

NACo kicks off Legislative Conference March 2

by Mary Ann Barton
editor

Nearly 2,000 county officials will attend NACo's 2019 Legislative Conference next month and will hear from AOL co-founder Steve Case and Housing and Urban Development (HUD) Sec. Ben Carson, among many other dynamic speakers.

The conference, set for March 2-6 at the Washington Hilton in Washington, D.C., comes as the 116th Congress gets underway.

Attendees will have the opportunity to engage with federal officials and participate in congressional briefings and meetings as well as take part in policy and educational sessions.

Policy steering committee meetings will be held Saturday, March 2 and participants will head to Capitol Hill Tuesday, March 5, when NACo members



AOL co-founder Steve Case

and others will be briefed on issues important to counties including infrastructure, criminal justice and mental health, and human service deployment, as well as a press conference on public lands issues.

Case, chairman and CEO of Revolution LLC, a Washington, D.C.-based investment firm, is author of *The New York Times* bestseller "The Third Wave: An Entrepreneur's Vision of the Future."

Case is best known for co-founding America Online (AOL). At its peak, nearly half of all U.S. internet users used AOL.

Carson, who was sworn in as the HUD secretary in 2017, previously served as director of Pediatric Neurosurgery at Johns Hopkins Children's Center.

In 1987, he successfully performed the first separation of twins joined at the back of the head. Raised by a single mother in Detroit, he graduated from Yale University and earned his M.D. from the University of Michigan Medical School.

See the full Legislative Conference schedule and register for the conference here: www.NACo.org/Leg. **CN**



Counties have significant control over the burgeoning cannabis industry. County News recently spoke with county officials in California to report on challenges ahead. See story, Page 7.

Clark County, Wash. faces daunting task tracking measles

by Charlie Ban
senior writer

Police on a month-long stakeout have it easier than the Clark County, Wash. Public Health Department right now.

Rather than watching one suspect, a growing army of

personnel is trying to track every possible person who has come in contact with someone with measles, a task made dramatically harder by a strong anti-vaccination sentiment in the county.

Though it is providing the measles, mumps and rubel-

la vaccine, the county's main priority is identifying cases and identifying exposure sites, identifying anyone who may have been exposed who is unvaccinated, monitoring them and preventing future expo-

See MEASLES page 2

County News Editor Bev Schlotterbeck signs off

by Charlie Ban
senior writer

If you're getting *County News*, you're seeing the best of what NACo and county government have to offer. That's the way Bev Schlotterbeck wanted it for more than 30 years.

She spent nearly all of that time as editor and used that position to drive the paper toward relevance, usefulness and

necessity for the tens of thousands of county officials who read and shared each issue around the office. She retired from NACo at the end of 2018.

Tom Goodman, who started as NACo's public affairs director within a month of her hire, saw that drive every week.

"She was totally committed



Schlotterbeck

to *County News*, committed to producing a good valuable product," he said. "She saw this as such an important thing, because for many people, *County News* was their only link to the association. They couldn't come to conferences or meet-

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Anti-vaccine sentiment complicates Clark County, Washington’s measles response

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sure sites.

Part of the problem comes from the long incubation period, when days can go by before rashes and fevers start appearing. The measles virus can survive for two hours in the air or on surfaces, and the Centers for Disease Control and Prevention (CDC) reports that it is contagious to the point that if one person has it, 90 percent of the people close to that person who are not immune will also become infected.

“For the first few days of measles, you don’t realize you have it — you have respiratory symptoms,” said Dr. Alan Melnick, the county’s health director. “When we are able to identify and confirm a case, several days have passed since exposure.”

In the first 31 days of 2019, 41 cases have been confirmed, with 15 more suspected, with all but one occurring in minors,

and 30 of them in children ages 10 and younger. The county has identified more than 50 different exposure sites, along with the time frames in which infected people had been there and is going about finding out what other non-vaccinated people had been at those locations and where else they went.

Measles complications include ear infections and diarrhea and can range to more serious complications including pneumonia; encephalitis; premature birth or miscarriage or, 7-10 years later, a fatal central nervous system disease.

Infected people have been to doctors’ offices (the county warns people who suspect they are infected to call first before showing up for treatment), schools, churches, child care centers, an IKEA, a Portland Trailblazers basketball game, grocery stores, restaurants and the Portland International Airport. The county has also identified two places in Deschutes



County, Ore. where people may have been exposed, and cases have shown up in Seattle and across the river in Portland, Ore.

Melnick’s army needs to account for every possible infected person’s itinerary to identify more disease vectors.

For example: “Somebody who was in a clinic, we need to get the roster of anyone else who was in there, for a half an hour to two hours after that person with measles left, then we have to contact them, see if they brought someone with them,” Melnick said. “We have to find out if they’ve been vaccinated. Then we have to monitor them, calling them every day and seeing if they develop symptoms. That’s the kind of manpower it takes to do this.

“We have a lot of our staff working on this, it’s all-hands on deck.”

The full-court press has been hard. Over the first 30 days of the outbreak, the county has spent \$207,000, and Melnick said it could top \$1 million before it’s controlled.

“We’ll try for some reimbursement from FEMA (the Federal Emergency Management Agency), but that’s not guaranteed,” he said.

The County Council, which serves as the Board of Health,

declared a state of local emergency, which has made it easier to implement mutual aid agreements, and Gov. Jay Inslee also declared a state of emergency, which opens up some state and federal resources. The county has also mobilized medical reserve corps volunteers.

“Our hands are full here,” Melnick said. “While we’re tracking this, it’s not like other communicable diseases are taking a break. We still have other mandated responsibilities: restaurant inspections, programs like home visitation have nurses who are helping out, but they still have to make their visits. We’ve been at this for several weeks, but this is a strain on our department’s resources.”

Ripe for contagion

Though measles was eliminated in the United States in 2000, the last 18 years have seen a series of outbreaks, typically in communities with poor vaccination records.

The state of Washington allows exemptions from some or all vaccines for personal, religious-related or medical reasons, though the Legislature is considering a bill that would ban those exemptions for the measles, mumps and rubella

(MMR) vaccine.


The county’s 78 percent vaccination rate falls below the 95 percent target for building “herd immunity” for nearly 457,000 Clark County residents.

The public health department has also had to go on the offensive against the anti-vaccination community, which has grown since a 1998 British paper, refuted in 2011, found a link between vaccines and autism. Entertainer Jenny McCarthy and others also fueled anti-vaccine sentiment in 2007.

“Our concern is that the misinformation that’s out there is leading to low vaccination rates,” Melnick said. “Some of it is incredibly sophisticated. It’s fake news, but it looks real. And it’s understandable: You have a parent who is unsure — we call it vaccine hesitancy — who sees this stuff, it looks believable and it sounds legitimate but it’s not. Links to autism from vaccines were debunked years ago, and you’re more likely to do your child harm from a preventable disease than you are from a vaccine.”

The public health department’s Facebook page has been bombarded attacks on the efficacy of the measles, mumps and rubella vaccine and attacking Melnick and the department’s motives.

“There’s a lot of time put in to responding to the misinformation that some of the folks involved in the anti-vaccination movement are putting out there,” Melnick said. “There’s a lot of misinformation out there we have to counter.”

“I wouldn’t be so passionate about this if it wasn’t a life-and-death issue,” he said. 

SNAP/STATS

WHERE WERE THE LAST FIVE SUPER BOWL GAMES PLAYED?



YEAR	COUNTY	STATE
2019	FULTON COUNTY	GA.
2018	HENNEPIN COUNTY	MINN.
2017	HARRIS COUNTY	TEXAS
2016	SANTA CLARA COUNTY	CALIF.
2015	MARICOPA COUNTY	ARIZ.

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Published biweekly except August by:
National Association of Counties
Research Foundation, Inc.
660 N. Capitol Street, N.W. STE. 400,
Washington, D.C. 20001
202.393.6226 | FAX 866.752.1573
E-mail cnews@naco.org
Online address www.countynews.org

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Mail subscriptions are \$100 per year for non-members. \$60 per year for non-members purchasing multiple copies. Educational institution rate, \$50 per year. Member county supplemental subscriptions are \$20 each. Send payment with order and address changes to NACo, 660 N. Capitol Street, N.W. STE. 400, Washington, D.C. 20001.

POSTMASTER: send address changes to County News, 660 N. Capitol Street, N.W. STE. 400, Washington, D.C. 20001

(USPS 704-620) n (ISSN: 0744-9798)
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'Having Bev as an editor made me a better writer'

From RETIRE page 1

ings, but they could get the paper every two weeks."

A Washington County, Md. native, Bev headed to Pittsburgh for college and began her career as a social worker, public relations specialist and a reporter at a weekly paper covering Allegheny County suburbs.

As a social worker, she successfully challenged the plan to institutionalize the six-year-old son of a mentally-limited mother who herself had been misidentified as mentally challenged, an achievement she called her "proudest moment" in 1992.

When she expressed an interest in moving to the Washington, D.C. area, her managing editor called her son, who was then *County News*' editor, and instructed him to hire her, personal friend Georgette Blanchfield recounted. Within a year, she settled in Fairfax County, Va. and a year later, assumed the job of editor.

Her NACo tenure was inspired by a drive to learn about the country and get to know the men and women who worked in county government, and she formed a fast friendship with Kay Braaten, then a Richland County, N.D. commissioner who served as NACo's president from 1991-1992.

"Bev was somebody who I really appreciated because she was a source of information that nobody else had, and she had no difficulty telling me if I was wrong," Braaten said. "I loved that, because it kept me out of a lot of trouble."

That frankness and direct-



Bev Schlotterbeck shows off the kiosk displaying the *County News* archive at the 2018 NACo Annual Conference in Davidson County, Tenn. Photo by Lana Farfan/Caught in the Moment

ness was her trademark around the office, including her own, which was decorated with an ornament that read "you can tell a German, but you can't tell them much."

"She's honest and thoughtful and everything you want in a coworker and as a friend," Braaten added.

As an editor, Bev was driven by the urge to break news, be timely and compete with anyone. She blanched when people referred to *County News* as a newsletter, former Senior Staff Writer Charles Taylor recalled.

"She is a dyed-in-the-wool newswoman and she cares about what real newspaper people care about," he said. "She

challenged us to do good work and she set high standards."

Former Senior Staff Writer Mindy Moretti saw the same in Bev, but as a reporter just starting her career.

"Having Bev as an editor made me a better writer," she said. "Editing is part of what I do now and she made me better at the job that I do. She was great about allowing us to have our niche and develop skills and expertise in a topic."

"She was tough as nails as an editor, but anyone who writes will tell you that's what you want."

Bev's drive was put to the test Sept. 11, 2001. After the attack on the Pentagon, the NACo



Former Fairfax County, Va. Supervisor Gerry Hyland, Bev Schlotterbeck and former Richland County, N.D. Commissioner Kay Braaten have a ball at a NACo Annual Conference in this undated photo. Photo courtesy of Kay Braaten

office was cleared, but *County News* was in the middle of a production week. Some of the biggest news in the nation's history was breaking, but circumstances were preventing her paper from playing a part.

"We were back in the office the next day," Moretti said. "This is how the terrorists don't win; you do what you need to do to get the paper out. People took pride in doing their jobs, and she certainly did."

When honored for her 30 years of service to NACo, Executive Director Matt Chase reported that what Bev recalled the most about that time was 9/11.

Her determination on display in 2001 wasn't an aberration, though. During a snowstorm one Thursday night of a production week, she lobbied then-Executive Director John Thomas to finance hotel rooms for the production staff, so they could work without anxiety over travel before or after their jobs were done, Goodman recalled.

Throughout her 30 years, she never missed a publication deadline, sometimes trekking up to the Montgomery County,

Md. printing facility to troubleshoot in the middle of the night.

"She was always committed to making sure the paper came out well," Goodman said. "When members were getting their papers late, she looked into having them printed and mailed from different places. She'd dive into the print quality and the lighting of the photos."

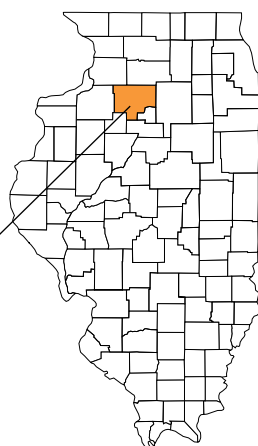
Away from the newspaper, she served as staff liaison to the Women of NACo and represented the delegation on a number of trips, including one to Japan in 2011.

Bev is a technology enthusiast and was an early adopter of social media and driver of the *County News* website's development. She is fascinated by the potential of innovations like unmanned aerial vehicles (drones) and augmented reality. She balances that with a low-tech love for gardening.

"She has an insatiable appetite for work," Blanchfield said. "She has a way of always making things better, even in the worst of times, because she always knows the right words." **CN**

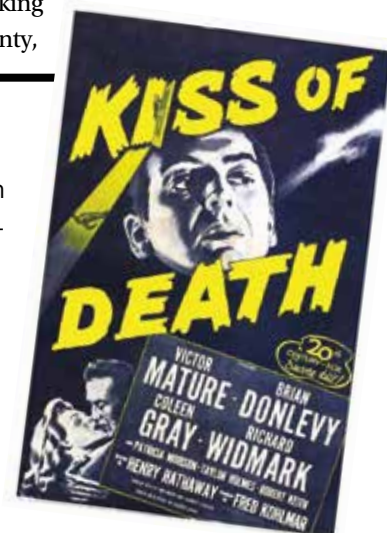
GET TO
KNOW...

Bureau
County, Ill.



Welcome, Bureau County, Ill.

Bureau County was founded in 1837 and is named for French Canadian brothers Michel and Pierre Bureau, who ran a trading post near the conjunction of Big Bureau Creek and the Illinois River. The Hennepin Canal Parkway State Park, listed on the National Register of Historic Places, is located partly in the county. **Actress Kathryn Hays, famous for her role in *As the World Turns*, and actor Richard Widmark, who was nominated for an Academy Award for his role as Tommy Udo in *Kiss of Death*, both grew up in Princeton, Illinois — the county seat of Bureau County.**



Helping your older population when a disaster strikes

In this Q&A with Nick Boukas, preparedness director at the National Association of County and City Health Officials, he describes the particular vulnerability of older adults and people with disabilities during disasters like California's Camp Fire tragedy and how county health departments can work to protect them.

Q. Are older adults and people with disabilities really more vulnerable during nature disasters than other populations? If so, what factors make them more at risk?

Older adults and people with access and functional needs are more vulnerable as they may require medical attention or assistance that can make evacuation more difficult. Some older adults use oxygen equipment or other medical devices, which may limit their ability to quickly leave when

an evacuation order is issued. Likewise, many people, not just older adults, are on prescription medications and may not have included them in their evacuation kits along with important papers and other items needed for relocation.

NACCHO has been one of the many organizations that supports the "whole community" approach to preparedness, in which disaster planners incorporate feedback from many different stakeholders to ensure that their plans are well-rounded and inclusive. This often includes early warnings to those populations, including older adults with medical needs, to allow for additional evacuation times as well as specific instructions to ensure their safety.

Q. Do most local health departments have an emergency plan that includes these unique populations?

Local public health departments work to have processes in place to protect everyone in the community during natural disasters including older Americans, and persons with disabilities, as well as children with special health care needs, youth, pregnant and nursing moms and adults.

According to NACCHO's 2018 Preparedness Profile (<https://bit.ly/2FZeCgA>) 95 percent of local health departments surveyed reported that they had incorporated the needs of older adults into their plans. We also found that 92 percent of local health departments have plans that include people with disabilities, and 87 percent have plans specific to children. Many times, this includes planning for their needs should they require emergency sheltering. Local health departments frequently work with their partners in

emergency management to ensure services like dialysis and non-emergency care can still be provided to those individuals who have been displaced to a shelter until they can return home. Seventy-five percent of local health departments participate in healthcare coalitions that are made up of regional partners and stakeholders, like emergency management and Emergency Medical Services (EMS), who collaborate to work more effectively in a public health emergency. This has helped to ensure the "whole community" approach and build partnerships.

Q. What do local health departments do to protect the older adult population?

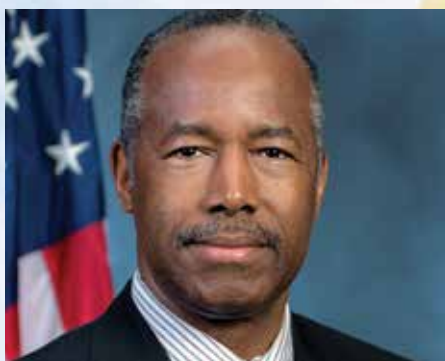
While many local health departments do not provide direct patient care, they often serve a key convening role as a coordinating body to ensure

all community members are included in the response. Local health departments also staff evacuation centers and help to coordinate the needs of evacuees that may not be available at the shelter. For instance, minor wound care may be taken care of at a shelter, but those individuals who need dialysis or are reliant on medication infusions may require an advocate to work with community partners to get them their care rather than sending them to the emergency department, which can tie up those resources.

In some communities, local health departments have worked to bring long-term and assisted care facilities into their coalitions to include them in their planning. It is recommended that when considering a nursing home or assisted living facility, you should ask

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JUST ANNOUNCED!

Featured Keynote | Hon. Ben Carson

U.S. Secretary of Housing and Urban Development

Dr. Benjamin S. Carson, Sr., M.D., was sworn in as the 17th Secretary of the U.S. Department of Housing and Urban Development on March 2, 2017. Appointed by the President, and a member of his Cabinet, the Secretary advises the President on housing issues, creates and implements policy, and oversees all programs in the Department.

Fulton County targets sex traffickers during Super Bowl

by Mary Ann Barton
editor

The New England Patriots and the Los Angeles Rams weren't the only ones doing their homework before the Super Bowl.

Fulton County officials were tackling some issues of their own, including the potential for human trafficking. Although

ty and nonprofits to raise awareness of these issues," he said.

At the urging of Pitts last summer, the Georgia Restaurant Association asked its members to voluntarily post signs that tell victims of human trafficking how to get help. County health inspectors check that the required signs are posted in bars when they make their rounds.

ing with an influx of visitors at the county airport; while most visitors come through Hartsfield-Jackson International Airport, the Fulton County Airport was also very busy, for visitors arriving by private and corporate jets and general aviation, Pitts pointed out.

"Our Government Center is less than half a mile from the



Fulton County worked with the business community to place billboards around town ahead of the Super Bowl, with messages targeting 'buyers' in the sex trafficking world.

some say it's a myth that there is increased sex trafficking during large sporting events, most counties don't take chances with the issue. Just days before the big event, law enforcement authorities announced the arrest of 33 people in metro Atlanta for sex trafficking.

"Our goal is to look at what we have enacted locally at Fulton County and see where we can expand to keep children and women safe everywhere," said Commissioner Robb Pitts, who chairs the Fulton County Board of Commissioners and convened a trafficking task force last year.

"It has taken months of preparations behind the scenes," said Pitts. "Personnel have worked very closely with the City of Atlanta and state and federal partners in public safety and other issues."

These are stepped-up efforts in addition to what the county does on a regular basis. For instance, Pitts has pushed through a county law that requires gas stations, convenience stores and restaurants to post information including a sex-trafficking hotline for victims.

"Over the last year I have worked closely with our law enforcement, business communi-

The county launched a billboard campaign earlier this year focusing on the "buyers." "The message is 'we see you... and have a place waiting for you at the Fulton County Jail,'" Pitts said. "We were fortunate enough to receive support from the business community in offering pro bono billboard space."

The county's increased monitoring of human trafficking during Super Bowl weekend included help from the FBI, the City of Atlanta, volunteers and a group of former NFL players who recorded an anti-trafficking video that's now playing on YouTube. "The simple fact of bringing awareness to human trafficking is a priority," said DJ Shockley, a former quarterback for the Atlanta Falcons. "Many people have no idea this is happening really close to them."

In addition to ramping up its efforts to keep a lid on human trafficking during the Super Bowl weekend, the county's Emergency Services personnel worked around the clock on issues like radio connectivity for public safety personnel, coordination of medical response teams and even setting up a backup 911 center, he noted.

The county was also deal-

ing with an influx of visitors at the county airport; while most visitors come through Hartsfield-Jackson International Airport, the Fulton County Airport was also very busy, for visitors arriving by private and corporate jets and general aviation, Pitts pointed out.

"Like many governments around the nation, we are very focused on cybersecurity as well and our teams have been hard at work to protect our IT networks." **CN**

U.S. Department of Transportation to ease federal drone regulations

by Jessica Jennings

The U.S. Department of Transportation (DOT) Secretary Elaine Chao announced Jan. 14 a proposed rule easing federal drone regulations. In a speech to attendees at the Transportation Research Board's annual meeting, Chao said the proposed rule would allow drone operators to fly devices at night and above crowds without special waivers, if certain conditions are met.

Those conditions include requiring drone operators to have appropriate training and using tested and approved drones that have anti-collision lighting. Chao stated the proposed rule will be published

Trump signs extension of welfare program

by Eryn Hurley

President Trump signed legislation Jan. 24 reauthorizing the Temporary Assistance for Needy Families (TANF) program, which primarily offers cash assistance to low-income families with children. Funding for TANF expired Dec. 22, 2018 in conjunction with the partial shutdown of the federal government.

The legislation, titled the TANF Extension Act of 2019, reauthorizes the program through June 30 and will resume quarterly payments impacted by the shutdown.

The U.S. Department of Health and Human Services (HHS) indicated it would take up to four business days following passage of the legislation to send second-quarter program payments to states.

Administered by HHS, TANF is a federal entitlement program providing federal funding to states, tribes and territories for a wide range of benefits, services and activities to address both



the effects and the root causes of poverty. The program is funded through the regular government appropriations process.

TANF was last reauthorized in 2010 and has since been operating on a series of short-term funding extensions.

Although TANF operates primarily as a partnership between the federal government and states, 10 states share TANF administration with county agencies. In these states, which collectively account for 51 percent of all TANF recipients, counties contribute significant local funds to the administrative and supplemental costs of running the program. **CN**

Hurley is an associate legislative director at NACo.

in the Federal Register this spring.

In her remarks, Chao also committed to developing additional rules to address the public safety, security and privacy concerns related to drones. In response to public concerns, especially those at the local level, DOT has pledged to publish a separate but related rule that will establish identification requirements for drones and operators. The administration anticipates proposing this identification rule in May 2019, which the Federal Aviation Administration has said it will finalize prior to the new rules related to crowds and night flight.

Counties are responsible

for ensuring public safety and privacy in our communities, including addressing these concerns related to the use of drone technology.

As the federal government considers new regulations, counties should be empowered to implement local ordinances, including those related to lower levels of altitude, time-and-day of operation restrictions and enforcement capabilities. NACo has been at the forefront of federal unmanned aerial systems regulations. **CN**

Jennings is an associate legislative director at NACo; Zach George, a legislative assistant, contributed to this article.

NACCHO to release toolkit on engaging stakeholders in disaster response

From *DISASTER* page 4

about their emergency plan and how they train and practice these plans.

Q. What other organizations typically partner with local health departments during emergencies?

Healthcare coalitions are made up of four key partners: local public health, emergency management, healthcare facilities and EMS. As part of the Centers for Medicare & Medicaid Services Emergency Preparedness Rule, more community stakeholders are being instructed to participate in these meetings.

Many healthcare coalitions now include long-term care facilities, dialysis centers, blood banks, public utilities, and many others that may be specific to the community. In the NACCHO Preparedness

Survey, we found that more than 40 percent of local health departments offer training and assistance for their partners about how to include older adults, persons with disabilities, and children in their emergency plans.

Q. How are these emergency plans funded?

The federal government has provided some dedicated funding to help address preparedness planning at the local level since 2002 through the Centers for Disease Control and Prevention's (CDC) Public Health Emergency Program grants.

The amount of funding, and its corresponding reach, has varied over time and are not guaranteed. Unfortunately, this program has been reduced over the years, which has a direct impact on what local health departments can ac-

complish.

In 2006, PHEP was included in the Pandemic All Hazards Preparedness Act, and it continues to be authorized through that law, which is past due for reauthorization. The Pandemic and All-Hazard Preparedness and Advancing Innovation Act stalled in Congress last year despite having wide bipartisan support. Efforts are already underway to get the law reauthorized this year.

NACCHO continues to work in coalition with public health, industry, and healthcare partners to get these critical programs reauthorized quickly and fully funded.

Q. What resources are available for older adults?

While important for older Americans and persons with disabilities, everyone should take the time to make an emergency kit that includes their

prescription medications as well as a list with the names and dosages, important documents like insurance cards, and emergency contact information. If you have specific health care needs, we also recommend contacting your local health department to ensure your emergency needs can be met at a shelter should the need arise.

NACCHO is completing a toolkit for including Aging and Disability Networks in emergency planning. The toolkit, which will be released soon, will have information for local government offices, emergency, and community advocates on how they can best engage the different stakeholders and populations to ensure that they are considered in planning and responses. NACCHO has also developed checklists and other guides for local health departments to help inform

local preparedness, which are available at <http://nacchopreparedness.org/>. In addition, many communities have resource centers that can provide materials for older adults and persons with disabilities. Among them are Aging and Disability Resource Centers and Area Agencies on Aging — both of these programs are under the federal Administration for Community Living.

The CDC also has a number of materials for older adults, persons with disabilities, and children and youth with special health care needs. They have recommendations on creating plans and emergency supply kits.

Many people often assume they will have time to grab items at the last minute, but frequently do not have all of their medications or prescription glasses or their medical insurance cards. **CN**

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Cannabis

A 'whole new line of county business' in California

by **Charlie Ban**
senior writer

Imagine 100 horses pushing 100 carts. That's the situation California's counties and cities have navigated over the past year since cannabis cultivation and recreational use were legalized.

The cannabis industry has come under regulatory control for the first time, and doubly so, with counties and other local governments possessing a significant amount of local control over operations and taxation. It all adds up to counties putting together licensing programs and coordinating how they would interact with growers, sellers and manufacturers all while the state hadn't codified regulations.

"It's exciting and extremely challenging. I've never come across anything like this in 30 years in county government," said Mary Zeeb, Monterey County's treasurer and tax collector.

A combination of the transition to the legal market, uneven adoption of local regulation and some natural disasters have contributed to lower-than-expected tax revenues from cannabis sales, but various officials involved expect those numbers to increase.

Through three-quarters of 2018, the state collected \$234.2 million in tax revenue from cannabis sales, which does not include local taxes. Those figures increased, starting at \$60.8 million in the first quarter, to \$80.2 million in the second and \$93.1 million in the third.

"Like any new major commodity that we're regulating through a new program and new agencies, it takes longer than expected to be where you'd

like to be," said Cara Martinson, a senior legislative representative at the California State Association of Counties. "Cities and some counties are still figuring out what regulation means to them. They haven't finished their local regulatory program yet."

This year will be pivotal for the industry, as the state has stopped awarding temporary licenses and the standards will rise for retailers who want a normal, annual license.

"The big charge for 2019 is bringing everybody into the regulated system, including businesses who are operating under temporary permits, those who hadn't engaged in licensure yet," Martinson said. "That includes incorporating them into the state's track and trade system, ensuring that they're fulfilling tax obligations and working their way through the local regulations, including environmental review. That alone is a big lift, and we have a pretty short time frame."

At the same time, the California Cannabis Authority — a joint powers authority — is trying to consolidate data to help pave the way for more involvement from the banking industry, which given the dissonance with the federal stance that cannabis is illegal, has forced much of the industry to work in cash only.

"It will be providing an additional tool for counties to ensure that they have the data necessary to fulfill their regulatory compliance obligations, to direct their code enforcement in the appropriate direction, to ensure for tax plans," Martinson

said.

"It's really important so we can know who the good actors and the bad actors are out there, because it's not easy to tell off the cuff, especially when we're in the evolution of the industry," she said.

Shari Schapmire, a CCA Board member and treasurer/tax collector for Mendocino County, said the database, when complete "will be very powerful to prove to the banking industry that yes, this is a legitimate business, they do generate this much revenue, this is what they're reporting all along the chain."

Daunting unknowns

Mendocino County, along with neighboring Humboldt and Trinity counties, makes up what's called the Emerald Triangle, the most productive cannabis growing region in the United States. As one could expect, cannabis has become a significant industry over the last year and a half — Mendocino County has been taxing medicinal sales prior to the start of 2018 — and those counties have been among the most involved in regulation. Still, it hasn't been easy.

"There were some daunting unknowns," said Mendocino County Treasurer-Tax Collector Shari Schapmire. "Our Board

of Supervisors has worked well with the industry, but we were all learning this together. It's an industry that hasn't dealt with regulation before, they see a lot of money go out the door (a 15 percent state excise tax on top of sales tax, plus the local tax) and some are a little distrustful of the government."

She said the county's agriculture department is backlogged with growing permits for cultivators.

A wildfire in October 2017 had a significant impact on the crop yield in Mendocino County, and the \$1.8 million projected for tax revenues ended up being \$1.3 million, but Schapmire said the Board took the lower revenue in stride. The county agriculture department is still surveying losses from the 2018 wildfire, with recognition that loss due to wildfire will be a risk going forward.

"We're a county that has tourism, wineries and other industries, and cannabis is just a part of our community," she said. "I feel like the Board of Supervisors did everything they could, with the ordinances, to look at the big picture and didn't just see money they could get out of the industry. We're in this together and we want this to be something that, down the road, will keep making money for everybody."

In Monterey County, Zeeb said that once it was apparent

how heavily involved the county would be in regulating cannabis, all of the stakeholders worked together extremely well to integrate the industry.

"We were entering a whole new line of county business," she said. "People didn't know what their responsibilities would be, and they were all over the county, from the assessor, to the district attorney and the health department."


A new wrinkle

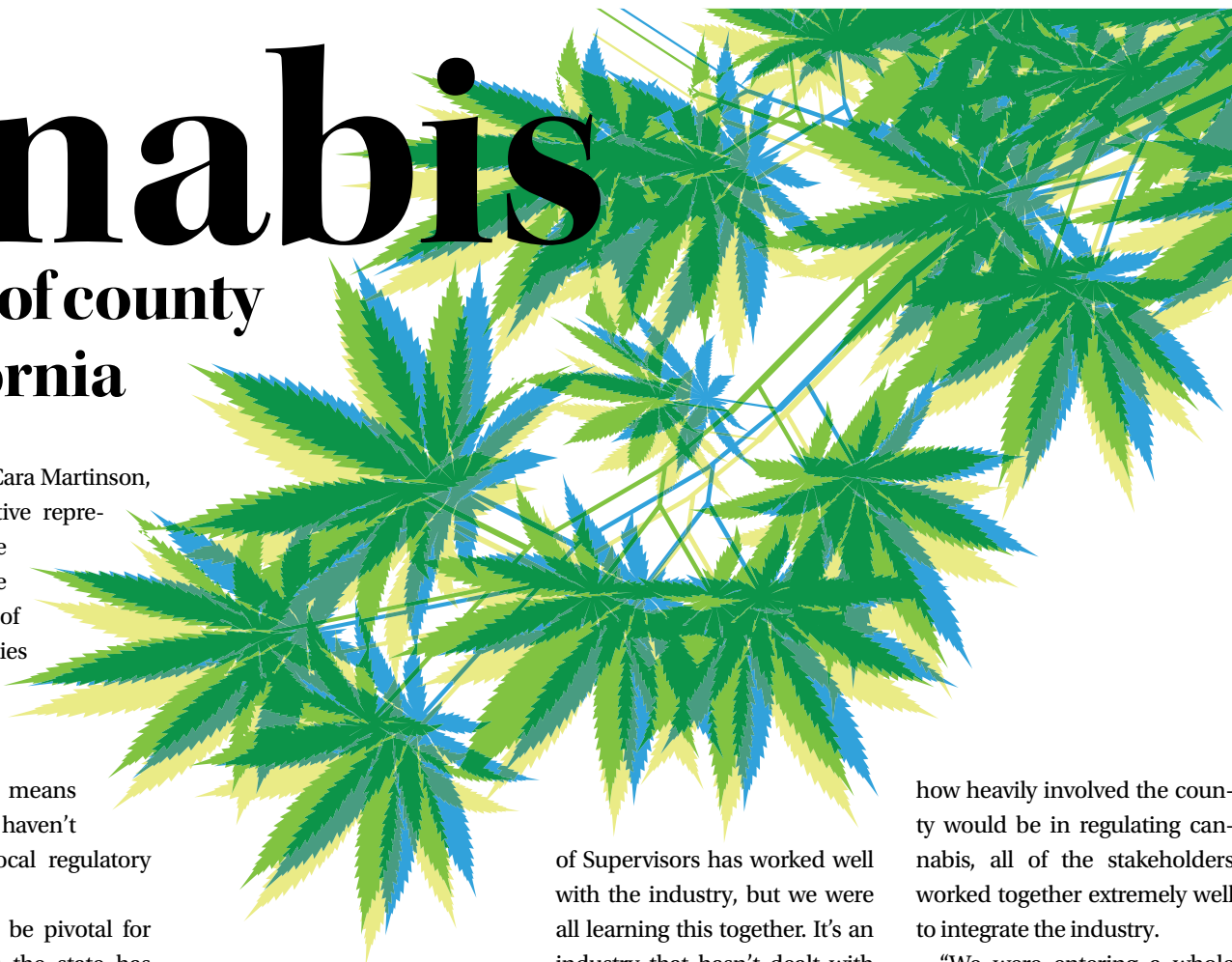
The statewide legalization initiative didn't pass in Glenn County, so the Board of Supervisors crafted its ordinance to follow suit, allowing residents to grow six plants, but that was it.

"We found with medical marijuana, people took advantage of it and we had 100-plant grows," Supervisor John Viegas said. "We let people grow indoors."

In mid-January, the state Office of Administrative Law allowed licensed cannabis delivery operations the ability to deliver cannabis almost anywhere in California, even into cities and counties that have barred it.

Though some local officials have decried it as an assault on local control, including the League of California Cities, Viegas said if anything, delivery options could help limit the spread of illegal grows.

"If there's going to be delivery, I don't think that's going to be a big burden, or an impact on Glenn County," he said. 



Supreme Court to hear local gun law case

by Lisa Soronen

After turning down countless petitions challenging state and local restrictions on guns, the U.S. Supreme Court has finally agreed to review the constitutionality of a gun law. In *New York State Rifle & Pistol Association Inc. v. City of New York, New York*, the Supreme Court will decide whether New York City's ban on transporting a handgun to a home or shooting range outside city limits violates the Second Amendment, the Commerce Clause or the constitutional right to travel. The Second Circuit held the law is constitutional on all accounts.

A New York City administrative rule allows residents to obtain a "carry" or "premises" handgun license. The "premises" license allows a licensee to "have and possess in his dwelling" a pistol or revolver. A licensee may only take his or her

gun to a shooting range located in the city. Challengers want to bring their handgun to their second home and to target practice outside the city.

In 2008 in *District of Columbia v. Heller*, the Supreme Court held that the Second Amendment "guarantee[s] the individual right to possess and carry weapons in case of confrontation." Among many questions left unanswered the Court did not state whether an individual has a Second Amendment right to possess a gun *outside the home*.

Second Amendment cases are won or lost depending on what level of scrutiny the court applies. If the court applies "strict scrutiny" it will likely strike the law down. The Second Circuit didn't apply strict scrutiny as a result of the challengers being unable to transport a gun to their second home. If they want a gun at their second home

they can simply buy another gun. Likewise, the court didn't apply strict scrutiny despite the fact that the challengers could not bring their gun outside the city for target practice. The rule imposes "no direct restriction" on the right to "obtain a handgun and maintain it at their residences for self-protection."

Applying intermediate scrutiny, the Second Circuit held the rule was "substantially related to the achievement of an important governmental interest." It seeks to "protect public safety and prevent crime." And the court agreed with the former Commander of the License Division that premises license holders "are just as susceptible as anyone else to stressful situations," including driving situations that can lead to road rage, "crowd situations, demonstrations, family disputes," and other situations "where it would be better to not have the presence

of a firearm."

The Second Circuit concluded the rule doesn't discriminate against interstate commerce in violation of the Commerce Clause. First, it does not facially discriminate against interstate commerce. Licensees may still patronize out-of-state firing ranges — they just can't bring their gun licensed in New York City. Second, no evidence suggests the rule was intended to protect the economic interests of the City's firing range industry. Finally, the challengers failed to offer evidence that the rule has had a discriminatory effect on interstate commerce. While the challengers claim they have not attended out-of-city shooting events with their gun they may have attended them *without* their gun.

While the Supreme Court has recognized a constitutional right to travel, it is only implicated when a rule "actually deters

such travel, or when impedance of travel is its primary objective, or when it uses any classification which serves to penalize the exercise of that right."

The Second Circuit rejected the challengers' right to travel argument stating: "Nothing in the Rule prevents the Plaintiffs from engaging in intrastate or interstate travel as they wish. The Plaintiffs may go where they like, and in particular may attend and participate in shooting tournaments or similar events held outside the City of New York. The regulation concerns only their ability to remove the specific handgun licensed to their residences from the premises for which they hold the license. The Constitution protects the right to travel, not the right to travel armed." **CN**

Lisa Soronen is the executive director of the State and Local Legal Center.



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LEADERSHIP

EDGE

Maintaining the Status Quo Doesn't Lead to Greatness

by Tim Rahschulte, PhD

The best leaders have a general philosophy that things can always be better. Spend any amount of time with Yanni Charalambous, a vice president at Occidental Petroleum, and you'll hear him say, "Good enough isn't good enough if it can be better, and better isn't good enough if it can be great."

This is true because good enough is often translated into "just enough," "adequate," "fine" or "status quo." "Status quo" is never good enough, because achieving status quo doesn't enable you to get better. Nor does it equate to achieving big goals.

One of life's simple maxims is this: "If you always do what you've always done, you'll always get what you've always gotten." Henry Ford used to say that, and Mark Twain and Tony Robbins had their own versions as did Steven Harvey, a senior vice president at HSBC North American Holdings, who said, "Challenge the status quo. Are we doing something because we've always done it, or can we do

something better? Can we do it faster, can we do it more efficiently, can we do it cheaper?"

The message here is to set a vision beyond good enough, beyond the status quo, which is exactly the advice from Wes Hargrove, the senior vice president of development at 7-Eleven, who said, "As a leader, you've got to challenge the status quo." It's useful to keep this in mind as you consider your goals and cast your vision



Instead of the status quo, think big and then execute!

of a future state.

As a leader, you want to think beyond the status quo to something big, because great things never come from maintaining

the status quo. Now, to be sure, there are times when keeping the status quo may seem like a big goal and a big win. Taking the long view, however, maintaining the status quo is a losing proposition. Take this advice from Gary Wimberly, a senior vice president at Express Scripts: "What's gotten us where we are won't allow us to be successful in the future." That's great advice to keep in mind.

Executive coach Marshall Goldsmith wrote an entire book on this topic, *What Got You Here Won't Get You There*. To get "there" (any future state) from "here" requires change in our current state, not maintaining the status quo of it. It requires a vision that's big and bold — and, as you'll recall from the previous rule, a mindset of knowing achieving it is possible.

Whether we're aiming for personal greatness, which will require personal growth and behavioral change, or organizational greatness, which will require market growth and new innovation, the condition isn't status quo; it's big change.

It's equally important to note here that your personal satisfaction as a leader is dependent upon change. Your satisfaction will never be realized by maintaining the status quo. To really understand this, let's think about Michelangelo di Lodovico Buonarroti Simoni (now you understand why he's known simply as Michelangelo) for a moment. He's famous for a great number of things. Certainly, his ability as a sculptor, painter, architect and poet likely come to mind. He's also known for his teachings to set big goals. He said, "The greater danger for most of us lies not in setting our aim too high and falling short; but in setting our aim too low, and achieving our mark."

Ask yourself, are your goals set too low? Is your vision set to maintain the status quo or on achieving a big goal?

Instead of status quo, think big and then execute! **CN**

Tim Rahschulte is the CEO of the Professional Development Academy and chief architect of the NACo High Performance Leadership Program (naco.org/skills). He is the co-author of "My Best Advice: Proven Rules for Effective Leadership."

WORD SEARCH

FULTON COUNTY, Ga.
Created by: Mary Ann Barton

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

- AIRPORT:** Fulton County Airport-Brown Field is a county-owned public-use airport.
- ATLANTA:** The county seat.
- BARBECUE:** The best barbecue in Fulton County can be found at B's Cracklin' Barbeque, according to Atlanta Magazine.
- BLUE:** The county is located in the foothills of the Blue Ridge Mountains.
- BUSINESS:** Several large corporations are headquartered in Fulton County including Delta, Coca-Cola, UPS, Home Depot and CNN.
- CARTER:** The county is home to the Jimmy Carter Library and Museum, featuring the 39th president of the United States.
- CHATTAHOOCHEE:** This river provides most of the water for the county.
- CHEROKEE:** The earliest inhabitants of the county.
- COURTHOUSE:** The Fulton County Courthouse was built between 1911-1914 and is on the National Register of Historic Places.
- DEKALB:** Fulton County was created in 1853 from the western half of DeKalb County.
- FULTON:** The county was named after a railroad surveyor, Hamilton Fulton, who convinced states officials to connect the state capital to Chattanooga, Tenn. Some say the county is named for another man, Robert Fulton, who demonstrated the importance of steam power.
- KING:** The home of Martin Luther King, Jr. is located in Fulton County.
- PINE:** Pine forests flourish in the county.
- POPULATION:** The county has the highest population in the state, counting more than 1 million residents.
- SHERMAN:** A Union general who "sacked" Atlanta during the Civil War, because of its strategic importance.

NEWS FROM ACROSS THE NATION



CALIFORNIA

• The 23-mile long American River Parkway is a beautiful multi-use trail that often doubles as a campground for some of **SACRAMENTO COUNTY**'s homeless population. The county will **hire them to clean up trash and debris** along the trail.

PRIDE Industries will provide case managers to help participants create work schedules, seek training programs and connect with county navigator services. Each of four 10-week periods will employ 10 different recruits. The program will cost the county \$387,200. Last year's count of the homeless in the county found that more than 3,600 people are living without housing. In September, the county stopped citing homeless campers along the trail.



• The San Francisco 49ers might not have won many games this season, but they will recoup a windfall of \$36 million in **tax refunds** via **SANTA CLARA COUNTY**.

The county appeals board

cut the property tax on Levi's Stadium to \$6 million per year. The *San Francisco Chronicle* reports that the county must pay a lump sum of \$30.8 million by June and another \$5.2 million later in the year.

Assessor Larry Stone said the "highly out of the ordinary" decision will mean the county will have to refund \$5.3 million, while \$3.14 million will come from West Valley Community College, \$2.86 million from the city of Santa Clara, \$1.38 million from the County Office of Education and \$13 million from the school district.

The team argued that it benefits from the stadium only during football seasons, while the county contended that the team benefits financially during a slew of other events, like concerts.

FLORIDA

• The fire chief now has authority to issue **burn bans** in **ALACHUA COUNTY**, after the County Commission voted to allow that change. To issue a ban prior to this change, fire officials had to petition the county commission to declare a state of emergency, and then follow up every seven days to continue the ban, ECJB News reported.

• **BROWARD COUNTY** libraries will host free events in honor of **Black History Month**. In addition to films, festivals and concerts, the county is also inviting the public to check out its African American Research Library and Cultural Center. The 60,000-square foot facility houses more than 85,000 books, manuscripts, artifacts and documents. The facility features permanent and traveling exhibits, a 300-seat auditorium as well as classes and programs for all ages.



GEORGIA

Bandit, a special-needs dog, was recently returned to the **GWINNETT COUNTY** Jail. Bandit didn't do anything wrong. He's part of a **dog-training program at the jail** called Operation Second Chance, where inmates train dogs that get adopted by local residents. Bandit needs extra TLC because he gets around using a wheelchair to support his hind legs "He just needs a special family," said Shannon Volkadov, a spokesperson for the Gwinnett County Sheriff's Office. "A family who can spend a little more time to help him out." The program is going strong after eight years.

INDIANA

MONTGOMERY COUNTY is launching a new **Jail Chemical Addiction Program** thanks to a \$43,000 grant from the state attorney general. Sheriff Ryan Needham estimated that 80 percent of the jail's current inmates faced drug-related charges, the *Journal Review* reported. Officials hope the program is the answer to the problem. "Our goal is to help treat offenders, assist them with getting on the right track and get them back on their feet," Needham said at a news conference. The 90-day voluntary program for inmates struggling with addiction will be placed in a separate jail pod and will participate structured activities including housework, homework and individual and group therapy as well as time for recreation and faith.

MARYLAND

If you're a senior citizen in **QUEEN ANNE'S COUNTY**, the voice you hear when you

How ya doin' Hon?



calls someone and they don't answer the phone, she reports it to the county Area Agency on Aging, who will send out a Meals on Wheels driver or call a family member to have them check on the resident.

MICHIGAN

WASHTENAW COUNTY is looking to add more local employers to its summer **employment and job training** program for county youth, according to a report by the website Concentrate. The Summer19 program is a collaboration between the county, Michigan Works Association and the University of Michigan. About 100 young people participated in the program last year. Participants get "soft skills" training before diving into jobs that pay between \$10 to \$12 an hour. Program officials say this is a great way for local businesses to recruit folks from the local community and build up a local workforce.

pick up the phone might just be Evelyn Berry. The volunteer for the county's **Telephone Reassurance Program** gets in touch with about a dozen residents twice a week, she told the *Bay Times and Record Observer*. "They just like to talk a little while ... a lot of times, it's the only time they talk to somebody during the day," said Berry, who is 98 years young. A swimmer and a gardener, she attributes her longevity to "exercise and attitude." She began volunteering after a 25-year stint working at the local pharmacy. If Berry

NEW YORK

SUFFOLK COUNTY Executive Steve Bellone recently announced the piloting of a new program dubbed “Vape Out,” to prevent teens from using **e-cigarettes** or “vaping.” The program was kicked off in response to local schools asking the county health department for help, due to record numbers of students vaping on school grounds, *The Suffolk Times* reported. The program encourages school officials to require students caught vaping to complete a self-assessment, discuss the harmful effects of vaping and demonstrate “refusal skills.” The county raised the age to purchase tobacco and e-cigarette products from 18 to 21 in 2015. The county also recently increased fines for those who sell tobacco products to minors. E-cigarette use among teens is now considered a health epidemic, according to the Food and Drug Administration.

OREGON

• The Oregon Department of State Lands is considering granting a permit for a 299-mile **natural gas pipeline** across the southern part of the state, but **JACKSON COUNTY**’s commissioners don’t want that. They sent a letter expressing that point, KATU News reported.

In particular, commissioners are concerned that eminent domain could be used against property owners and that leaks from the pipeline would taint water quality.

• They’re getting rid of milk cartons, plastic utensils and paper plates in **MARION COUNTY**. The county is using a state Department of Environmental Quality \$76,000 grant to roll out **waste reduction programs** at schools throughout the county the next two years, the *Statesman Journal* reported. As part of the program, the county will bring reusable goods like cups, plates and utensils to rural and low-income schools. They figure they’re also saving on wasted



milk by having students pour milk into glasses instead of drinking from a carton.

PENNSYLVANIA

ALLEGHENY COUNTY Parks’ new chipmunk **mas-cot needs a name** and has reached out to the public for suggestions. The chipmunk made its debut at the county’s ski slopes. Entries are being accepted via the department’s Facebook page, but early nominations include “Pistachio,” “Grinny,” “Sparky,” “Cheeks,” “Rocky,” “Squir-ble,” “Acorn,” “Skip-py the Chippy,”



“Yinzmunk,” “Chance the Chipmunk” and the seemingly-requisite construct when it comes to public naming contests, “Chippy McChipperson.”

SOUTH DAKOTA

YANKTON COUNTY is hoping to **encourage more participation at County Commission meetings**. First, the Commission moved its meetings to 6 p.m. from 4 p.m., giving citizens a chance to attend after work. Meetings will also feature a dual 10-minute public comment period, at the beginning and end of each meeting. The Commission will also film special meetings and budget sessions and publish all meeting agendas in *The Press & Dakotan*, which reported all of these measures. The Commission may also eliminate the consent agenda.

TEXAS

TRAVIS COUNTY commissioners recently approved the implementation of unmanned aerial system or **drones**, Austin Metro reported. County parks

staff will manage the program which will include two drones, Federal Aviation Administration-mandated training and licensing for four staff members. Drones use related to law enforcement aren’t part of the program. A general parks donation fund will cover the costs. County staff requested the drones to capture aerial footage of inaccessible locations for help with everything from monitoring wildfires to manage flood-prone parks. Staff have reported delays in flood-damage assessments or hiking for hours to remote areas to monitor prescribed burns.

VIRGINIA

Hedgehogs are now legal to own as pets in **FAIRFAX COUNTY** after the Board of Supervisors gave the OK. Neighboring **ARLINGTON** and **LOUDOUN counties** had already legalized hedgehog ownership. The Board also lifted the requirement for zoning permissions to keep chinchillas and hermit crabs. Those animals require specific environments, nutrition and care, and hedgehogs can carry a risk of salmonella.

WASHINGTON

The **KING COUNTY** Council has approved a six-month moratorium on building or expanding **fossil fuel infrastructure** in unincorporated parts of the county, stalling any plans for pipeline construction. The ordinance requires the King County executive’s office to complete a study on the effects of new fossil fuel facilities in the county and kicks off a regulatory rewriting process designed to update the county’s land use code and permitting regulations to ban new major fossil fuel infrastructure permanently, *Seattle Weekly* reported.

News from Across the Nation is compiled by Charlie Ban and Mary Ann Barton, senior writers. If you have an item for News From, please email cban@naco.org or mbarton@naco.org.

ON THE MOVE

NACo STAFF



Mann

• **Pamela Mann** has joined NACo as health program manager. She previously served as manager of foundation programs at the California Academy of Family Physicians Foundation. She earned a master’s degree in public health from Tulane University and a bachelor’s degree in health sciences from James Madison University.



Daniel

• Associate Legislative Director **Daria Daniel** spoke to the American Association of Community Colleges about workforce development at its meeting in San Diego County, Calif. Jan. 30-Feb. 1.



Holman

• Associate Legislative Director **Lindsey Holman** spoke to the Arkansas Judges Association about the Disaster Recovery Act during the association’s meeting in Pulaski County, Ark., held Feb. 3-5.

the **HR** DOCTOR

with Philpot
& Winkeler



Reclassifications: They'll Be There for You

Rachel has been at the county for five years and is a rising star. She volunteers for a wide variety of special assignments and committees. She is dedicated to professional growth and consistently takes on tasks that stretch her comfort zone. She has great project management, attention to detail, follow through and big picture vision. Rachel's boss, Joanna, thinks that Rachel is working above her classification and should receive a raise.

Chandler has been at the county for six years and is a division manager. When the other division manager in his department leaves the county, Chandler is asked to cover both positions during the recruitment process. Chandler is excited about the opportunity to find cross training opportunities between the divisions.

Phoebe is taking on a special assignment in her department. She will be leading the implementation of a new software system for Animal Management. She will be the system administrator, setting up security, tables and performing testing in

the one-year implementation.

Monica has grown her position after nine years of working at the county. The duties have evolved over time, as technology has changed. She applied for and received grant funding, and created new collaborations with partner agencies. Additionally, Monica is now overseeing three staff and managing her own budget, work that was not in her original role.

Ross recently had a staff member leave his department and is considering a reorganization within his department. The vacancy is an opportunity to redefine the work and realign positions to maximize service to citizens.

In the five scenarios above, three are reclassifications. Reclassification is the process of changing a position from one classification to another due to ongoing and substantial changes in the duties that make the present classification and pay rate inaccurate. The process may also be called job leveling, grading or job evaluation.

Chandler's situation is temporary. If the position he was covering was a higher grade, his

temporary assignment might qualify for an assignment pay or temporary pay, depending on the terms of any assignment pay policy. This situation is not a reclassification.

Phoebe's situation is also not a reclassification. The implementation of the new software is an important project, it is not ongoing or permanent. Depending on the policy, Phoebe's assignment may also qualify for an assignment pay or additional pay.

Rachel's and Monica's positions are both good examples of reclassifications. The duties have increased over time, changing greater than 20 percent of the duties, and are ongoing. Reclassifications should align the position with other similar positions in the county's classification system in order to align the position with the relevant job market.

Reclassifications may result in a position being moved into a higher salary range or a lower salary range. Is Monica supervising because new positions were created in the budget process or was the supervisory responsibility shifted to Monica from another position? If the

responsibility was shifted from another supervisor, the other supervisor, Joey, may need to be reclassified to a lower position. In any reclassification, the incumbent should meet the minimum qualifications of the new position. In some cases, the incumbent may be required to compete for the position after the reclassification.

Ross' vacancy is an opportune time for a reclassification, so the position may truly be evaluated without considering the skills or abilities of an incumbent. Reclassifications are intended to measure the growth of a position and are not a reflection of a specific person's abilities or initiative. One of the best ways to determine if the reclassification request is about the person or the position is to consider how the position would need to be filled if it was vacant. Would the job description accurately reflect the position? Is the pay grade in alignment with the work performed? Is the job posting attracting the necessary skill set for candidates to be successful in the role?

Reclassifications should not be conducted because the em-

ployee needs a pay raise or because the employee is threatening to leave the organization. Reclassifications may result in a pay adjustment for the incumbent, to accurately reflect the new grade of the position, but pay raises should not drive reclassifications. In situations where a reclassification results in a lower pay grade, the employee's salary may be reduced to be within the new range and the reclassification may be considered a voluntary demotion.

A few final thoughts about reclassifications and fairness. If Gunther, Janice and Carol are all customer service representatives, and one position is reclassified to a lead customer service representative position, Gunther, Janice and Carol should all compete for the lead position.

Alternately, if Gunther has grown the position over time, Ross, as the supervisor, may classify this position as the lead and should document how Gunther took such initiative and how the opportunity to grow the position was granted to all three of the staff equally.

Conversely, if Ross finds organizational needs that would require him to take duties away from another employee, Richard, which results in Richard being reclassified to a lower position, Ross needs to adequately document those needs. Ross would not want the change in duties to appear to be disciplinary or retaliatory.

Reclassifications should be documented for consistency and fairness, as well as to record the history of the position. Redefining work and giving employees opportunities to cross train, professionally develop and fulfill stretch goals motivates employees and best serves customers. Reclassifications will be necessary as the work evolves over time. They are a great tool to ensure positions are accurately graded within your classification system. Reclassifications, they'll be there for you. **CN**

Erika Philpot is the human resources director and Rose Winkeler is the deputy county attorney for Coconino County, Ariz.