tolchins found that the poorest paying legislatures are likely to have the most women members. For example, women make up 27 percent of New Hampshire's legislature, which pays \$100 a year; the

California legislature, paying \$23,232 yearly, has only six women—in a state with high numbers of women in low-paying local offices.

Once elected, many women report their male colleagues won't take them seriously and try to exclude them from important decision making. But that often permits them to catch the men unawares and get their way in legislative halls.

Women, says Tolchin, tend to be inhibited, don't like to operate in a power context as men do.

But women do have strengths male politicians often lack. They're usually more accessible, more open, more sensitive to community needs. The women's movement, by sensitizing women to their individual worth and potential, has also politicized—to the horror of some of its leaders—right-wing women.

Women officeholders also tend to be honest. Perhaps because they're idealistic, or less involved with businesses that present conflicts of interest, it's exceedingly rare that one is indicted for malfeasance in office.

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Need to crush political stereotyping

by Phyllis Pautz

"Women Worming Way In." This headline appeared in the *Cleveland Press* over a wire service report describing the growing number of women serving in state legislatures. It was reproduced in *Ms. Magazine* along with other casual putdowns of women from various sources.

The headline seems to me to imply that women are infiltrating the state governing bodies in a subversive manner—"worming" their way in where they don't belong. Such careless captioning ignores the fact that, obviously, women serving in state legislatures



Phyllis Pautz has been a volunteer in political campaigns in various states for the past 20 years. Currently active in the Democratic Party in her hometown of Greenville, S.C., Pautz has written a book, to be published this year, entitled "Blueprint for Victory: A Woman's Guide to Local Politics." In addition to her political activities, Pautz has spent many years as a free-lance writer, syndicated columnist and author of a book on decorating.

are there under the same circumstances as their male colleagues. They campaigned for, and won, a legal election. The "nonthinking" that produced the headline exists because women in public office are still a tiny minority. Less than 10 percent of all elective offices at all levels of government are held by women. Increased visibility, more and more women in government, is the best antidote for this kind of stereotyped reporting.

Surpassing obstacles

Women are "worming" their way into county government at the same "alarming" trickle. They are serving as commissioners, sheriffs, coroners, treasurers and in courthouse jobs across the country.

Reaction to their presence is varied. When Gladys Spellman began her political career as the first woman elected to the council in Prince George's County, the gentlemen councilmen assured her that she needn't come to all the meetings; they would run it. (She came, contributed and went on to the U.S. House of Representatives.)

Elected women are not always treated with such gallantry, however. One county official was given an office and a chair but no desk. (She finally provided her own.)

Another woman found her office flooded after the taps in the men's room above were left on all night.

Still other women have been subjected to more subtle pressures. Some are accidentally not called for meetings, not informed about matters that directly or indirectly affect their jobs and often not provided with staff help to the same degree that a male holding the same office would be.

Most women faced with these obstructionist tactics have survived. And as these "ground-breakers" prevail, more women are encouraged to enter politics, convinced that it can be done, that they can have a share of the power which affects all our lives. And as their tribe increases, the pettiness, the obstacles, the attitude that a bunch of pushy women are trying to "worm" their way in, is gradually disappearing.

A few years ago, a study made by the Center for the American Woman and Politics of the Eagleton Institute at Rutgers University, found that most women entered politics at a later age than men. Most women were over 40 when they made their first bid for office with years of child care and volunteer effort behind them. Their male counterparts at this age had a good 10 or 15 years of political involvement and had already acquired the necessary name recognition, credibility and a network of support and funding.

Today, younger women are realizing that they can juggle home or job, and politics successfully—just as men have always juggled business and politics. On the national level, Reps. Pat Schroeder of Colorado and Yvonne Burke of California come to mind. If we are to have women in the U.S. Senate, not one woman "worming" her way in, but a fair representation, we need young women who will make an early start in politics and work at it as a continuing career.

Starting at local level

County government is a good place to start. Local government provides the opportunity to understand intimately how one level of government works (and sometimes doesn't work). It provides the opportunity to understand the politics of power, to build a collection of IOUs judiciously—favors that can be called on as needed. It provides the opportunity to build credibility, to become known as the kind of person who gets things done. Unfortunately, some women are still reticent about initiating programs, still defer to men on committees, still feel it is better to be seen and not heard. There is no place in politics for such lady-like behavior. Women must fortify themselves with in-depth knowledge and then have their say without qualifying or apologizing for anything.

My advice for elected women:

- Let people know what you've accomplished. Get acquainted with the local media. How? Well, when you read or see or hear good coverage of some aspect of community affairs, call the person responsible and pay some compliments. After a few such calls suggest lunch.

You don't need a news conference every time you do something. A few words, and enthusiastic sharing with the right people, is often all that's needed to spread the word.

- Get involved with the political party of your choice, even if county elections are non-partisan. Find out who and what the power structure is. Contribute your time and expertise in visible positions—definitely not behind the scenes licking stamps. And mention your name a lot, on memos and over the phone and whenever you see someone you haven't seen before. Take an active part in community organizations, especially those that are working for community improvement. Hold office, if you can and if you have time. From these groups come volunteers and supporters when you are ready to move on.

- Encourage other women to run for public office and help them when they do. Don't succumb to the super-woman syndrome. One mediocre performance by one woman official will not spoil it for the rest. The added visibility of one more woman official will more than compensate for any failings she may have. We, of course, want the best possible public officials, but don't subject a woman to finer scrutiny than you do her male opponent. We all do this at times: "Is she really ready?" "She seems a little shaky when she speaks, not too sure of herself." "Does she have a chance?"—etc. etc. Don't subject yourself to the super-woman nonsense either, when you're making the decision to run. Just look around you. Can't you do as well as or better than at least half a dozen officials now in office? Can't the woman who is running?

More women needed

We need more women in elective office at all levels of government, if we are to have a functioning democracy. It is tragic to have male representatives making decisions about women's bodies, women's minds, women's work, and women's status as citizens with little or no input from female colleagues, simply because they have so few female colleagues. Fifty-one percent of the population is hardly represented in the decision-making process of our country.

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'Ol girl' networks

Office holders reap benefits of mutual support

While they don't meet in smoke-filled rooms, members of California's "ol' girl" network, reports Sacramento County Supervisor Sandra Smoley, are building the same kind of political clout "that men have had for years."

The network is called the California Elected Women's Association for Education and Research (CEWAER) and is the first of its kind in the United States.

A state association composed of appointed and elected women at all levels of California government, the network is organized with yearly dues and annual conferences. It boasts over 500 members.

CEWAER's hired staff, says Smoley, hold training sessions, provide women policy-makers with research on important topics, organize women at the regional level, and keep a "talent bank" of women qualified for high-level appointments.

But the network's most important mission, Smoley explains, is to encourage women to run for political office and to provide a forum for women who hold office.

"Women in elected positions do share many problems and can encourage other women to accept more responsibility and go on to larger races," says CEWAER's President Sue Hone. Hone is vice-mayor of Berkeley and has been with CEWAER since its formation in 1974.

"It has been exciting to see women over the last four years become much more active politically. I know of one woman who was a school board member and is now a supervisor. Another woman was a supervisor and is now a state legislator," Hone says.

"They might have done it anyway," she adds, "but they said that having access to women who had run larger campaigns (through CEWAER) was extremely helpful."

Another benefit, Hone claims, is that CEWAER has encouraged women in elective office to "hold their own" against their male counterparts.

She explained, for example, that the person who gets the most votes in California city council elections traditionally becomes mayor. When CEWAER was first formed, however, several women complained that they had won the most votes but had not been selected as mayor.

"The rules seemed to change when a woman came in first," Hone says. As a result, women began to bring this issue out into the open during campaigns and the problem has largely been eliminated.

"It is critical that women have the same rights and privileges as their colleagues," Hone says. "This is useful to men as well. I'm sure men would rather deal with members of their board as colleagues and peers rather than worrying about giving special treatment to women."

Hone points to another advantage of the network. "Because so many different jurisdictions are represented in its membership ... members of school districts and city and county governments are working together on joint problems and programs."

"It is clear that taxpayers benefit when you can eliminate overlapping services and when you have jurisdictions working together," she says.

Smoley believes that CEWAER is becoming a "driving force" in California state politics. "We met with the governor last year and spent a day with the Senate and the Assembly," she notes, adding that "they invited us."

CEWAER's highly organized structure makes it distinctive, but the idea of a mutual support network for women is by no means unique to California. The seeds of such networks are beginning to sprout in several states.

Rosemary Ahmann, commissioner of Olmstead County, Minn., says that women in the Minneapolis area have created their own ad hoc group.

"We meet once a month for lunch to introduce ourselves and be aware of women's efforts in the state," she explains. "There is no formal structure and no dues. It's just an op-

portunity to have lunch and sit down and talk to one another informally."

The luncheons have been going on for five months and Ahmann claims "attendance is increasing every time." She says the network began with about 40 women and is now up to 75 or 80.

Ahmann points out that the network is "broader" than just political women and includes women working in any job. "This is appealing," she says, "because it gives me a chance to meet women in business who work for major companies in the metropolitan area."

However, Ahmann is striving to expand contacts among women in politics. Last fall, under the sponsorship of the Women's Institute for Lifelong Learning and the Minnesota Women's Political Caucus, she organized a one-day "wine and cheese" seminar for a potpourri of political women around the state.

Flown into town especially for the meeting was Kay Waldo, a legislator from Jackson County, Mo., who heads a consulting firm specializing in human relations.

Relying heavily on transactional analysis and assertiveness training, Waldo's main purpose is to give women clearer insights into themselves and their worth, and specific skills to act out who they are in positive, productive ways.

She told the group that women in government can have their cake—and the frosting—if they learn to get approval from themselves as well as other people.

"Subconsciously, we've grown to believe that women are not as okay as men," she pointed out, adding that a woman's reaction is to hook up with someone who does approve. If that's a man, she'll feel okay—temporarily.

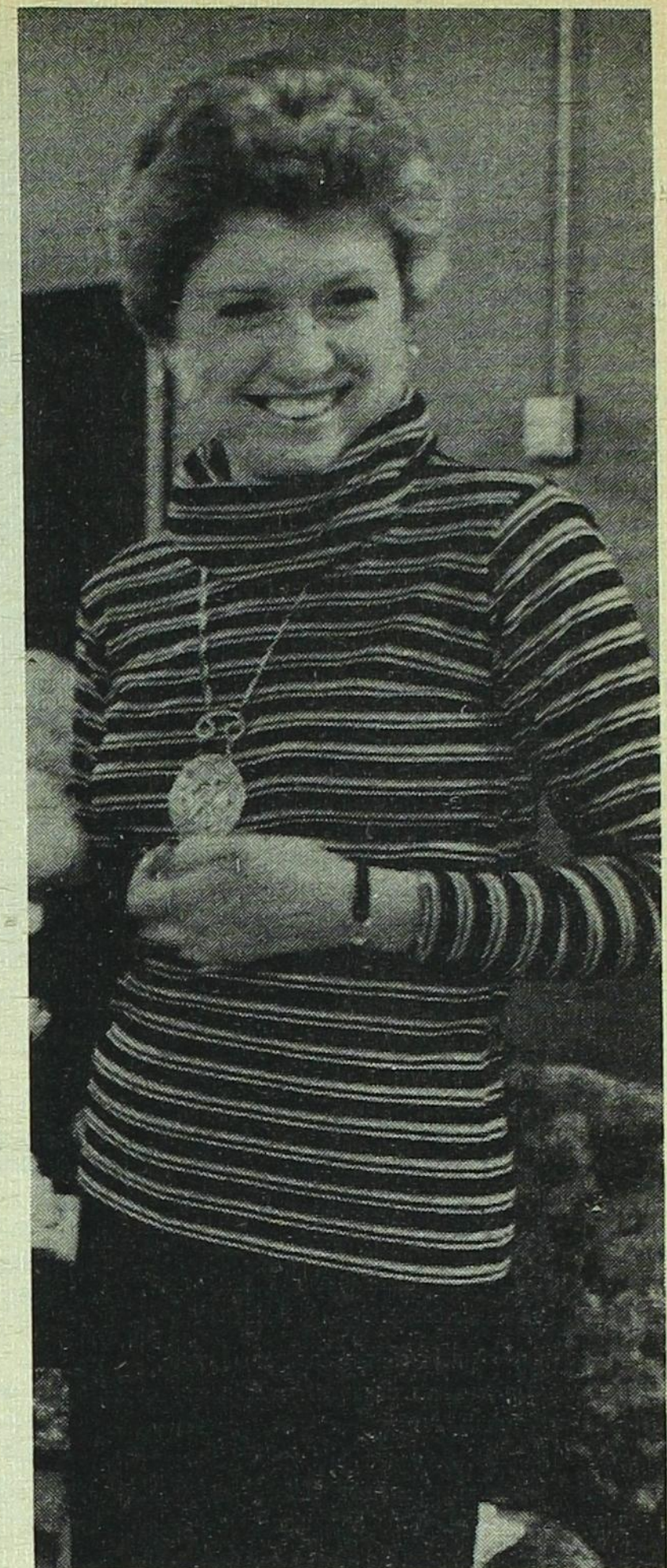
"But it's a vicious cycle. Other people's approval is not the whole cake. Women have to balance that with their own sense of worth—the frosting. That's really our base. Then if the external support is pulled away I'm still me. I'm still worthwhile," she explained.

Waldo believes that women have moved past tokenism in governmental leadership but still carry around "excess baggage" because of predetermined roles set up for them or lack of good role models.

Waldo told the group she's experienced some of the same problems she talks about in workshops, like feeling discounted from men's informal gatherings and smoke-filled rooms and closed-door decisions.

The seminar was a "pilot project," claims Ahmann, with the goal to expand educational experiences for women in politics. Ahmann says she hopes such opportunities can become institutionalized and points to the Kennedy Institute at Harvard as a model for what could be done. That institute brings in selected officials from around the nation for intensive week-long courses to introduce them to policy-making.

"We would like to convene conferences at the national level," says Ahmann, "to do in-depth workshops with elected women."



A wine and cheese seminar for Minnesota political women was held last fall (directly above).

Kay Waldo, human relations consultant and county legislator (upper right), told the group that women in government can have their cake—and the frosting—if they learn to get approval from themselves as well as others.

Seminar organizer Rosemary Ahmann (left) hopes to sponsor more workshops to expand educational opportunities for political women and build effective support networks.



Wife abuse bills Introduced on Hill

Continued from page 7

formation, service, and counseling for battered women. A network of private homes was developed to provide short-term emergency shelter, and local law enforcement agencies agreed to provide transportation for the victims if required.

Initially, the program used the support and counseling services from other agencies, such as the Women's Center, Rape/Sexual Assault Intervention, and Crisis Line. Later, Black Hawk County consolidated these crisis services into Integrated Crisis Services. This brought together programs most actively involved in helping battered women and a subunit was formed, Aid to Battered Women of Black Hawk County. Through this system, the county provides crisis intervention services to victims of sexual assault and wife abuse and offers a complete network of services to help the victim.

Because of national attention on wife abuse, several related bills have been introduced in Congress. Reps. Lindy Boggs (D-La.) and Newton Steers (D-Md.) have introduced the Domestic Violence and Treatment Act of 1977 (H.R. 7927) which would establish a program within the National Institute of Mental Health for local demonstration projects, and a research component to aid battered women. The same bill was introduced in the Senate (S. 1728) by Sen. Edward Kennedy (D-Mass.) and by Sen. Wendell Anderson (D-Minn.), whose home state has been a leader in establishing shelters for battered women.

Rep. Barbara Mikulski (D-Md.) has introduced the Family Violence Prevention and Treatment Act (H.R. 8949) which would establish a new agency within ACTION called National Center for Community Action Against Family Violence. This agency would be responsible for training volunteers to work against family violence, placing them in community organizations, mounting a national media campaign, maintaining a toll-free hotline, and acting as a clearinghouse for information.

Both H.R. 7927 and H.R. 8948 have been referred to the select education subcommittee of the House Education and Labor Committee, and S. 1728 has been assigned to the subcommittee on child and human development of the Committee on Human Resources.

Programs are being developed to aid victims of sexual assault and wife abuse. If you are interested in information about these programs, contact Wendy Gressman, Criminal Justice Program, NACoR.

—Wendy Gressman
NACoR

The special supplement was prepared by Cindy Kenny, public relations coordinator and staff liaison to Elected Women in NACo.

What ERA would change

Continued from page 9

dustry. These women are currently protected by the Civil Rights Act and the Equal Pay Act.

The amendment would affect certain state labor laws, however. Such laws were originally enacted to protect women from long hours, night work, or "strenuous" occupations. They have come under increasing attack recently, however, for keeping women from collecting lucrative overtime or participating in high-paying professions. If ERA is approved, such laws would either be invalidated or extended to men.

Opponents of the Equal Rights Amendment argue that a constitutional amendment is not needed to change discriminatory laws—that such laws are already changing.

ERA supporters agree but say that a constitutional amendment is the only way to guarantee such change. Without ERA, women will have no legal power to challenge questionable laws. Future laws would be left to the whim of ever-changing state legislators.

If passed, ERA requires that federal, state and local legislatures bring their laws into conformity within two years. In the words of former Michigan Congresswoman Martha Grif-

Coming together

... at Aspen meeting

by Lynn Cutler
Supervisor, Black Hawk County, Iowa

In the middle of October, in the golden aspen-covered mountains of Colorado, an historic meeting took place.

The first conference of elected women was called by the National Women's Education Fund. We were 20 women from state, city and county government who, along with women working for other interest groups such as the Eagleton Institute at Rutgers University, were asked to meet nonstop for four days to share our experiences.

The county women included: myself, Supervisor Sandra Smoley, Sacramento County, Calif.; Minerva Johnican, Shelby County, Tenn.; Commissioner Ann Richards, Travis County, Tex.; and Commissioner Elisabeth Hair, Mecklenburg County, N.C.

The structure and format were designed to allow for full participation and to focus on topics that could be of assistance to other women seeking and holding elective office. We filled sheets of paper, tacked up on the walls, with the advantages and disadvantages we faced as women in political life.

Some of the positive factors listed were: visibility, personality, people-orientation, goal-orientation, sensitivity, willingness to work harder, honesty, and a willingness to question. Barriers to success were: insufficient numbers, multiple roles, reluctance to take risks, guilt over family, need for support, sexism, stereotyping, economic vulnerability, and lack of training in management skills.

During the list-making process, we explored mutual problems and shared success stories. There was an open and frank exchange of ideas, feelings, frustrations and joys. As we examined our experiences, we were ever conscious of the many women in elective office who were not with us. We hope to see more and expanded conferences held in the future. We suggested training in several areas, particularly management skills.

A report of the entire proceedings will be published this year. The hope is that it will aid other women who seek office and serve.

The best part of the conference was the quality of new relationships that developed. There were women from all backgrounds, races and ethnic groups, wide geographical base, experience in office, and political differences. Yet the bond that grew between us came from a desire to support one another and to accomplish something that could be shared with our sisters in government. It was a good beginning.

It was also helpful to have women participating who worked for the fund, the Center for the American Woman and Politics, and the

Joint Center of Political Studies. These women work at the national level with a variety of programs involving elected officials, minority groups and feminist organizations. In future NACo meetings, the Elected Women in NACo will try to involve these women in our activities.

I am also committed to the goal we set in Aspen of continuing and strengthening the links we forged between county women and city and state legislative office holders. NACo has afforded elected women a much more viable role than other public interest groups and we should be proud of that. I hope that we will now be able to expand our ties with women at other levels of government.

We need county women—let us hear from you. We'll be meeting at NACo's legislative and annual conferences this year and hope to see you there.



Lynn Cutler—chairwoman of Elected Women in NACo.

... at Houston conference

by Ann Richards
Commissioner, Travis County, Tex.

The press focused on the resolutions and the controversy. Television cameras featured noisy demonstrations and lively exchanges. But the real significance of the National Women's Conference in Houston last fall will be felt for years to come as a result of the rippling effect of the individual activities of the thousands of women who participated.

Controversy at the federally-sponsored meeting was predicted by the national media. After all, harmony hardly makes headlines.

Texas Congresswoman Barbara Jordan challenged the delegates by saying, "We would not allow ourselves to be brainwashed by people who predict chaos and failure for us. Tell them they lie and move on."

The Houston women's meeting was mandated by federal legislation which called for a national gathering where American women would recommend ways to remove the barriers to full equality for our sex. Preliminary conferences, opened to the public in 50 states, drafted resolutions and elected delegates to Houston. The International Women's Year Commission distilled the state recommendations into a National Plan of Action.

As Liz Carpenter said in the opening session, "The President of the United States and the Congress have asked us to assess our needs, assert our worth, and set our goals for filling the legislative gaps. I thought they'd never ask."

Elected officials, particularly Carol Bellamy, borough president in New York City, took the leadership in melding the wide-ranging interests into a working majority. The group, known as the "Pro-Plan" caucus, established a communications network and system for floor leaders that would rival the most skillful at national party conventions. Women elected officials from more than a dozen states joined in a press conference to endorse the plan.

Rep. Elizabeth Holtzman (D-N.Y.) called on



Richards

her colleagues to work for the plan's passage and to continue the work in state capitols and city and county halls around the country.

The majority of the plan, which included 20 issues, was overwhelmingly approved by the delegates.

While the goal of the conference was to advise the federal government, the outcome of the meeting was of far greater significance.

Women in government met in a caucus called by state representative Pauline Menes of Maryland. A few of the NACo members attending the conference were Kathleen Fotjish, Washtenaw County, Mich.; Candy Waites, Richland County, S.C.; and Minerva Johnican, Shelby County, Tenn.

The wide geographical representation of elected women at every level provided background to mesh a network from which governmental effectiveness can grow. The "face-to-face" and personal exchange of ideas created a stimulating atmosphere and an assurance of future cooperation.

Women in policy-making positions also benefited from exposure to a broad spectrum of women who currently lack the power and resources to address their own needs. Hearing firsthand the problems of disabled women, elderly women, women on welfare, rural women, and urban women intensified the recognition on the part of elected women to address those needs with more innovative solutions. Local programs backed by women in policy-making positions will unquestionably receive more support.

Those who attended the women's conference did not leave Houston unmoved by the experience. A general sympathy toward all the problems expressed reinforced the belief that women share a larger communality than many of us recognized. A new awareness of the importance of coalitions and coordination in drafting legislation and lobbying in the interests of all women will result.

Interestingly enough, political party affiliations played little part in the elected women's meetings. Issues such as child care and the Equal Rights Amendment superseded party loyalties.

The call for social change for women spanned the world of clubwomen, housewives, business and professional women, and women in politics. But it also includes men. In speaking on behalf of the Equal Rights Amendment, I called for an expression of gratitude to the contemporary men in 35 state legislatures who had the guts to ratify the Equal Rights Amendment, as well as to the men who were at home with our children so that many of us could be in Houston. The conference responded with a roaring approval.

Now that the conference is over, women will be moving—with greater skills and confidence—toward full equality and participation in all aspects of American life.

For a copy of the National Plan of Action adopted at Houston, write to IWY Commission, Box 1567, Washington, D.C. A donation of \$.65 per copy is requested.

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COULD AFFECT COUNTIES**Age Bias Report Released by CSC**

WASHINGTON, D.C.—The U.S. Commission on Civil Rights released a report on age discrimination recently which could have a substantial effect on counties.

Mandated by the Age Discrimination Act of 1975, the commission's report includes a survey of age discrimination in federally supported programs and a list of recommendations.

Five cities and the state of Maine were studied. Discrimination was found in all the investigated programs. Mental health programs were cited as "the most glaring examples of discrimination based on age," but CETA (Comprehensive Employment and Training Act) programs, vocational rehabilitation programs, legal services, adult basic education programs, and community health centers were also criticized.

NONE OF these programs served all age groups equally. For example, 9.9 percent of the population in the areas served by community mental health centers were elderly. Yet only 4.1 percent of the patients were elderly, despite the opinion of mental health authorities that people over 65 have considerable need for these services.

Discrimination exists, according to the commission, for a variety of reasons. Among them:

- Federal, state, and local administrators "narrowly interpret broad statutory goals."
- The Older Americans Act is used "to justify limiting the participation of the elderly in other programs."
- Insufficient resources and effort

are put into outreach programs to locate people who need services.

• Program staff lack sufficient pre-service and in-service training.

TO COMBAT these problems the commission recommends that eligibility based on age be eliminated from all federally supported programs unless it is permitted by specific language in a federal law.

"Criteria other than age," the report continues, "are available for the allocation of scarce resources."

The commission also wants all federal departments and agencies to require their grantees and contractors to set and meet service goals that would reflect an age-group's proportion of the population in an area served. Data necessary to allow federal officials to monitor progress would also be required.

Federal administrative sanctions on state and local agencies that do not seek to meet their goals in good faith are also recommended, as is the right of persons to bring a civil suit if they feel they have been discriminated against.

Of particular concern to counties, the Age Discrimination Act requires that all these measures apply not just to the programs listed above, but to all federally supported programs, including those that receive general revenue sharing funds.

Proposed regulations, based on the report, are now being written by Juliette Lester of the Department of Health, Education and Welfare. The act becomes effective in January 1979.



SWEARING IN CEREMONY—The new U.S. commissioner on aging, Robert C. Benedict, is congratulated by Aliceann Fritschler, NACo associate director for welfare and social services, center, and Elizabeth Rott of the NACoR Aging Project.

New Aging Commissioner Takes Office

WASHINGTON, D.C.—Robert C. Benedict, former commissioner of the Pennsylvania Office for the Aging, was sworn in Feb. 16 as the U.S. commissioner on aging.

As commissioner, Benedict will head the Administration on Aging (AoA), which is part of the Department of Health, Education and Welfare (HEW).

Benedict, 37, earned a bachelor's degree from Eastern Michigan University in 1965, a master of pub-

lic administration degree from the University of Michigan in 1969. He also earned a certificate as specialist in aging from UM's Institute of Gerontology in 1969.

From 1972 until he was nominated to head AoA, he served as director, Bureau for the Aging, and commissioner, Office for the Aging, in the Pennsylvania Department of Public Welfare.

He has written extensively in the area of community planning and

services for the aging and has been a consultant for a number of gerontological organizations and institutions.

He is a member of the American Society for Public Administration, the American Academy of Political and Social Science, the Gerontological Society (where he is co-chairman elect of the Public Information Committee), and the National Association of State Units on Aging.

Higher Welfare Load Explained By L.A. Director

LOS ANGELES COUNTY, Calif.—Recent statements that Los Angeles county's welfare caseload has risen above one million persons have attracted wide media attention and have brought response from the county's welfare director.

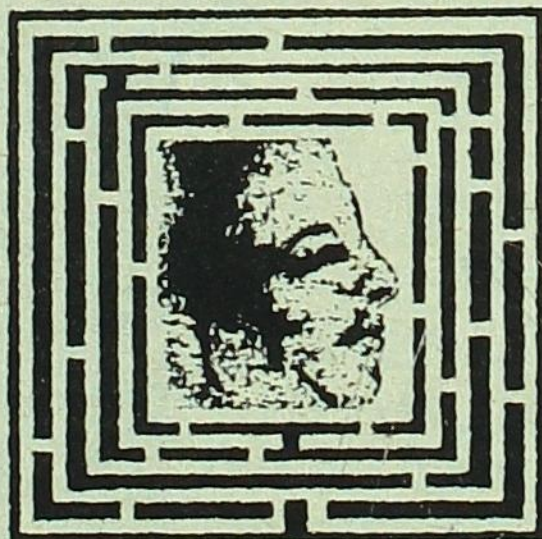
Keith Comrie, director of public social services, explained that improved economic trends in the county have failed to reach public assistance recipients enough to lower caseloads and that rising Medicaid enrollments account for increased caseloads.

Between September 1975 and October 1977, the number of persons receiving cash and noncash welfare assistance rose from 911,613 to 1,003,824, while the number of unemployed persons dropped by 180,000 and more than 200,000 new jobs were created in the county. The seasonally adjusted unemployment rate dropped from a high of 10.3 percent to 7 percent in 1977, according to department records.

"This means that welfare recipients are not getting these jobs primarily because of their lack of experience, skills, job training, and child care," said Comrie.

He pointed out that the primary reason for welfare caseload increases over the two-year period was a rise of more than double the number of persons enrolled in the Medi-Cal Only program (California's Medicaid program for medically needy not eligible for a cash grant). Thus, the rapid increase in the Medi-Cal Only caseload, from 89,945 to 205,219, was the largest single factor in moving the total number of welfare recipients above one million, he said.

"The continuing rise in welfare caseloads demonstrates that the need for welfare reform and job development efforts is as urgent now as when the President's program was proposed last year."

Second National Assembly on the Jail Crisis

**May 17-20, 1978
Minneapolis, Minnesota**

The American Jail in Transition**Topics include:**

- Who should be in jail?
- Role of elected officials in jail reform
- Function of standards
- Improvement in medical care, education, vocational training, recreation, furloughs
- Federal financial and technical assistance
- Intergovernmental solutions.
- Program needs of incarcerated women
- Diversion of children from jail
- Legal issues: prisoner rights, liability of appointed & elected officials
- New approaches to jail management
- Technical assistance booths staffed by national organizations.

Conference Registration

To take advantage of the conference advance registration fee, a personal check, county voucher or equivalent must accompany this registration form; make check payable to: **National Association of Counties Research Foundation**

All advance conference registration fees must be postmarked by May 1, 1978. After May 1, registrations will be at the on-site rate at the hotel. (no registrations by phone)

Refunds of the registration fee will be made if cancellation is necessary, provided that written notice is postmarked no later than May 5.

Conference registration fees: ☐ \$75 advance ☐ \$95 on-site

Please Print:

Name _____

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Hotel reservation request: **Radisson Hotel**

Occupant's name(s) _____

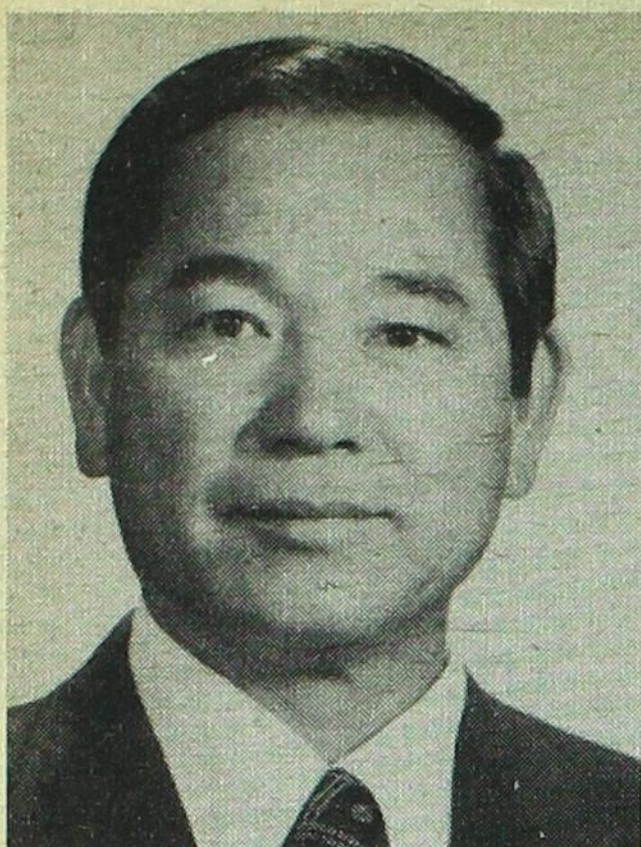
☐ Single \$30 ☐ Double \$36

Arrival Date/Time _____

Departure Date/Time _____

Suites available on request \$75-\$200

Send pre-registration and hotel reservation to:
**National Association of Counties Research Foundation
Second National Assembly on the Jail Crisis
1735 New York Ave., N.W., Washington, D.C. 20006**



Fujii

Hawaii Lists New Officers

HAWAII—Tomio Fujii, Hawaii County councilman, has been elected 1978 president of the Hawaii State Association of Counties, Inc.

Other officers are: Vice President Abraham Aiona, Maui County councilman; Vice President Rudolph Pacarro, Honolulu County councilman; Vice President Robert K. Yatsunda, Kauai County councilman; Vice President Takashi Domingo, Hawaii County councilman; Secretary Merle K. Lai, Hawaii County councilwoman; Treasurer Stephen K. Yamashiro, Hawaii County councilman; Past President Burt Tsuchiya, Kauai County councilman; and NACo Director George Akahane, Honolulu County councilman.

Fujii, who is serving his second four-year term on the Hawaii County Council, is chairman of its Public Works Committee. A journeyman mechanic and farmer, he attended the University of Hawaii in Hilo. His community services include being institutional representative for DIVACO Coop, a director for the Boy Scouts of America and first vice president for the Volcano Lions Club.

Nevada Holds Annual Meeting

WASHOE COUNTY, Nev.—Henry Bland, Storey County commissioner, was elected president of the Nevada Association of County Commissioners (NACC) during the group's annual meeting held in Crystal Bay.

Harold Dayton, Douglas County commissioner, was elected vice president. Dayton has been serving as executive secretary of the association.

Delegates representing 16 of Nevada's 17 counties adopted resolutions on payments-in-lieu of taxes, the wild horse law and grazing fees for public ranges.

The association expressed its concern that many Nevada counties have not received their allocated share of federal payments-in-lieu of taxes money.

NACC advocates that the various county commissions in cooperation with appropriate federal agencies be granted the responsibility for management of wild horse herds. The membership also urges that the U.S. Department of Agriculture and the Department of Interior adopt a grazing formula fee with reasonable and objective related rules and regulations so livestock users can economically continue to use the public land resource for grazing.

Outgoing President Robert Rusk, Washoe County commissioner, appointed a Legislative and Resolutions Committee for the association. Bob Broadbent, who will serve as chairman of that committee, reported that the committee would operate throughout the year.

Matter and Measure



NACE AND NACoRF WORKSHOP

NACE and NACoRF are sponsoring a workshop in connection with the Mississippi Valley Conference at St. Paul, Minn., Tuesday afternoon, March 14. We will develop suggestions for the type of guidelines which should be a part of the FHWA criteria for RRR (resurfacing, restoration and rehabilitation) projects.

As you know, FHWA decided not to adopt the "Purple Book" for use in the RRR projects but is in the process of developing geometric design criteria for the projects.

The Mississippi Valley Conference of State Highway and Transportation Departments is composed of 13 states: North Dakota, Nebraska, Minnesota, Wisconsin, Michigan, Iowa, Illinois, Indiana, Ohio, Kansas, Missouri, Oklahoma, and Kentucky, and is a regional association of AASHTO (state highway and transportation officials). The meeting is being held for the first time this year in St. Paul, from March 15-17.

Our workshop will be held the afternoon before the start of the conference, starting at 1 p.m. We are not certain of the meeting place yet. Further information can be obtained from Gordon Fay, Minnesota state aid engineer, 612/296-3011, this column, and the NACoRF staff in Washington.

Please plan to attend this session so that we can have broad input into this important development for our RRR projects.

—Milton L. Johnson, P.E.
NACE President

SAFETY AND EDUCATION CONFERENCE

Safety and Education is the theme of a three-day joint seminar/workshop on the Planning, Design and Implementation of Pedestrian and Bicycle Facilities to be held July 19-21 in Chicago, Ill.

The conference is being sponsored by the Metropolitan Association of Urban Designers and Environmental Planners, Inc. (MAUDEP) in conjunction with national professional and governmental organizations.

Papers dealing with the following topics are being requested for presentation at the seminar: safety, countermeasures, enforcement, education, demonstration programs, legislation, current research, planning/design, and case studies.

If you wish to prepare a paper, please contact for information on deadline: Dr. Walter H. Kraft, Program Chairman, Edwards and Kelcey, 1 World Trade Center, Suite 5075, New York, N.Y. 10048.

DOT TO AWARD INCENTIVE GRANTS

The Department of Transportation is awarding 13 states, two territories, Puerto Rico, and the District of Columbia a total of \$15 million in incentive grants for significantly reducing highway fatalities and fatality rates in 1976 calendar year.

States are eligible for two types of grants: for reduction in the fatality rate (number of highway deaths per 100 million miles of vehicle travel), and for reduction in the actual number of fatalities. This is the second year that both types of grants have been awarded.

The incentive grant program is administered by the National Highway Traffic Safety Administration and the Federal Highway Administration. Incentive grants amount to a percentage of federal highway safety funds apportioned to the individual award recipients.

Arkansas, Georgia, District of Columbia, Florida, Idaho, Massachusetts, Mississippi, New Jersey, New York, North Carolina, South Carolina, Tennessee, Utah, Vermont, Virgin Islands and Guam will receive awards.

DECLINE IN PRIVATE OWNED AIRPORTS

The number of airports that are privately owned and open to the public continue to decline, according to a report entitled "Potential Closure of Airports" released by the Federal Aviation Administration.

The report predicts that 120 busy private airports could close during the next 10 years because of financial or other problems.

Rising property taxes, high cost of capital improvements and maintenance, and lack of land for expansion contribute to potential closings. Airports covered in the survey included 293 of the busiest privately owned airports operating, and 112 which were recently abandoned.

The study was made in compliance with a requirement in the Airport Development Act Amendments of 1976 to survey airports to determine how many may close and report findings to Congress.

Recommendations in the report include the need to continue to keep open those airports that serve significant numbers of aircraft, especially those that help relieve congestion at busy air carrier airports.

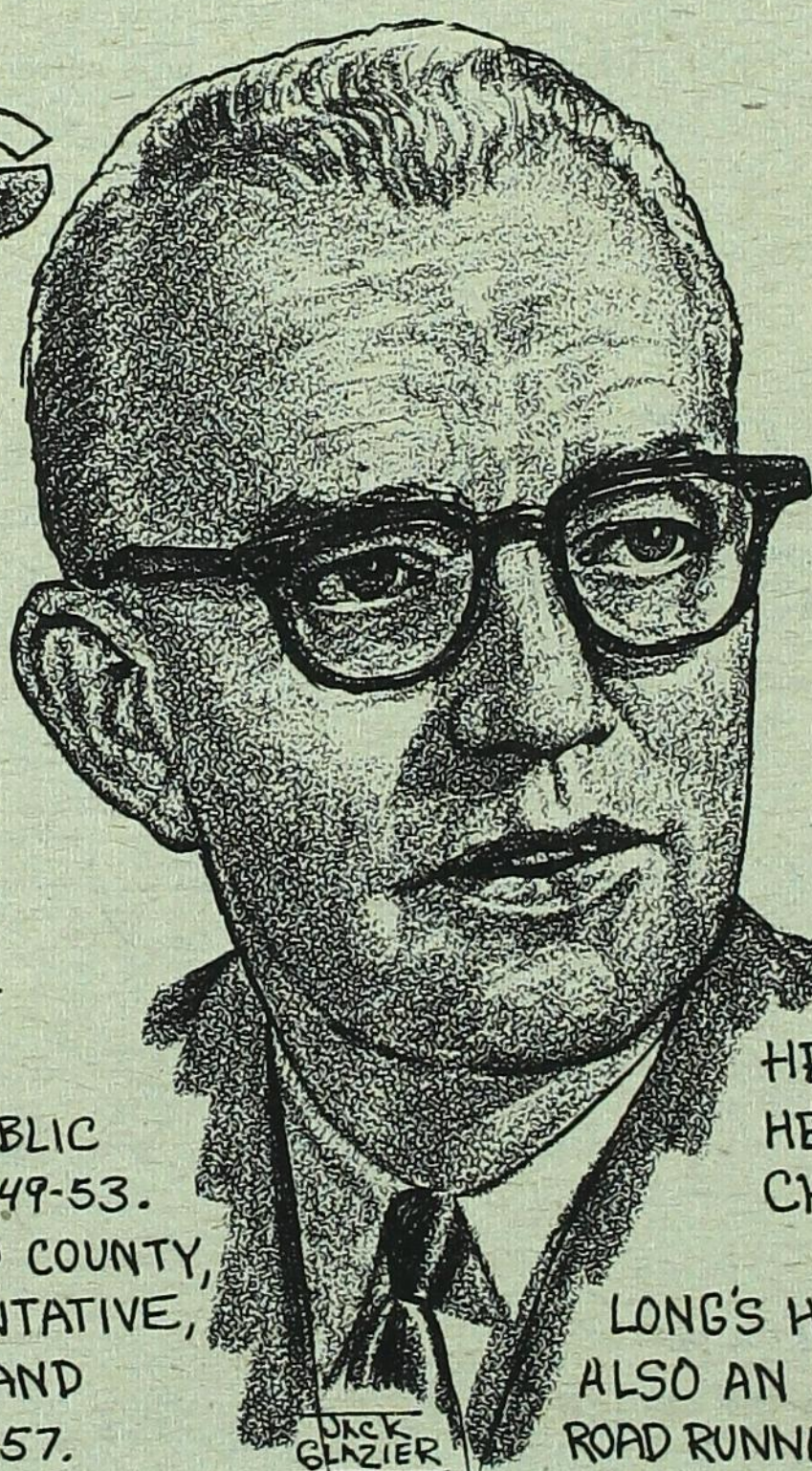
Copies of the report are obtainable free from the DOT Publications Section, TAD-443.1, Washington, D.C. 20590, 202/426-8521.

George R. LONG

EXECUTIVE DIRECTOR
VIRGINIA ASSOCIATION
OF COUNTIES

BORN IN ROACHDALE, INDIANA, FEB. 23, 1917. EDUCATED AT WABASH COLLEGE, A.B., 1939, INDIANA UNIVERSITY, M.A., 1949, UNIVERSITY OF VIRGINIA, POST-GRADUATE WORK, 1949-1953.

INSTRUCTOR IN GOVERNMENT AT INDIANA UNIVERSITY, 1946-49. RESEARCH FELLOW, BUREAU OF PUBLIC ADMINISTRATION, U. OF VIRGINIA, 1949-53. PLANNING ADMINISTRATOR, HENRICO COUNTY, VIRGINIA 1953-54. FIELD REPRESENTATIVE, VIRGINIA DIVISION OF PLANNING AND ECONOMIC DEVELOPMENT, 1954-57.



ACTING COMMISSIONER, DIVISION OF PLANNING AND ECONOMIC DEVELOPMENT, 1957-58. EXECUTIVE DIRECTOR, WILSON INDUSTRIAL COUNCIL, WILSON, NORTH CAROLINA, 1958-60. MANAGING PARTNER OF ROBINSON, LONG AND McDONALD, CONSULTANTS, CHARLOTTESVILLE, VIRGINIA, 1960-62. FIELD CONSULTANT, LEAGUE OF VIRGINIA COUNTIES, 1962-64. EXECUTIVE DIRECTOR, VIRGINIA ASSOCIATION OF COUNTIES, 1964 TO PRESENT.

LONG HAS BEEN NAMED TO "WHO'S WHO IN THE SOUTH AND SOUTHWEST."

HE IS MARRIED TO THE FORMER MARY HENLEY SPENCER. THEY HAVE THREE CHILDREN AND EIGHT GRANDCHILDREN.

LONG'S HOBBY IS MODEL RAILROADS. HE IS ALSO AN ACTIVE CBER, LINKING HIM, THE SILVER ROAD RUNNER, TO HIS OFFICE IN CHARLOTTESVILLE.

Job Opportunities

Director of Real Property, San Diego County, Calif. Salary \$26,832 to \$32,604. Responsibilities include property appraisal, acquisition, including eminent domain proceeding, relocation assistance, right-of-way engineering, etc. The appointee will direct the Department of Real Property which has a work force of 60 and an operating budget of \$1.5 million. Qualifications require comprehensive, large-scale real property acquisition and management experience. Send resume to: Personnel Department, 1735 Pacific Highway, San Diego, Calif. 92101, 714/236-2191. Closing date: March 10.

Director of Recruitment and Employee Services, Clark County, Nev. Salary \$26,412 to \$33,420. Newly created position will be responsible for developing, monitoring and coordinating all programs and policies related to personnel and employee services. Education and experience

equivalent to a master's degree in public administration, personnel administration or closely related field and five years experience in professional personnel management. Two years of experience must have included supervisory responsibilities over a staff of professional employees performing personnel management activities. Resume to: Patricia Speckmann, Clark County Manager's Office, 200 East Carson, Las Vegas, Nev. 89101, 702/385-1200. Closing date: April 10.

Director of County Department of Public Health, Otter Tail County, Minn. Position involves administration, coordination, and supervision of agency's staff. Requirements include minimum of bachelor of science degree in nursing and two years nursing experience, preferably in public health. Administrative experience preferred. Resume to: Chairman of Advisory Committee,

Otter Tail County Department of Public Health, Courthouse, Fergus Falls, Minn. 56537.

Staff Director, Fairbanks North Star Borough, Alaska. Salary \$40,000. Primary responsibility is for internal administration of borough activities. Works with 11 member assembly. Must have exceptionally strong management background with emphasis on initiative, imagination and enthusiasm. Resume to: Personnel Department, Box 1267, Fairbanks, Alaska 99701, 907/452-4761.

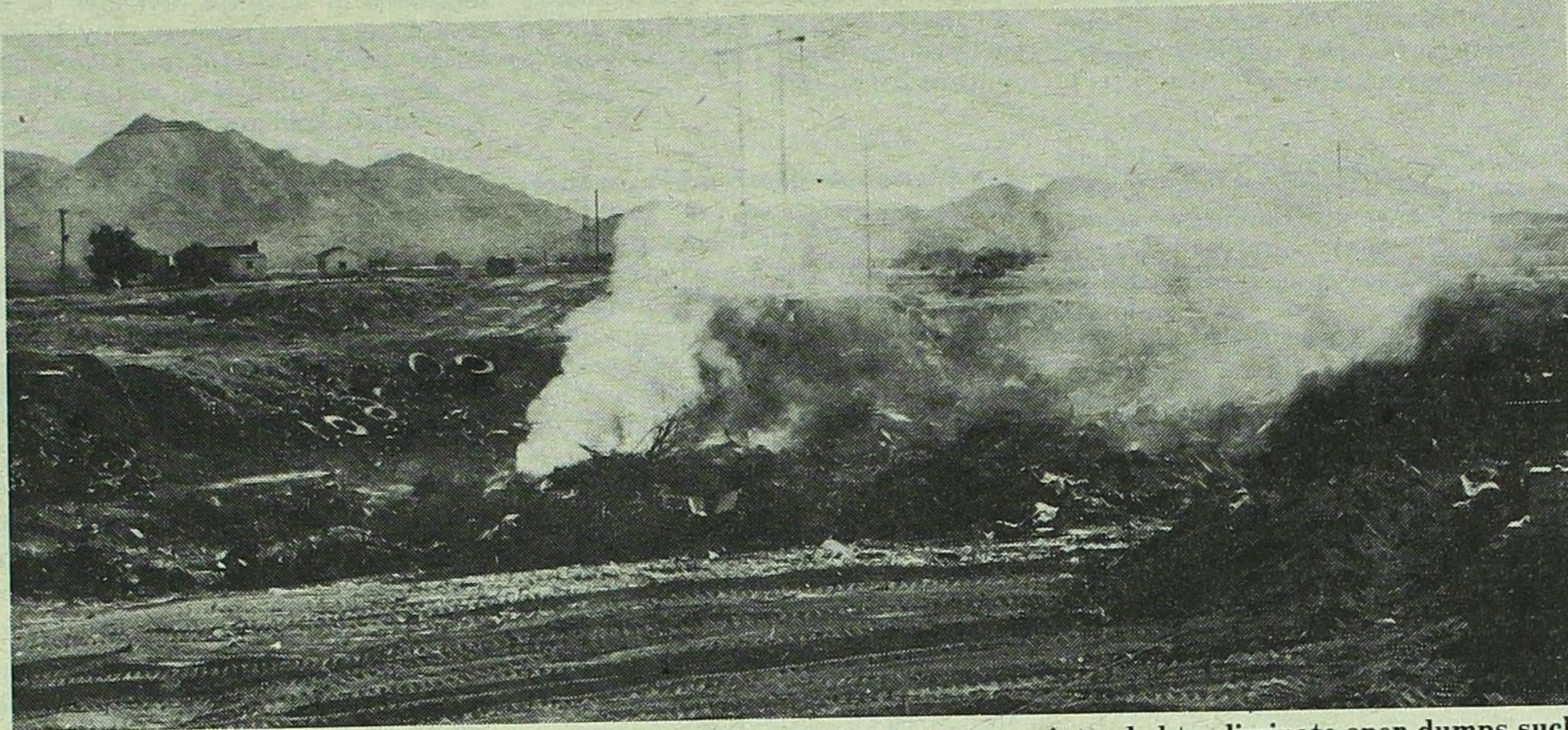
Director of Data Services, Kent County, Mich. Responsible for overall implementation and maintenance of the data processing system. Develop intermediate and long-range plans. Desire bachelor's degree in business or public administration or accounting; management level experience preferably in government, knowledge of state and county financial procedures and statutes, and experience in selection of hardware and software.

Resume to: Kent County Personnel, 300 Main St., Grand Rapids, Mich. 49503.

Attorney, Cattaraugus County, N.Y. Serve county attorney. Municipal law experience desirable; salary negotiable. Resume to: C.W. Baker, Cattaraugus County Legislature, 140 Valley, N.Y. 14755, 716/938-9111.

Deputy Director, salary to \$21,732; and **Personnel Specialists**, salary to \$16,188. Clatsamas County (Ore.) Department of Civil Service and Personnel was recently created to modernize and professionalize existing personnel system. The department will perform a full service personnel function and strive to develop and apply modern personnel practices. Resume to: Clatsamas County Civil Service and Personnel, 900 Main St., Room 206, Oregon City, Ore. 97059, 503/655-8894.

New Rules Proposed for Landfills



Landfill regulations proposed by the Environmental Protection Agency are intended to eliminate open dumps such as this one. Monitoring, siting, and operating requirements are likely to cause tremendous cost increases, particularly in rural counties.

What is the difference between an "open dump" and a "sanitary landfill"? If you think you know the answer, you may be surprised to find the ways in which the Environmental Protection Agency (EPA) has recently proposed to make the distinction in its regulations. EPA is required to develop landfill criteria under Section 4004 of the Resource Recovery and Conservation Act of 1976 (RCRA) which states:

"At a minimum, such criteria shall provide that a facility may be classified as a sanitary landfill and not an open dump only if there is no reasonable probability of adverse effects on health or the environment from disposal of solid waste at such facility. Such regulations may provide for the classification of the types of sanitary landfills."

The way in which "open dump" and "landfill" are defined is much more than an academic exercise. When criteria defining sanitary landfills have been adopted by EPA in final form, counties will have one year to close or upgrade their disposal facilities to meet the new standards unless they are placed on a compliance schedule of up to five years under a state solid waste plan. Facilities which are not on a compliance schedule will be subject to citizen suits in federal court. Federal enforcement, however, is not authorized by RCRA except for hazardous wastes.

Scope of Regulations

Solid waste is defined in RCRA to include not only traditional garbage or refuse but liquids, semi-solids, and even contained gases as well. Thus, the regulations cover almost any disposal practice (except hazardous waste), including lagoons, storage ponds, and landspreading of sewage sludge. The only significant exceptions are agricultural and mining wastes and sewage effluent.

Because the scope of the regulations includes much more than traditional solid waste categories, the terms "open dump" and "sanitary landfill" are not used in the criteria, even though those are the classifications mandated by the act. EPA has been severely criticized for including lagoons, ponds, and landspreading in these criteria because doing so is both confusing and beyond its statutory authority. Nevertheless, EPA seems determined to interpret its mandate broadly by using these definitions.

Major Provisions

There are seven categories in the proposed regulations for distinguishing between environmentally sound disposal practices ("sanitary landfills") and unsound practices ("open dumps"). Most of these categories will be familiar to those who have upgraded their facilities to comply with state standards in recent years. For example, control of vectors such as rats and insects by applying material to cover the landfill daily is a standard practice at almost all properly operated landfills.

Likewise, location and operation of a landfill to minimize surface water runoff into streams is already required in most states, and point source discharges are regulated by the Federal Water Pollution Control Act permit program. Nevertheless, five of the categories include requirements which are either highly controversial or which will cause difficulty in compliance, particularly in rural areas.

Environmentally Sensitive Areas

One of the most important categories in the criteria deals with the location of disposal facilities in environmentally sensitive areas such as wetlands, floodplains, permafrost areas, critical habitats, and sole source aquifers. In general, location in any of those areas is forbidden by the regulations unless there are no economically feasible alternatives and the facility is sited and designed in a fashion to minimize environmental damage. The requirements to obtain an exception for wetlands and critical habitats are even more stringent. While this general prohibition is based on sound environmental principles, it is likely to work a hardship on many counties which would have to prove that no feasible alternative exists. Part of the problem when it comes to siting is that an alternate site which is economically feasible may not be politically feasible.

Groundwater Protection: Monitoring and Control

Because of the serious and irreversible nature of the groundwater contamination from water which leaches through a landfill (leachate), another of the major categories in the criteria is concerned with protection of groundwater. In its background comments, EPA notes that contamination must be prevented where possible since it is extremely costly to clean up polluted water prior to use, if it can be done at all. The criteria allow for variations in the standards based on whether or

not the groundwater will be used for human consumption.

In Case I, if aquifers have been or could be used for drinking water, the regulations require either the use of artificial liners to collect leachate so that it can be treated or the use of natural conditions and cover materials to minimize the infiltration of water. In addition, for as long as leachate poses a threat beyond the property boundary of the disposal facility, "monitoring of ground water, prediction of leachate migration, and a current and acceptable contingency plan for corrective action are required". Presumably this monitoring requirement will place a significant burden on those counties which are not already controlling leachate.

In Case II, if a state designates an aquifer for a use other than human consumption, a disposal facility which might contaminate that aquifer must meet only those requirements established by the state.

No Open Burning

Open burning of solid waste is prohibited. This is not surprising since such burning is already banned in most metropolitan areas and altogether in some states. The important point is that no variances are to be permitted under these regulations, not even for rural areas.

Open burning is defined in the proposed regulations as "the combustion of solid waste without:

- Control of combustion air to maintain adequate temperature for adequate combustion,
- Containment of the combustion reaction in an enclosed device to provide sufficient time and mixing for complete combustion, or
- Control of the emission of the combustion products."

Based on a table in EPA's background comments, it also appears that even well-operated new incinerators may not be able to comply with air pollution requirements. While the average particulate

emissions from municipal incinerators is 3.7 pounds per ton for those equipped with wet scrubbers and 2.1 pounds per ton for those with electrostatic precipitators, the standard for new incinerators is 1.5 pounds per ton. Even though that standard was established under the Clean Air Act, it has profound implications for solid waste disposal by limiting the feasible choices available.

Land Application of Sludge

When sludge is applied to land which may raise food crops (including grass for cattle), the proposed regulations would require that the cadmium content of the sludge be limited to specified amounts. The allowable amount would be reduced four-fold between now and 1986 in a phased approach. Where facilities are available to measure the actual quantity of cadmium in food crops, a farmer need only demonstrate that cadmium levels are no higher than similar local crops grown without sludge.

The proposed regulations would also impose restrictions on crops grown on sludge from which there is concern about contamination by either pathogens (viruses or bacteria) or pesticides and organic chemicals.

Safety

Perhaps the most controversial element in the criteria has to do with safety. The issue is whether RCRA provides EPA with the authority to set safety standards for disposal facilities.

Of particular significance is a prohibition against siting a disposal facility within a specified distance of a runway if the facility may attract birds which could pose a threat to aircraft.

In effect, this constitutes a zoning decision on the part of the federal government to avoid incompatible uses of neighboring land, a role traditionally reserved for local governments.

The other elements under the safety requirements are not particularly controversial aside from questions of EPA's authority to set standards for them. Those standards include control of explosive and toxic gases and minimization of fire hazards. If a facility does not currently contain measures to avoid those problems, corrective measures are likely to be costly.

For example, even some of the better operated landfills in the country do not presently monitor for methane gas buildup and migration. Another requirement—control of access to the disposal facility—could also cause severe problems in rural areas if residents are no longer allowed to bring their refuse to the site.

Implementation of the Requirements

Counties, cities, and private landfill operators are required to meet the standards set forth in the criteria, regardless of the availability of federal or state funding to help them comply. No implementation funding is available in this year's federal budget, either, in spite of the fact that over \$40 million was authorized, much of it for rural areas. The lack of funding is due to overall budget restraints and a higher priority in EPA on enforcement and hazardous waste programs than on assistance to local government.

Enforcement of Standards

State enforcement will be based in large part on the monitoring conducted as part of an inventory of disposal sites mandated by RCRA. By law, the inventory was to be completed within one year after the promulgation of final landfill criteria. However, EPA is allowing the states to phase the inventory over several years because it is such a large task.

It appears that monitoring and enforcement will be aimed primarily at designated landfills which are below EPA standards rather than uncontrolled roadside dumps which make no attempt to meet any standards. Unfortunately, if the focus of attention on official disposal facilities forces the closing of moderately well-run dumpsites, residents in rural areas may simply choose to dump illegally rather than bear the extra cost of an acceptable facility. It seems possible that, for some counties, the cure may be worse than the disease.

To comment

If you want a copy of the proposed landfill criteria, please write to Cliff Cobb, Solid Waste Project, NACoR, 1735 New York Avenue N.W., Washington, D.C. 20006. The public comment period will be open until at least May 8. It is important that county officials let EPA know how these regulations will affect their counties and whether it is feasible for counties to comply with them at a reasonable cost.

—Cliff Cobb
NACoR

Clerks Corner

MID-WINTER MEETING

Clerks and recorders from all over the western half of the country met this month at the National Association of County Recorders and Clerks' annual mid-winter meeting, in Palm Springs, Calif. Over 40 officials participated in two full days of programs, which were highlighted by an address by Mrs. March Fong Eu, secretary of state of California. She spoke on California's newly enacted notary law, which tightens previous regula-

tions governing the conduct of notaries public.

Participants at the meeting also heard addresses on the following subjects: photo reproduction systems by a representative of 3M Corporation; the National Micrographics Association by a member of NMA's board of directors; the land title system and the county recorder by a representative of the title insurance industry; and nonjudicial staffing of California courts by a member of the California Judicial Council. Participants also took part in several

roundtable discussions on recent changes in state law affecting the offices of county recorder and clerk.

Despite unpredictable weather in Palm Springs, attendees spent an enjoyable and educational two days together. Next year, the mid-winter meeting will be held in conjunction with the NACo Western Interstate Region Conference in Kauai, Hawaii.

ANNUAL CONFERENCE PROGRAM

Anyone with suggestions for program sessions for the NACRC An-

nual Conference in Atlanta, Fulton County, Ga., July 7-10 should contact this year's program chairperson, NACRC first vice president Irene Pruitt. Irene would be happy to hear your suggestions; please contact her at the Rockingham County Courthouse, Wentworth, N.C. 27375, (919) 342-2925.

CLERK OF THE YEAR COMPETITION

NACRC President Loretta Bowman of Clark County, Nev. has announced that competition for the

1978 "Clerk of the Year" award has begun. The award is presented annually to a clerk, recorder, or elected official for constructive service to county, country and fellow man. Letters of recommendation should be submitted in triplicate in three separately sealed envelopes; each envelope should be marked with the names of both the nominee and a nominator. Mail nominations to NACRC Secretary-Treasurer Oscar Soliz, District Clerk, Nueces County, Box 1799, Corpus Christi, Tex. 78403. Deadline for nominations is April 21.

Washington Briefs

• **Fiscal Relief.** HEW announced it will make \$187 million in welfare fiscal relief payments to counties available immediately from surplus 1977 funds. See page 1.

• **Welfare Reform.** House welfare subcommittee reported out comprehensive bill H.R. 10950 Feb. 8 after defeating Rep. Al Ullman's (D-Ore.) incremental approach. No date set for consideration by Ways and Means, Agriculture, and Education and Labor Committees.

• **Title XX Increase.** A \$200 million increase raising the social services (Title XX) ceiling to \$2.9 billion in fiscal '79 was approved by House subcommittee for inclusion in budget. See page 1.

• **Older Americans Act.** House hearings on reauthorization will be

held March 6, 7 and 8. NACo will testify March 7 in support of consolidation of titles and more elected official participation.

• **CETA Reenactment.** Administration's bill introduced Feb. 22. Senate and House subcommittees scheduled hearings through early March. NACo opposes erosion of local decision-making in bill, but supports four-year CETA extension.

• **Wastewater Construction Grants.** The supplemental for fiscal '78, providing \$4.5 billion to counties, cities, and other local governments to build wastewater treatment facilities, has passed the House and Senate. Funds should be available immediately upon approval by the President. The funds had been held up in Congress over the Admin-

istration's request to delete money for the B-1 bomber. The House agreed with the Senate to delete the B-1 on a vote of 231 to 180.

• **National Health Insurance.** HEW has prepared four prototype national health financing plans for discussion by HEW's advisory committee and other groups, including NACo's Health and Education Steering Committees. All four plans contain provisions that federalize Medicaid, a long-standing NACo legislative be the principal health issue next year.

• **Hospital Costs.** Both the President and HEW Secretary Joseph Califano maintain that the only way to hold down skyrocketing health costs is through a hospital cost containment bill, H.R. 8121, that limits

increases in hospital revenues to 9 percent a year. However, key legislators on Capitol Hill are proposing an alternate plan that would allow hospitals to hold down price increases voluntarily, with the Carter proposal held in reserve in case hospitals fail to do so.

• **Health Planning.** Groups representing states and counties were the most successful in getting what they requested in House and Senate bills reauthorizing the National Health Planning and Resources Development Act. The bills, H.R. 10460 and S. 2410, include provisions to expand the authority of public HSA boards. The House bill is being marked up by the House Commerce health subcommittee this week.

• **Health Services.** The health services extension bill in the House promotes NACo positions more than any other health bill ever introduced in Congress. House Commerce health subcommittee chairman Paul Rogers (D-Fla.) introduced a bill, H.R. 10553, that closely conforms to the preventive health and health promotion planks of the *American County Platform*. In a similar move, HEW is proposing a block grant program to replace current categorical health services programs. Sen. Edward Kennedy (D-Mass.), chairman of the Senate Human Resources health subcommittee, introduced S. 2474. The bill extends all expiring health services authorities, including community, migrant and mental health centers. House hearings were held last week. Senate hearings to be held this week.

• **Agricultural Land Preservation.** Markup on H.R. 5882, the proposed National Agricultural Land Policy Act sponsored by Rep. James Jeffords (R-Vt.) and 60 cosponsors, was postponed until this week. The bill would establish a national commission to study factors contributing to the loss of prime agricultural land and a program of demonstration grants to states and counties to develop methods for protecting, preserving, and enhancing prime land.

• **Clean Air Budget.** The Administration failed to include a request in EPA's budget for \$75 million for grants to local governments to participate in the revision of State Implementation Plans for achieving clean air. Negotiations are now underway between EPA and the Department of Transportation on ways to mesh transportation planning and transportation control planning under the Clean Air Act Amendments of 1977.

• **National Energy Policy Act.** Conferees have yet to resume formal sessions.

• **Transportation.** Senate hearings are slated in March on S. 2440 concerning highways and S. 2441 concerning mass transportation. The House is expected to release their highway and transit bills next week.

• **LEAA Appropriations.** Hearings on President Carter's fiscal '79 budget request for LEAA will be held in mid-March in the House and in early April in the Senate. Carter's request for \$641.5 million represents the lowest cut in the LEAA budget in three years. The most significant cut is \$20 million for Part B planning money.

• **LEAA Reorganization.** Attorney General Griffin Bell is in the final stages of revising his proposed reorganization of LEAA. NACo has submitted detailed comments. Edward Kennedy (D-Mass.) is also preparing a reorganization proposal.

• **USDA-Reorganization Proposal.** Sens. George McGovern (D-N.D.) and Robert Dole (R-Kan.) introduced S. 2519, a bill to strengthen and expand the Department of Agriculture by

creating a new Department of Food, Agriculture, and Renewable Resources. It would incorporate functions and responsibilities now located in other departments and would provide for a greater effort for rural development. Hearings to be held early spring.

• **Rural Development.** House Agricultural subcommittee on conservation and credit current marking up H.R. 8315. NACo testifies on this legislation and opposes provision to increase rate on rural development loans. NACo supports amending bill to increase authorization for water and waste disposal grants from \$300 million to \$400 million and increasing permissible grant level to cover 75 percent project cost.

• **Rural Development Policy Act of 1978.** Reps. Richard Nolan (Minn.) and Charles Grassley (Iowa) have introduced H.R. 10839 the Rural Development Policy Act of 1978. The legislation strengthens Farmers Home Administration (FmHA) and expands authorization for rural planning grants from \$100 million to \$500 million.

• **Municipal Securities Disclosure Act of 1977.** Sen. Harrison Williams (D-N.J.) introduced S. 2339, the Municipal Securities Full Disclosure Act of 1977.

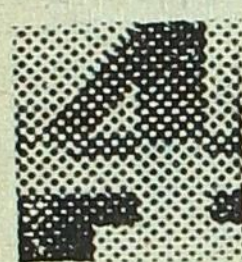
• **Public Liability.** Senate Judiciary subcommittee on the Constitution is considering S. 35, the Rights Improvement Act of 1978. NACo opposes provision in legislation that would eliminate immunity of state and local governments to suits brought under Section 1983 of the Civil Rights Act of 1964.

• **Deferred Compensation Plan.** Rep. Joe D. Waggoner (D-La.) introduced H.R. 10746, and Rep. J. Pickle (D-Tex.) introduced H.R. 10893. Both bills are aimed at reversing a proposed Treasury ruling published in the Feb. 3 *Federal Register* which will affect the tax benefits of employees participating in deferred compensation programs in state and local governments. Counties interested in more information should contact Ann M. Simpson.

• **Intergovernmental Personnel Act (IPA).** House subcommittee on Treasury, postal service and general government, chaired by Rep. Tom Steed (D-Okla.), is tentatively planning to hold hearings on the fiscal IPA appropriations in March. Senate subcommittee chaired by Sen. Lawton Chiles (D-Fla.) will hold hearings April 4. The President's fiscal '79 budget request is \$100 million, which is consistent with NACo-sponsored level last year. NACo will testify before both subcommittees urging the Congress to increase the funds for fiscal '79.

• **Regulations on FICA Deposits.** HEW is considering proposed regulations requiring more frequent deposits of FICA contributions to state and local governments. The regulations would change state and local governments' quarterly contributions to the private security model of monthly or even weekly deposits. The regulations will be published in the *Federal Register* the near future. At that time, NACo will comment on their impact on counties that currently participate in the Social Security system. For more information contact Ann Simpson.

• **EEOCC Guidelines.** Uniform Employee Selection Guidelines were published in the *Federal Register* Dec. 30. Interested counties will have a 60-day comment period. The final guidelines are expected to be published in April. A public hearing is scheduled for February. Interested counties should contact Ann Simpson or Deborah Shulman for more information.



The Fourth Annual Labor Relations Conference

April 30-May 2, 1978
Host International Hotel
Tampa, Florida

Delegates can both preregister for the conference and reserve hotel space by completing this form and returning it to NACo.

Conference registration fees must accompany this form before hotel reservations will be processed. **Enclose check, official county purchase order or equivalent.** No conference registrations will be made by phone.

All Advance Conference Registrations must be postmarked no later than April 20. After the 20th, you must register on-site at the hotel and there will be an additional \$5 charge per registrant.

Refunds of the registration fee will be made if cancellation is necessary, **provided that written notice is postmarked no later than April 17.**

A two-track program is planned to meet the needs of both novices (Track I) and experienced practitioners (Track II). To help us plan the function space, please indicate whether you are primarily interested in either:

☐ Track I ☐ Track II

Conference registration fees: (Make payable to NACo) \$95 Advance \$100 On-Site

Conference Registration

Please print:

Name _____ (Last) _____ (First) _____ (Initial)

County _____ Title _____

Address _____

City _____ State _____ Zip _____ Tele. (____) _____

Hotel Reservation (Host International)

Special conference rates will be guaranteed to all delegates whose reservations are **postmarked by April 7.** After that date, available housing will be assigned on a **first come basis.**

Please print:

Occupant's Name _____ Single \$28

*Arrival Date/Time _____ Departure Date/Time _____

Occupants' Names _____ Double \$34

*Arrival Date/Time _____ Departure Date/Time _____

FOR OFFICE USE ONLY

Reg. check/P.O. # _____ Housing Deposit Check # _____
Amount \$ _____ Amount \$ _____

Send preregistration and hotel reservations to: **National Association of Counties—Labor Relations Conference, 1735 New York Ave., N.W., Washington, D.C. 20006.** For further housing information call NACo Conference Registration Center, 703/471-6180.

*Hotel reservations are only held until 6 p.m. on arrival day. If you anticipate arriving near or after that time, list a credit card name and number below to guarantee your first night reservation, or send one night's deposit.