

County News

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NACo and other state and local groups are banding together to get federal highway funds increased to \$15 billion.

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"NACo on the Move" makes its debut in this issue. Our newest column will keep you in close touch with NACo's operations as it details staff and officers' activities in Washington and across the country.

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This year's Public Service Recognition Week commemorates public employees, May 7-13. Find out how your county can celebrate.

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1990 marks the second year of the John F. Kennedy Profile in Courage Award. Nominations, including those of local officials, are being accepted until March 15.

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Battle brewing over civil rights bill

By Larry Jones
associate legislative director

The Democratic leadership in Congress and the Republican administration are divided over how to restore the nation's employment anti-discrimination laws after a number of setbacks resulting from recent Supreme Court rulings. Both sides have developed separate bills to address their perception of the problem.

The House Education and Labor Committee opened hearings in Washington on the Democratic proposal, the Civil Rights Act of 1990 (H.R. 4000/S. 1204), on Feb. 20. The new legislation aims to overturn or modify the adverse impact of several Supreme Court rulings on the legal remedies available to minorities and women to fight job discrimination cases. The Senate Labor and Human Resources Committee held hearings on an identical bill on Feb. 23.



U.S. Sen. Edward Kennedy (D-Mass.) introduced new civil rights legislation in the Senate.

U.S. Senator Edward M. Kennedy (D-Mass.), chairman of the Senate Labor and Human Resources Committee, introduced the bill in the Senate and was joined by 36 senators in co-sponsoring the legislation. U.S. Representative Augustus F. Hawkins (D-Calif.), chairman of the House Education and Labor Committee, was joined by 126 members in co-sponsoring

the legislation in the House. Both chambers are planning to conclude hearings in March and approve final legislation in early spring.

Although H.R. 4000 is supported by a bipartisan group in both chambers, Democratic and Republican leadership differ over which Supreme Court rulings need to be overturned or modified. Initially, the republican leadership maintained that these rulings did not require a response. However, Deputy Attorney General Donald B. Ayers, testifying on behalf of the administration at the Feb. 20 hearing, discussed a draft bill (Civil Rights Protection Act of 1990) that will soon be introduced on behalf of the administration. The proposal would overturn or modify two of the rulings.

The Democratic leadership and the civil rights community feel that



U.S. Rep. Augustus Hawkins (D-Calif.) introduced new civil rights legislation in the House.

six cases need to be overturned or modified in order to restore and strengthen two basic civil rights laws: 1) Title VII of the Civil Rights Act of 1964, which prohibits discrimination on the basis of

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Moynihan, Gingrich, Dole, English to speak at conference

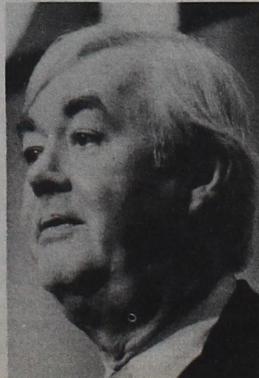
U.S. Sen. Daniel P. Moynihan (D-N.Y.), U.S. Rep. Newt Gingrich (R-Ga.), Secretary of Labor Elizabeth Dole and U.S. Rep. Glenn English (D-Okla.) complete a long list of top national leaders who will be addressing delegates at NACo's

upcoming Legislative Conference. Sen. Moynihan, the senior senator from New York, will address conferees at the Delegate Luncheon, Monday, March 19. First elected in 1976, Moynihan was re-

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U.S. Rep. Newt Gingrich (R-Ga.)



U.S. Sen. Patrick Moynihan (D-N.Y.)

Less trash could be burned under new EPA proposal

By Barbara Paley
associate legislative director

Rules being proposed by the Environmental Protection Agency (EPA) would prevent counties and other local governments from burning more than 75 percent of their trash in incinerators. The plan is part of a comprehensive set of air emission rules to be applied to municipal waste incinerators called New Source Performance Standards (NSPS).

If adopted, these requirements would make counties and other localities responsible for separating out recyclable material either at incinerator plant sites, at distribution stations, or through curbside source separation programs. The new rules will apply to 450 incinerators in 200 locations nationwide as well as an additional 150 incinerators that will be coming on line in the next five years.

Under the proposal, the 25 percent materials separation program would be tied to the issuance and maintenance of the air permits necessary for the operation of in-

cinerators. Initial permits would not be issued for a new facility unless the materials separation plan was included. Currently, operating facilities would have until 1994 to comply. After that date, existing permits could be suspended for failure to meet the 25 percent requirement.

Municipal waste incinerators presently dispose of about 15 percent of all domestic waste. With solid waste volumes increasing by two million pounds a year, it is expected that incinerators will receive 30 percent of the trash by the year 2000.

NACo opposes 25 percent rule

NACo has taken a position against the proposed regulation. In their recent meeting with EPA Administrator William K. Reilly, members of the NACo Executive Committee expressed their concern that weak markets for recycled products would leave counties "holding the bag" if the materials separation were to be implemented.

See LESS TRASH, page 3

America's counties Spotlighting the county

By Ann Klinger
NACo president

One of the opportunities a NACo president has is to attend state association meetings around the country, and to listen and learn.

Quite quickly, universal issues surface — challenges over financing for schools and financing for counties, over jails and community corrections, over access to health care for everyone and paying for indigent health care costs, services for children, economic development, environmental issues, infrastructure, and just balancing the county budget. I'm here to tell you that it is with unity that counties can best address these issues and have the clout that is needed on both Capitol Hill in Washington and in the state capitols.

There has been tremendous change in county government in the last 10 years as counties have been given more responsibility and less discretionary dollars. NACo's theme this year is spotlighting America's counties -- and the Executive Committee is working toward these goals -- gaining greater visibility, credibility and recognition for what counties do!

In February at the Michigan State Association meeting, their "Capitol Update" had an open letter to their governor and state representatives which sums it all up. "Please re-think state/county relations. The decade is new. Don't send the same old message: Budget cuts and more mandates." It was interesting to note that Michigan's governor said much the same about the federal government in his budget report.

To county officials on the front line of service delivery, it seems that it is counties across America who have borne the brunt of mandates and cuts.

Additionally, throughout much of the 1980s, it seems as if counties were treated as just another special interest group instead of an intergovernmental partner. NACo officers and county leaders are working to turn that around and have had good success with the current administration. In fact, NACo officers presented Bill Canary, the president's special assistant for intergovernmental relations, with a "County Spotlight Award" for his assistance. We must continue to work together to restore true federalism and become equal partners with the federal and state government.

Obtaining visibility, credibility and recognition for what counties do is no easy task. Counties range in size from 8.3 million persons in Los Angeles County to 100 in Loving County, Texas. There are more than 3,000 county governments, and last year, counties spent more than \$100 billion in services. Only the states of Connecticut and Rhode Island have no counties.

More than 74 percent of counties have populations under 50,000. Over half of the nation's population lives in the 167 urban counties with populations over 250,000. So we are very diverse and our story is harder to tell to the media, to the administration and to Congress.

Unlike mayors and governors, even our elected positions have different names. There are freeholders in New Jersey, supervisors in California, commissioners in Michigan, county judges in Texas, county legislators in New York and councilmen in Hawaii and Alaska. Counties in Alaska are called boroughs; and in Louisiana, they are called parishes, where their elected officials are known as police jurors.

No matter the nomenclature, counties are the most important unit of government -- the backbone of American government and the intergovernmental system -- together counties can do the job!



Ann Klinger
NACo president

NACo pushes for more highway spending

By Robert Fogel
associate legislative director

NACo and six other state and local government groups are currently engaged in an effort to increase federal highway spending to \$15 billion.

John Thomas, NACo executive director, said, "It is time to put the trust back into the trust fund and spend the gas tax money on state and local roads and bridges." He added that, "With thousands of county bridges in substandard condition and eligible for federal funding, and thousands of miles of county roads needing rehabilitation, it is imperative that the federal government spend what it collects."

The decision to make this a legislative priority for 1990 was made earlier this month by the executive director of NACo, the National League of Cities, the U.S. Confer-

ence of Mayors, the National Governors' Association, the National Conference of State Legislatures, the Council of the State Governments and the International City Management Association. Officials in all these organizations are experiencing more and more demand to improve highways and bridges under their jurisdictions.

Increasing the obligation ceiling to \$15 billion, approximately \$2.3 billion above the inflation adjusted current year level, can be accomplished without a tax increase. The extra funds will be available in the highway trust fund by using this year's receipts plus the interest generated from the accumulated balance in the trust fund. It has been a long-time NACo policy that the funds generated by the gas tax and the interest from the trust fund balance, currently \$10.6 billion, ought to be spent on roads and bridges rather than be used to disguise the budget deficit.

In a letter to the Senate, separate House leadership, executive directors of the seven organizations stated, "Not only would increasing the obligation ceiling to \$15 billion result in more funding for transportation, but it would also be a positive signal to state and local officials and to the American people. The elected officials represent are charged with building and maintaining highways and bridges. We do this," they said, "in partnership with the government and expect, as taxpayers of the nation, that collected for a specific and important purpose ought to be used and not withheld."

NACo members are encouraged to contact their senators and representatives urging support for a billion highway program. The step will be inclusion in the and Senate Budget Resolution which will be acted upon within next month.

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elected in 1982 with the largest majority in a mid-term race in the history of the Senate. He was re-elected for a third term in 1988 by the largest plurality in any contested election in the history of the Senate, winning 61 of New York's 62 counties.

Moynihan currently chairs the Subcommittee on Social Security

Committee on Taxation. He is also a member of the Senate Arms Control Observer Group.

Moynihan has served as a member of the cabinets or sub-cabinets of Presidents Kennedy, Johnson, Nixon and Ford — the only person in America to serve in four successive administrations. He was Ambassador to India from 1973 to 1975, and to the United Nations from 1975 to 1976.

Rep. Gingrich, the congressman who initiated the House Ethics Committee's investigation that toppled House Speaker Jim Wright, will speak to Legislative Conference attendees at the Delegate Luncheon Tuesday, March 20.

Gingrich, who was elected House Republican whip in March 1989, is currently serving his sixth term from the sixth district of Georgia. He is the co-founder of the Congressional Military Reform Caucus and the Congressional Space Caucus. He also serves as a member of the House Administration Committee.

Secretary of Labor and former Secretary of Transportation Elizabeth Dole will address delegates at the General Session Monday, March 19.

Dole serves as the president's chief advisor on labor issues, as well as a key economic advisor. As



U.S. Rep. Glenn English
(D-Okla.)

the top official of the Department of Labor, she is responsible for protection of wages, health and employment rights of workers; and administering training, unemployment insurance and workers' compensation programs. She also oversees the motion of equal employment opportunity.

Dole has been a strong advocate for the nation's job training system. Her support extends to the that programs funded through departments of Labor, Education and Health and Human Services must be integrated to ensure effective human resource development system in the United States. See MORE SPEAKERS, p.



Elizabeth Dole
Secretary of Labor

and Family Policy of the Committee on Finance as well as the Subcommittee on Water Resources, Transportation, and Infrastructure of the Committee on Environment and Public Works. He also serves on the Committee on Foreign Relations, the Committee on Rules and Administration, and the Joint

LESS TRASH from page 1

The NACo officers assured that the organization strongly supports recycling. However, separation is only part of the recycling process. The other, more important part is putting the materials back into the stream of consumable and available markets than what presently exist. In the absence of appropriate market mechanisms, local governments will be forced to increase the amount of waste presently going to landfills or maybe even to utilize prehouse facilities to store commodities that can't be sold and can't be burned.

If EPA really wants to promote recycling, the officers told Reilly, the agency must seriously study federal procurement policies and provisions in a variety of statutes — including the tax code — which favor new materials over recycled ones.

The EPA chief tried to reassure the NACo representatives that his agency would act responsibly and not threaten the incinerator permit if the local government, acting with diligence and in good faith, could not find markets within a reasonable period of time for the materials separated out of the waste stream.

John Thomas, NACo executive director, replied that while EPA might be reasonable in its implementation of the regulation, national and local advocacy groups did not have to be similarly restrained. Linking materials separation to an operating permit would allow those who oppose incinerators to sue individual local governments for non-compliance, or EPA for failure to enforce its own rule.

In a recent EPA-sponsored workshop on the materials separation proposal, Randy Franke, chair of NACo's Environment, Energy and Land Use Steering Committee,

strongly criticized the regulation as bad public policy.

"It will interfere with the ability of counties to make and implement sensible integrated solid waste management plans based on local conditions, and it ignores the market issues," Franke told the other members of the panel.

"There are some places where there are good markets for recyclable materials, but there are other places in the country where counties cannot sell their separated materials but are paying to have them taken away."

Franke, who was the only elected local official invited to participate in the workshop, also explained that many counties are bound by so-called "put or pay" contracts with private sector opera-

tors of their existing solid waste incinerators.

Under these agreements, the county must send a certain amount of its garbage to the facility or pay for that amount even if less is sent. Therefore, counties would be required to pay the amount contracted for even though they were sending 25 percent less to the incinerator. If they were forced to landfill, warehouse or pay someone to remove that 25 percent, they would therefore be paying double for its disposal.

Franke, a county commissioner in Marion County, Ore., also indicated that many state laws make it impossible for counties to impose separation requirements on the incorporated cities within their boundaries. Further, he charged

that the rule will give anti-incinerator groups another mechanism for indefinitely delaying projects and possibly shutting down existing facilities.

Greene County, Ohio Commissioner W. Reed Madden, vice chair of NACo's Environment, Energy and Land Use Steering Committee, testified against the rule at an EPA public hearing held in Detroit, Mich., Jan. 25.

Madden told the agency that, "Forcing communities to separate 25 percent of their materials is not the solution; it will only become part of the problem."

NACo will be submitting formal written comments to EPA. EPA anticipates that a final rule will be promulgated by Dec. 31 of this year.

MORE SPEAKERS

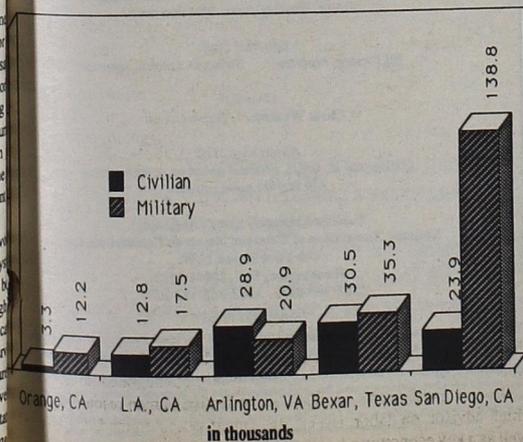
from previous page

Rep. Glenn English, who will address delegates at the Opening General Session, Sunday, March 18, was first elected to Congress in 1974. Now serving his second decade in the House of Representatives, English rose in seniority to become the dean of the eight-member Oklahoma delegation in 1987.

Member of the House Agriculture Committee since his first term, English has emerged as an influential advocate of the American Family Farmer. He was named chair of the Agriculture Subcommittee on Conservation, Credit and Rural Development in 1989. This panel has authority over farm lending, the REA, crop insurance and rural development programs. English also serves on the Wheat, Soybeans and Feed Grains, and Tobacco and Peanuts subcommittees.

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NACo ON THE MOVE

There appears to be serious discussion on Capitol Hill about a 15 cent increase in the gasoline tax to help meet Gramm-Rudman deficit reduction targets, and to help pay for programs, including those proposed in President Bush's budget.

Legislative Staff **Donald Murray** addressed the National Sheriffs' Association's Detention Committee, chaired by Sheriff Don Ornodt of Hennepin County, Minn., Feb. 21 in Washington, D.C. about private sector involvement in jail industry programs. At the meeting, the committee unanimously approved NACo's policy as their own.

President **Ann Klinger** attended Michigan's State Association meeting, Feb. 18-19. Klinger gave members a legislative update and spoke about the Executive Committee's efforts to increase the visibility of county government nationwide.

Marion County, Ore., **Commissioner Randy Franke**, chair of the Environment, Energy and Land Use Steering Committee, attended an Environmental Protection Agency workshop in Washington, D.C. on Feb. 15. State and local officials, environmentalists, and industry representatives discussed the feasibility of a proposed recycling regulation.

Legislative Staff **Tom Joseph** met with the Coalition to Support the National Health Service Corps and staff from the U.S. House Energy and Commerce Committee, Feb. 14 on the reauthorization of the National Health Service Corps. The Corps places health professionals in underserved areas ... On the 15th, Joseph, along with representatives of the League of Cities and U.S. Conference of Mayors, met with U.S. Senator Edward Kennedy's (D-Mass.) legislative staff about the senator's proposed AIDS bill. The group helped draft funding language addressing the bill's impact on counties. The legislation is expected to be introduced this month.

NACo's **Employment and Training staff**, along with Deloitte and Touche, the American Public Welfare Association, the National Governors' Association and the Council of Chief State School Officers, has applied for a \$7.5 million grant from the departments of Health and Human Services, Labor, and Energy. The awarded money will be used for assessment, literacy and basic skills training, job skills training, case management, and child care.

Legislative Director **Ralph Tabor** spoke to the South Carolina Association of Counties at its legislative conference, Feb. 14 in Columbia. Tabor reviewed legislative action on Capitol Hill. A popular topic of conversation at the meeting was the recent enactment of a local options sales tax which the association has lobbied for over the past 10 years.

First Vice President **Mike Stewart** traveled to Atlanta, Ga., Feb. 25-26, for a meeting with the Editorial Advisory Board of American City & County Magazine. The 1991 editorial agenda was discussed.

James Ison, director of Human Services for Ventura County, Calif. met with Legislative Staff **Michael Benjamin**, Feb. 22 at NACo. They discussed food stamp reauthorization, child care and elder abuse ... Benjamin met the following day with the Refugee Appreciation Committee to plan the upcoming 10th anniversary of the Refugee Act.

General Counsel **Lee Ruck** spoke to a group of attorneys at the National Association of Towns and Townships' conference, Feb. 19 in New York City. Ruck spoke on liability issues in Section 1983 and about Supreme Court action in local government cases.

The next meeting of the Anthony Commission, a study group created by U.S. Rep. Beryl Anthony, Jr. (D-Ark.) to examine the impact of tax reform measures on public financing, is scheduled for March 12 in Washington, D.C. The agenda for 1990 will be the subject of the meeting.

Volunteers 'raising the roof' after Hugo's destruction

Charleston County, S.C. is raising roofs, raising spirits and raising the American flag on homes hit by Hurricane Hugo.

Soon after the deadly hurricane slammed into the South Carolina coast, Sept. 21, county officials began planning to help residents sitting in shelters or in darkened and damaged homes.

During a brain-storming session at the Emergency Operation Center, they decided to recruit volunteers and solicit donations of money and building supplies to begin an organized housing effort to repair damaged roofs. They dubbed the effort "RAISE THE ROOF."

Through the end of January, volunteers have repaired more than 500 homes in Charleston, Berkeley and Dorchester counties. At its peak, RAISE THE ROOF attracted 45 volunteers in one week, said Jamie Thomas, Charleston County public information officer. "They came from all over the country. Some would just show-up in their campers and get to work.

With the completion of each repair, the volunteers and community workers raise an American flag at each house or trailer to symbolize the spirit of neighbor helping neighbor.

County pleas for donations were similarly productive. So far, the county has received two grants totalling \$90,000 and received \$105,000 in direct contributions. One story in a Richmond, Va. paper brought in \$5,000 alone, Thomas related. But donations have fallen off and volunteers have dwindled, to an average of 12-15 persons per week. "Our core now consists of volunteers from the Mennonite and Amish communities. They've been here every weekend," Thomas said.

Meanwhile, the waiting list continues to grow with 300 families still seeking help from RAISE THE ROOF. "We receive about 30 requests each week for help," Thomas said. For many, the maximum \$10,000 Federal Emergency Management Agency (FEMA) grant doesn't begin to touch their losses, Thomas explained.

Referrals to the program, designed to help anybody in need, come from many sources — churches, the Red Cross or other non-profit organizations.

Initially, Charleston County officials thought RAISE THE



Delbert Bontrager, a volunteer from Ocadia County, N.C., helps repair a Hugo-damaged roof in rural Charleston County, S.C. Volunteers came as part of a Mennonite Disaster Service, which is coordinating with Charleston County's "RAISE THE ROOF" program for hurricane victims.

ROOF would only be needed until Thanksgiving. Realizing the need to continue, however, the Charleston County Council will keep RAISE THE ROOF active at least through April or as long as a need and funding remain.

Donations for RAISE THE ROOF can be sent to Charleston County's Hurricane Relief Fund in care of the County Controller's

Office, 2 Courthouse Sq. Charleston, S.C. 29401. RAISE THE ROOF T-shirts are also available for \$10. All money is contained in a separate, audited account for Charleston County Hurricane Assistance.

Volunteers and donated materials are welcome. Contact RAISE THE ROOF Coordinator Jeff Cooper at 803/766-1392.

County News

"THE WISDOM TO KNOW AND THE COURAGE TO DEFEND THE PUBLIC INTEREST"

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TAKE A FEW MINUTES TO GO THROUGH YOUR GARBAGE.

We throw away enough glass bottles and jars to fill the 1,350-foot twin towers of New York's World Trade Center every two weeks.

Every Sunday, more than 500,000 trees are used to produce the 88% of newspapers that are never recycled.

Americans go through 2.5 million plastic bottles every hour, only a small percentage of which are now recycled.



American consumers and industry throw away enough aluminum to rebuild our entire commercial airfleet every three months.

Every year we dispose of 24 million tons of leaves and grass clippings, which could be composted to conserve landfill space.

We throw away enough iron and steel to continuously supply all the nation's automakers.

The ordinary bag of trash you throw away is slowly becoming a serious problem for everybody.

Because the fact is, not only are we running out of resources to make the products we need, we're running out of

places to put what's left over.

Write the Environmental Defense Fund at: 257 Park Avenue South, New York, NY 10010, for a free brochure that will tell you virtually everything

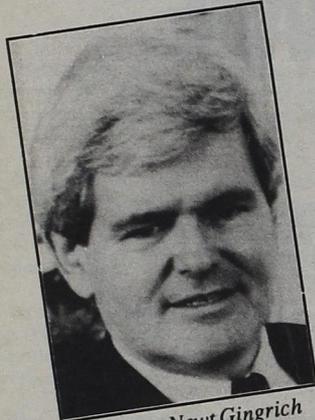
you'll need to know about recycling.

One thing's for certain, the few minutes you take to learn how to recycle will spare us all a lot of garbage later.

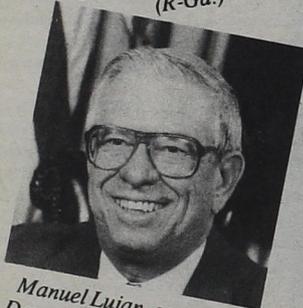
IF YOU'RE NOT RECYCLING YOU'RE THROWING IT ALL AWAY.



1990 Legislative Conference Meeting Schedule



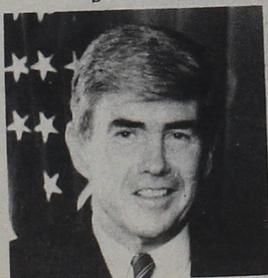
U.S. Rep. Newt Gingrich
(R-Ga.)



Manuel Lujan, secretary
Department of the Interior



Elizabeth Dole
Secretary of Labor



Jack Kemp, secretary
Housing and Urban
Development

Friday, March 16

Morning Session

9 a.m.-10:30 a.m.
Federal-State-County Relations
Subcommittee

10 a.m.-Noon
Joint meeting of Energy, Growth
Management, Water Quality
Subcommittees with the
Intergovernmental Affairs
Steering Committee

11 a.m.-12:30 p.m.
Tax-Exempt Bonds Subcommittee

Affiliate meetings throughout
the day

Afternoon Session

1 p.m.-2 p.m.
Federal-County Relations
Subcommittee

1 p.m.-2:30 p.m.
Fiscal Management Subcommittee

2 p.m.-3 p.m.
State-County Relations
Subcommittee

3 p.m.-4 p.m.
Highway-Highway Safety
Subcommittee
Regional Affairs Subcommittee

3 p.m.-5 p.m.
Health Subcommittees

4 p.m.-5 p.m.
Airports Subcommittee
Mass Transit-Railroad
Subcommittee

Affiliate meetings throughout
the day

Saturday, March 17

Morning Session

9 a.m.-11:30 a.m.
Air Quality Subcommittee
Recreation Subcommittee
Solid Waste Subcommittee

9 a.m.-12 p.m.
Agricultural and Rural Affairs
Subcommittees
Intergovernmental Relations
Steering Committee
Taxation and Finance Steering
Committee

9:15 a.m.-12:30 p.m.
Justice and Public Safety
Subcommittees

10 a.m.-1 p.m.
Labor and Employee Benefits
Steering Committee

10:30 a.m.-12 p.m.
Education Subcommittees

10:30 a.m.-12:30 p.m.
Health Subcommittees

Affiliate meetings throughout
the day

Afternoon Session

1 p.m.-4 p.m.
Agricultural and Rural Affairs
Steering Committee

1 p.m.-5 p.m.
Environment, Energy and Land Use
Steering Committee
Transportation Steering Committee

1:30 p.m.-4:30 p.m.
Public Lands Steering Committee

1:30 p.m.-5 p.m.
Community and Economic
Development Steering
Committee

1:30 p.m.-5:30 p.m.
Justice and Public Safety Steering
Committee

2 p.m.-5 p.m.
Employment Steering Committee
Health Steering Committee

3 p.m.-5 p.m.
Human Services and Education
Steering Committee

Affiliate meetings throughout
the day

Sunday, March 18

Morning Session

Workshops and affiliate meeting

Afternoon Session

Workshops and affiliate meeting

2 p.m.-5 p.m.
NACo Board of Directors meeting

5 p.m.
Opening General Session —
Speaker: U.S. Representative
Glenn English (D-Okla.)

Monday, March 19

Morning Session

9 a.m.
General Session — Speakers:
U.S. Representative
Henry Waxman (D-Calif.)
and Secretary of Labor
Elizabeth Dole

Workshops and affiliate meetings

Afternoon Session

12 p.m. Luncheon — Speakers:
Secretary of Housing and Urban
Development Jack Kemp
and U.S. Senator Daniel P.
Moynihan (D-N.Y.)

Workshops and affiliate meetings

6 p.m.
Conference Reception

Tuesday, March 20

Morning Session

State delegation breakfasts
and appointments on Capitol Hill

Afternoon Session

12 p.m. Luncheon — Speakers:
Secretary of the Interior
Manuel Lujan
and U.S. Representative
Newt Gingrich (R-Ga.)



Are your county's attitudes about mental illness still in the dark ages?

For years, it's been an unspoken rule of business that "personal problems" should be kept out of the workplace. Too frequently, these "personal problems" are caused by mental illness. Unfortunately, our wrong-minded attitude has a price. Troubled employees, fearing repercussions, avoid getting professional help and their job performance suffers. Your company loses money through absenteeism and lower productivity.

But you can change this. Today, we know that mental illness is a disease. A distressing medical disease that afflicts over 35 million Americans every year. Many companies have improved employee performance by structuring health plans that encourage both short- and long-term treatments for mental illness.

Help your company become more enlightened about mental illness. For an informative booklet, contact the American Mental Health Fund.

Learn to see the sickness.

American Mental Health Fund

P.O. Box 17700, Washington, DC 20041. Or call, toll-free:

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A Public Service Message

BP-9-88

Conference workshops focus on challenging issues

The hallmark of every NACo conference lies in its workshop sessions and the 1990 Legislative Conference, beginning March 17, is no exception.

Reflecting the wide range of responsibilities that counties have, the workshops will focus on issues like health, transportation, solid waste, housing, clean air, infrastructure, drug abuse, jails, taxes and finance. At the Legislative Conference, the workshops, which run all day Sunday, March 18 and Monday, March 19, concentrate on national issues — those issues that are impacted by administration and congressional action.

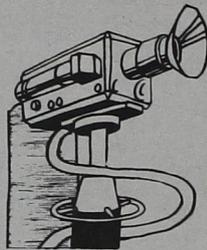
Among the 60 workshops scheduled, many center on issues that are heating up in Congress. On Monday at 10:30 a.m., there will be a session entitled, "The Clean Air Act Debate: Pursuing NACo's Objectives." Key congressional staff members will discuss the major changes that have been proposed and what is really going

on as the Senate and the House negotiate clean air legislation that will impact local governments into the next century. They will focus on how best to lobby Congress to achieve NACo's objectives.

Another issue on the fast track is civil rights legislation. Exploring "Civil Rights Amendments of 1990" will also be held on Monday at 10:30 a.m.

This workshop will delve into legislation that has been introduced to overturn several Supreme Court rulings that have significantly changed the landscape of the enforcement of civil rights and affirmative action programs. Panelists will discuss pending legislation, the prospects for its passage and how it will impact local affirmative action plans.

Cable television is one issue that is beginning to draw a great deal of interest. On Monday at 3:30 p.m., "Cable Television Legislation in the 101st Congress" will feature a panel discussing legislation that



Congress may consider this year. Possible changes have ranged from rate regulation to competition — giving local governments back some or all the authority they had before the 1984 Cable Act, or allowing telephone companies to offer cable services. It is a high stakes game and one which counties that have, or may have, cable franchises will want to investigate.

A new issue that is gaining momentum through NACo efforts is "real work" programs for jail inmates. Several counties have

already initiated "real work" programs, but a serious obstacle is federal legislation that prohibits inmate-made goods from being sold in interstate commerce. A workshop on Monday at 2 p.m. will examine this concept, the programs that are working, as well as possible congressional action to eliminate restrictions on the sale of goods produced. The workshop is entitled "Jail Industries: Overcoming the Political, Legislative and Technical Roadblocks to 'Real Work' for Inmates."

Transportation is a topic important to all counties. A workshop on Sunday at 3:45 p.m. will focus on the transportation strategy for the 21st century that is being prepared by the U.S. Department of Transportation (DOT). The workshop will feature representatives from DOT, the Federal Highway Administration and the Federal Aviation Administration.

A look at the relationship between federal agencies and

county government is the intent of a workshop on Sunday at 2 p.m. This year into the Bush administration relations between the administration and county government seem to have improved. This workshop will explore how far the improvement will go, as well as other intergovernmental issues. Among the speakers invited for the workshop are Lynn Laws, deputy to the special assistant to the president for intergovernmental



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color, religion, sex or national origin in hiring, promoting and dismissing workers; and 2) an 1866 law known as Section 1981, which bars intentional discrimination in making and enforcing private contracts.

NACo's steering committees will review the proposed legislation at the Legislative Conference on March 17. A policy resolution will likely be presented to the Board of Directors for adoption at that time.

The following is a summary of the major issues and proposed changes in H.R. 4000/S. 1204:

Civil rights application and enforcement in contracts

In *Patterson v. McLean Credit Union*, the Supreme Court ruled that Section 1981, which prohibits racial discrimination in making or enforcing contracts, does not apply to discrimination on the job after the formation of a contract. Both administration and congressional leaders agree that this ruling should be reversed. The Civil Rights Act of 1990 would amend Section 1981 to clarify that the right to make and enforce contracts "includes the

enjoyment of all benefits, privileges, terms and conditions of contractual relationship."

The administration's draft proposal would make similar clarifications in Section 1981 by specifying that discrimination is prohibited not only in the formation and enforcement of a contract but in the performance, breach and termination of a contract, and in the setting of its terms and conditions as well.

Burden of proof in disparate impact cases

In a case alleging a violation of Title VII, the Supreme Court in *Wards Cove Packing Company v. Atonio* overturned a long-standing rule that placed the burden of proof on employers to show that an employment practice which has a disparate impact (disproportionately excludes women and minorities) serves a legitimate business purpose.

In overturning the rule, the court shifted this burden of proof to employees and further required employees to identify the specific employment practices that resulted in discrimination. The Democrats' bill would restore the former rule established by the Supreme Court

in 1971 in *Griggs v. Duke Power Company*, requiring the employer to justify any racial or gender imbalance. The administration opposes this change, claiming it will encourage employers to resort to quotas.

Statutes of limitations in seniority plans

The Supreme Court in *Lorance v. AT&T Technologies* ruled that the clock begins to run on a six-month statute of limitation for challenging seniority plans that allegedly discriminate immediately after the plan is adopted. The effect of this rule bars all challenges of seniority plans after the six-month limitation expires, regardless of whether any discriminatory lay off or demotion has yet occurred.

The Democrats' bill would overturn this ruling by permitting employees to challenge discriminatory seniority plans up to two years after a lay-off, except in cases involving the federal government, where the limit would be raised from 30 to 90 days. The administration's proposal would permit employees to challenge discriminatory seniority plans 180 days after they are adversely affected.

Affirmative action decrees

In a case that opens the door to endless legal challenges for county and other employers, the Supreme Court ruled in *Martin v. Wilks* that a court-approved affirmative action plan is open to later challenge by adversely affected employees.

In explaining its decision, which involved an agreement reached between black firefighters and the city of Birmingham, the Supreme Court concluded that since the white firefighters were not a party to the agreement that led to the court approved plan, they were not bound by its terms.

The new proposal would bar challenges to court-ordered plans but would require that all employees who might be adversely affected to be notified and given a reasonable opportunity to challenge the court order. The administration opposes this change.

Mixed motive cases

In a decision reached last year in *Price Waterhouse v. Hopkins*, the Supreme Court held that employment decisions motivated in part by unlawful racial or gender prejudice do not give rise to liability

if the employer can show that same decision would have been made if discrimination had not played a part.

To resolve this problem, H.R. 4000 would provide that an employer may not use race, color, religion, sex or national origin as a motivating factor in an employment decision, but limit relief where an individual is unqualified by non-discrimination standards. The administration opposes changes in this decision.

Attorney fees

H.R. 4000 would modify the Independent Federation of Flight Attendants v. Zipes, making clear that an original prevailing party may recover attorneys' fees expended in defending court decrees against subsequent challenges.

The bill would also modify procedures under the Supreme Court's ruling in *Evans v. Jeff D.* and would bar a forced waiver of attorneys fees. It would require courts entering consent decrees settling discrimination cases to obtain from the parties and the counsel an attestation that the waiver of attorneys' fees was compelled as a condition of the settlement. The administration opposed to these changes.

Plan for world-class entertainment in Washington

Washington, D.C. offers world-class galleries, shopping and entertainment. While in town for NACo's Legislative Conference, March 17-20, you'll be delighted by the variety of attractions available to you ... from daVinci to Dorothy's ruby slippers; Kennedy Center to the Capitol; National Theater to the National Gallery of

John F. Kennedy Center for the Performing Arts will be featuring Dance Theater of Harlem (March 13-15); Stardust -- a musical romance (March 15-18 and 20); and Shear Madness -- a comedy whodunit now in its third year (March 16, 17 and 20). Also performing will be the Vienna Boys Choir (March 18); and the Boston Symphony Orchestra (March 17). 202/467-4600.

National Gallery of Art opens "Matisse in Morocco" (March 18-20); reinstatement of "The Feast of the Gods" (through April 29); Prints from the Collection of Joshua P. Smith" (through April 8); and "Rembrandt's Landscapes: Drawings and Prints," an exhibit of landscapes painted from the 1620s to 1660 (opening March 11). 202/373-4215.

National Museum of African Art is displaying "Icons: Ideals and

Power in the Art of Africa" (through Sept. 3). 202/357-2700.

The National Theater opens "Fiddler on the Roof" (March 20). 202/783-3370.

The Corcoran Gallery of Art will be displaying "Facing History: The Black Image in American Art, 1750-1940" and "Black Photographers Bear Witness: 100 years of Social Protest" (through March 26). 202/638-3211.

Anton's 1201 Club presents The Marvalettes (March 13-18). 202/783-1201.

The Patriot Center at George Mason University will be hosting Gloria Estafan and the Miami Sound Machine (March 18). 703/323-2672.

The National Archives will be featuring "This Fierce Spirit of Liberty: The Making of the Bill of Rights (through 1991); and on permanent display is the Declaration of Independence, Constitution and Bill of Rights. 202/523-3000.

Mount Vernon is the 30-acre home and burial place of George Washington. 703/780-2000.

The Bayou presents Saffire, blues women who Washingtonian Magazine says can get "down and dirty in sweet harmony," (March 18). 202/432-0200.

National Museum of American History, part of the Smithsonian, will feature "American Television: From the Fair to the Family, 1939-1989" (through April); "Duke Ellington, American Musician" (indefinitely); "A Material World," household objects (indefinitely); and "Engines of Change: The American Industrial Revolution, 1790-1860" (indefinitely). 202/357-2700.

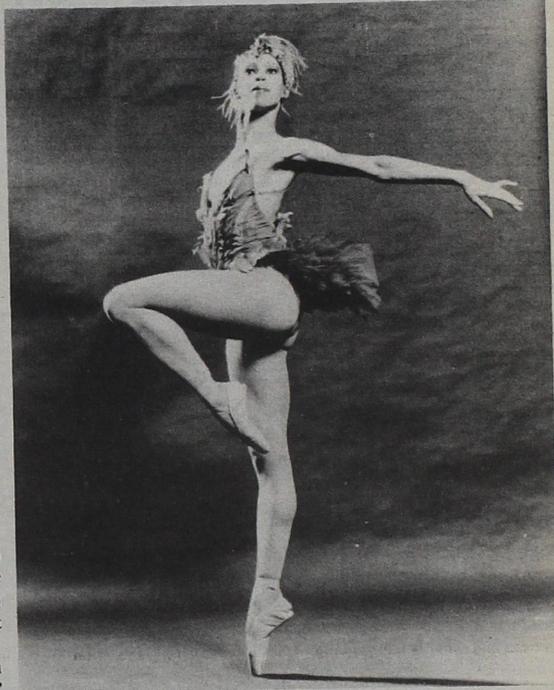
Ansel Adams Collection contains a permanent exhibition of The Wilderness Society of Ansel Adams' most important landscape photographs. 202/842-3400.

National Air and Space Museum will be showing "To Fly," "The Dream Is Alive" and "On the Wing" in the IMAX theater and "Calling All Stars" in the Albert Einstein planetarium (indefinitely). 202/357-2700.

Washington Capitals (hockey) will be taking on the Vancouver Canucks (March 17 at 7:35 p.m.) and the N.Y. Islanders (March 20 at 7:35 p.m.). 301/350-3400.

Capital Children's Museum features special "make and take" crafts and other activities take place every weekend and are free with museum admission. 202/543-8600.

National Museum of Women



The Dance Theatre of Harlem will perform many old and new works, including Firebird, the company's signature piece. Pictured above is dancer Stephanie Dabney.

Martha Swope

WORKSHOPS

from previous page

affairs, and John Kaminski, assistant director of intergovernmental relations, U.S. General Accounting Office.

The prize for the best workshop title goes to "Bonds, Lies & Videotapes" that will be held Monday at 2 p.m. The title, a parody of a current movie, masks the serious topic of the workshop: tax-exempt financing. The workshop will help county officials understand past and future federal proposals affecting tax-exempt financing. A video depicting the importance of tax-exempt financing will be shown, followed by a discussion of how tax-exempt bonds can be used and how they can help.

There are eight workshops on health issues: "What You Want to Know and Don't Want to Ask About AIDS" on Sunday at 9 a.m.; "Federal Action and HIV Infection/AIDS" on Sunday at 10:45 a.m.; "The 'Doughnut Theory' and the County Role in Implementing the National Drug Control Policy" on Sunday at 10:45 a.m.; "No Where Left to Turn: Counties Confronting Indigent Health Care" on Sunday

from 2 p.m. to 5 p.m.; and "Accessing Health Care in Rural America" on Monday at 10:30 a.m.; "Federal Legislation and Urban Health Policy" on Monday at 2 p.m.; "Mastering the Mental Health Medicaid Maze: Too Many Dead Ends?" on Monday at 2 p.m.; and "Long Term Care: National Proposals, Local Solutions on Monday at 3:30 p.m.

Two human service workshops focus on children: "1990s: The Era of the Orphanage?" on Sunday at 3:45 p.m., and "Child Care: Title XX or ABC?" on Monday at 2 p.m.

Among other workshops planned for the conference are:

"Building Together: Investing in Community Infrastructure" on Sunday, 9 a.m. to noon;

"Dealing Effectively with the Media" on Sunday, 9 a.m. to noon;

"Is There Help for Rural Counties in Meeting Safe Drinking Water Standards" on Sunday, 10:45 a.m.;

"Reauthorization of the Refugee Act on Sunday, 10:45 a.m.;

"Will the Feds Leave Counties Holding the Bag? The Upcoming

Battle over Solid Waste Legislation" on Sunday, 10:45 a.m.;

"Making a Serious National Commitment to Eradicating Homelessness" on Sunday, 2 p.m.;

"The Peace Dividend — Impact of Global Change on Local Economies" on Sunday, 3:45 p.m.;

"JTPA Amendments" on Monday, 2 p.m.;

"Building Blocks for New Federal Housing and Community Development Legislation" on Monday, 3:30 p.m.



in the Arts opens "The Book as Art III" (through May 4); "Forefront: Judith Shea," sculpture and drawings will continue through March 19; and "Works on Paper from the Permanent Collection" (through April 22). 202/783-5000.

Hirshhorn Museum and Sculpture Garden will feature

"Culture and Commentary: An Eighties Perspective" (through May 6). 202/357-2700.

Blues Alley jazz guitarist Stanley Jordan will be performing March 15-18. 202/337-4141.

For a more complete list of events, call the Washington, D.C. Convention and Visitors Association at 202/789-7000.

NACo survey, underway

NACo has completed the first phase of a survey of county officials undertaken to determine how county governments are using interlocal agreements.

A randomly selected sample of chief elected officials was asked to provide the names of individuals in their administrations responsible for intergovernmental agreements in various service categories. NACo received more than 1,200 contact names.

Phase two, which is currently in progress, involves contacting these individuals to get more specific information regarding the agreements they oversee.

When the survey is complete, NACo plans to create a computer database through which county officials can obtain a brief description of interlocal agreements in service areas of interest to them and a contact for information concerning these agreements. The database should be completed some time later this spring.

In the meantime, NACo has collected samples of interlocal agreements in several service categories, and a list of agreements, as well as copies of the agreements, are currently available. For more information, contact Jim Golden, 202/393-6226.

FHWA, conducting scenic byways study

The Federal Highway Administration (FHWA), at the request of Congress, is conducting a national study of scenic byways and byways programs. As part of this study, the FHWA will be updating a national inventory of scenic byways and byways programs.

This inventory will be completed by the FHWA Division Offices (located in each state capital) working with the state agencies involved with scenic byways programs.

An attempt will be made with the state agencies to identify scenic byways programs below the state level, including counties.

To assist the FHWA in this national study, we are asking those of you with programs and/or designated byways to provide us with the following information:

1) description of program, including criteria used for designation and any other special features (i.e., marketing, special

signing, etc.);

2) description of the routes designated as scenic byways (include the name, location and length of the route and any other descriptive information that may be available); and

3) future plans for the program. So that this information may be

included in the national inventory, the above information must be submitted to Bob Fogel at NACo, 440 First St., NW, Washington, D.C. 20001 by May 1.

Please note that the FHWA will be working with private groups and other federal agencies (Park

Service, Forest Service, Bureau of Land Management, Bureau of Indian Affairs) obtaining information for inventory.

The FHWA contact for national study is George Schoener at FHWA, 2025 R Street, N.W., Washington, D.C. 20510.

Coalition formed to ensure Earned Income Credit program success

To help make sure that low-income families are aware of the Earned Income Credit program, and the need to file a tax return to receive it, a broad coalition ranging from labor unions to religious organizations has launched a major national education and outreach campaign. The campaign is being organized by the Center on Budget and Policy Priorities, a non-profit Washington research organization that focuses on issues affecting low-income Americans.

The center has developed campaign kits, posters, fliers and other materials for those interested in helping publicize the Earned Income Credit.

Individuals interested in more information on the credit should call the IRS toll-free at 1/800/424-1040. Organizations interested in receiving campaign materials should write to the Center on Budget and Policy Priorities at 236 Massachusetts Ave., NE, Suite 305, Washington, D.C. 20002.

The campaign will alert low-income working families of the need to file a tax return to receive the credit they are due for 1989. It will also inform families that they can ask their employers to provide the credit as part of their regular paycheck throughout the year. (When this is done, the employer simply subtracts the amount of the earned income credit added in to a worker's paycheck from the withholding taxes that the employer would otherwise deposit with the IRS.)

Federal law requires that the credit be provided to eligible workers in their paychecks if workers request this.

Harmon to head Health Resources and Services Administration

Former National Association of County Health Officials (NACHO) president and Maricopa County, Ariz. public health official Robert Harmon, M.D. has been picked to head the Health Resources and Services Administration (HRSA), a federal government agency with 2,200 staff and a \$1.9 billion budget.

Among other responsibilities, HRSA is charged with improving health care to poor, pregnant women, migrant workers, rural residents and others who lack adequate access to medical services.

Harmon, who was last director of the Missouri Department of Health, was NACHO president in 1984. Under his direction, the organization was established as an independent NACo affiliate.

Sen. Moynihan looks at JOBS

The Senate Finance Subcommittee on Social Security and Family Policy, chaired by U.S. Senator Daniel P. Moynihan (D-N.Y.), held a hearing on the implementation of the Job Opportunities and Basic Skills (JOBS) program Monday, Feb. 26.

An opportunity is available for all areas which have been working with JOBS to comment on the problems and barriers that have been discovered in the first eight months of implementation. Sen. Moynihan wants to discover how

well the program is doing and what are the problems that need to be addressed.

He pointed out in the hearing that JOBS needs to focus more on accountable, understandable results and not worry so much about participation rates and hours per week.

Send a written statement of your views to Laura Wilcox, hearing administrator, Senate Finance Committee, SD-205, Washington D.C. 20510, and to Ed Mihalski, minority chief of staff, SH-203, Washington, D.C. 20510. The

statement must be received by March 19. It should be typewritten, not more than 10 pages, and copies should be sent to individuals. If possible, also send a diskette containing the statement in a format that can be read on a personal computer and note software used.

NACo will also submit a statement of concerns. These will be drawn from a survey done by human service administrators in a series of workshops and conferences that includes both JTPA and human service administrators.

Book promotes counties

4-H County Government Guide

Promoting County Government Awareness in Youth



V.G. Young Institute of County Government
Texas Association of Counties
County Judges and Commissioners Association of Texas

The Texas Extension Service is providing to every state two copies of "4-H County Government Guide," a publication it recently produced that is designed to promote youth awareness of county government.

One copy of the guide will be provided to the executive director of the state's association of counties, while the other copy will be sent to the director of the Cooperative Extension Service in each state.

The move to forward copies to each state was spurred by the response to the guide by NACo President Ann Klinger and other NACo officials, as well as officials at the U.S. Department of Agriculture of which the extension service is an agency. President Klinger's theme for her term is to increase the visibility of counties and she believes the guide works toward that goal and could be a model for other states.

The Texas publication is part of a county government awareness project that provides youths and adults with the opportunity to develop positive attitudes toward the responsibilities and structure of county government. The aim of the program is to teach youth about their form of county government and how it functions, as well as

involve them in that function.

The introduction to the guide clearly establishes the rationale for the publication: "Unfortunately, county government education is often overlooked when educating youth about the three levels of government — federal, state and local. Many textbooks are written about federal and state government, but little is available about local government ... Through the classroom and traditional 4-H

'learn by doing' experiential projects and activities, this program will more effectively prepare youth to be tomorrow's voters and decisionmakers."

Production of the county government guide was a cooperative effort by the Young Institute of County Government, the County Judges and Commissioners Association of Texas, the Texas Association of Counties, and the Texas Agricultural Extension Service

1990 census to show more diverse population

Census Bureau demographers have a pretty good idea of what the results from the 1990 census are likely to reveal about the nation as a whole. Through population estimates and regular surveys, they are able to keep tabs on what's been happening since the last census in 1980. For example, this year's census will show a total population of about 250 million people and 66 million housing units. And these national trends are expected to be confirmed by 1990 census reports:

- Overall population growth is about one percent a year.
- The population is getting older.
- Average family and household sizes are continuing to decline.
- The nation's racial and ethnic mix is changing.
- The movement of people from the Northeast and Midwest to the South and West is continuing, although at a slower rate.
- Metropolitan areas are growing faster than during the decade before the 1980 census.

The number of non-family households is still growing faster than family households but at a slower pace than in the 1970s.

These major national trends are followed closely by government and private business planners. But what is not known is whether particular regions, states, metropolitan areas, cities, counties and even neighborhoods are changing in the same way as national trends. This is the type of summary information the 1990 census statistics will provide and this is why they are so anxiously awaited by government and business policymakers and planners.

Implications for the future are woven into census numbers. For example, the number of people 65 and over is continuing to grow. The 1990 census is expected to show an increase of about 23 percent in this age bracket to approximately 31.4 million persons, compared with 25.5 million persons in the 1980 count. And the median age of the entire population is expected to be 33 years in 1990, compared with 30 years in 1980.

Responses to the age question on the census form will paint a statistical portrait of other age groups as well; the declining number of teenagers, for example, and the movement of the "baby boom" generation toward middle

age. These trends have potential impact on a wide range of government and business activities and services.

The average family size in 1980 was 3.29 persons and is expected to be 3.15 persons in 1990. The average household size this year is expected to be 2.60 persons, a drop from the 2.76 persons in 1980. These declines reflect several factors, including the lower birth rate in the past two decades, compared with the 1950s and 1960s, delayed marriage, and an increased proportion of persons living alone in most of the adult ages.

By Census Bureau definition, a household is any occupied housing unit. Households can be of two types: family (two or more relatives) and non-family (those with only unrelated individuals or people living alone.)

The 1990 number of family households is expected to show about a 12 percent increase since 1980 compared with a projected 29 percent increase in non-family households.

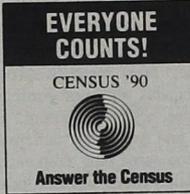
The number of immigrants, particularly from Latin America and Asia, has grown considerably since 1980 and will be reflected in the changing ethnic and racial patterns in the 1990 census results.

For example, Census Bureau estimates show the Hispanic population (who may be of any race) now represents approximately 8.2 percent of the total population, compared with 6.5 percent in 1980. Since 1980, the Hispanic population has increased by 39 percent, or about 5.6 million persons. Latest (1989) estimates place the total Hispanic population at about 20.1 million.

The black population, which was 11.8 percent of the population nine years ago, is expected to represent about 12.4 percent of the total in 1990. The black population since 1980 has grown about 13.1 percent to an estimated total of 29.7 million in 1989.

The Asian and Pacific Islander population is the fastest growing racial group from a percentage view, having totaled under two percent in 1980, but expected to be nearly three percent in this year's count. The American Indian and Alaska Native population also is expected to show an increase and will represent slightly less than one percent of the total population in 1990.

Data on the black, Asian and



Pacific Islander, and the American Indian and Alaska Native populations are based on a race question; data on the Hispanic population are based on an ethnic origin question.

Statistics from the 1990 count also will show ancestry changes since 1980. The number of residents of Polish, Italian, and Pakistani descent — among many other nationalities — will be published.

While the total population of the United States is expected to show a 10 percent increase since 1980, the growth by regions is expected to be uneven. The West and South continue to grow faster than the Northeast and Midwest, but the rate of growth will have slowed. For

example: the South is expected to grow about 15 percent between 1980 and 1990 compared with 20 percent in the 1970s; the West's growth rate is projected to be about 20 percent in the 1980s, compared with 24 percent between 1970 and 1980. Meanwhile, the population growth of the Northeast during the 1980s is expected to show close to a four percent increase, compared with only a 0.2 percent rise from 1970 to 1980. The Midwest's growth, in contrast, is expected to show only about a two percent population increase between 1980 and 1990, while its 1970s growth rate was two percent.

During the 1970s, the nation witnessed the phenomenon of non-metropolitan areas growing faster than metro areas for the first time in American history. But since 1980, the trend has been reversed and metro areas once again are growing at almost twice the rate of non-metro areas.

Census questionnaires will be delivered to all housing units in the nation beginning March 23. They

are to be completed and returned by April 1, Census Day, or as soon thereafter as possible. (In some sparsely settled parts of the country, residents will be asked to hold onto their completed questionnaires until a census taker picks them up.)

Also, in a special operation on March 20, census takers will count persons living in emergency shelters for the homeless and those visible on the streets in the early morning hours (2-4 a.m.) on March 21.

By Dec. 31, 1990 — exactly nine months after Census Day — the Census Bureau must deliver the final population totals for each state to President George Bush. And by April 1, 1991, each state must get from the bureau detailed population summaries for all geographic areas down to the block level so that redistricting can begin. After these two legal deadlines, the flow of census results will become a torrent for a few more years to satisfy the nation's statistical appetite.

Public Service Recognition dates set

A week set aside to recognize public sector employees is planned for May 7-13 across the country. Public Service Recognition Week, sponsored by Public Employees Roundtable (PER) and endorsed by the President's Council on Management Improvement, is a time to pay tribute to the profession of public service and its work force.

It provides an opportunity to thank public employees for their dedicated service, and to inform Americans about the range of vital services they provide. The week can also serve as a focal point to build employee morale.

County governments are encouraged to participate in the

celebration and can get involved in a variety of ways:

- Hang posters about the event in public office buildings, and on buses and trains (free posters are available from PER, see address below);
- Hand out commemorative buttons and T-shirts;
- Show films about the work of county agencies at public rallies or employees events;
- Arrange for elected county officials to issue a proclamation praising employees;
- Set up exhibits and events highlighting the work of county departments and agencies; and
- Schedule employee awards ceremonies.

Private sector businesses can also get involved, for example, by designing and distributing posters, or by co-sponsoring the production of a videotape.

The week can also be a time to educate children about public service by sending speakers into schools and inviting students to visit county agencies.

To help plan for Public Service Recognition Week, a free planning booklet is available by contacting: Public Employees Roundtable, P.O. Box 6184, Ben Franklin Station, Washington, D.C. 20044, 202/535-4324, FAX: 202/343-0588.

Nominations requested for the John F. Kennedy Library Foundation's Profile in Courage

In the spring of 1989, the John F. Kennedy Library Foundation in Boston created the John F. Kennedy Profile in Courage Award — an award intended to honor President Kennedy's commitment to public service and to recognize outstanding examples of political courage in contemporary America. This award will be presented annually in connection with the observance of President Kennedy's birthday, May 29th.

The Profile in Courage Award will be given to an elected or appointed public official or, in especially deserving cases, posthumous awards or awards to private or foreign citizens will be considered. The award will be accompanied by a \$25,000 monetary prize which may be shared if there is more than one recipient. Nominations will be accepted until March 15. They should be sent to:

**The Profile in Courage Award Committee
John F. Kennedy Library Foundation
Boston, Mass. 02125**

Please include, if possible, any biographical material or other background information and the names and addresses of persons who can provide further information about the nominee.

Job training report

Summer youth program keeps kids in school

By Neil E. Bomberg
research associate

"Changing the structure of a summer youth program can dramatically change the impact of the program on participants." That is the principal finding of a report released by MDC, Inc., a private, Chapel Hill, N.C.-based non-profit research and demonstration organization.

The findings are based on a study of the Jacksonville (Duval County), Fla. Private Industry Council (PIC) Summer Youth Employment program, a program designed to give economically disadvantaged youth world-of-work experiences.

The PIC determined that the traditional summer youth program approach — working five hours a day for minimum wages in public and private employment settings — was doing little to enhance the participants' overall skills. In 1986, the PIC made fundamental changes to its Summer Youth Employment program. All participants would be

required to attend school four hours each day without pay and work four hours each afternoon with pay. "A new message was sent to the city [and county's] youth: the way to succeed in the world of work is to first succeed in school," wrote Carol A. Lincoln, author of the report.

Since 1986, the PIC kept hearing that the summer program was improving. As new ideas were implemented and creative solutions found to existing problems, fewer students were dropping out of the program, more and more youth were returning to the program each year, and "special populations were being served in special ways."

What the PIC did not know, but wanted to know, was whether the program was helping to prevent students from dropping out and improve their academic performance.

While the MDC researchers knew that no single reason contributes to a decision by a youth to withdraw from school, they did

believe that some conclusions might be possible.

To determine the program's impact they matched program participants with non-participants by race, age, sex, school, grade level and free lunch participation, and compared their dropout rates. What they found was that "just two percent of the 1988 participant sample dropped out of school during the school year and another 1.9 percent dropped out the following summer.

More than twice as many of the low-income comparison youth dropped out during these [same] periods."

MDC also found that student academic performance continued to improve. More and more youth applied to the program, and pass rates for courses and pass rates for course-specific proficiency exams continued to improve.

The percentage of participants who earned A's and B's during the summer months grew from 50 to 62 percent in three years. Participants took advantage of the academic

requirements to participate, voluntarily, in programs to improve basic mathematics and language arts skills.

Program participants stayed in school longer and earned more credits toward graduation than youth in comparison groups. The opportunity to make up failed courses and earn extra credits made it possible for many youth to complete high school within four years.

Summer Youth Employment program participants were more likely to maintain or improve their grade point average than non-participants.

Overall conduct in school and within the community improved substantially in the years following participation. And youth who returned to the program for a second or third summer made greater academic gains, and improved their school attendance and behavior than youth with only one year's participation.

From these and other findings, MDC drew a number of

conclusions about what should go into a successful summer youth employment program. They concluded that programs should

- intensify efforts to encourage younger students who are beginning to become at-risk;
 - refine the summer assignment process so returning students can move increasingly more demanding assignments between summer and school academic staffs;
 - expand the availability of computerized remedial instruction, strengthen counseling services during the summer school year; and
 - continue experimenting with a variety of academic incentives.
- They also concluded that a partnership which emerges between the local job training program, the Jacksonville Private Industry Council, the local school district and the Duval County School Board contributed substantially to the success of the program.

Congress votes to extend demonstration program

By Neil E. Bomberg
research associate

By a vote of 94-0, the Senate adopted the House-passed amendment to the Elementary and Secondary Education Act of 1965, known as the School Dropout Demonstration Assistance Act. The amendment extends authorization of the school dropout prevention demonstration program through fiscal year 1991.

Established in 1988 as part of the Hawkins-Stafford School Improvement Amendments, this program has provided \$45 million to local school districts to support the establishment and expansion of model programs designed to keep young people in school. The grants have ranged in size from \$23,000 to nearly \$500,000.

While the vast majority of the grants were awarded in urban areas, rural projects comprised nearly 25 percent of the programs. The number of students served ranged from a low of 30 to a high of 11,500, and virtually every program targeted either educationally or economically disadvantaged students.

According to U.S. Senator Nancy Kassenbaum (R-Kan.), "approximately one-third of the

programs included pregnant teenagers as a target population. Poor attendance and truancy records were most frequently used in identifying program participants, although many of the programs also relied upon test scores, teacher recommendations, grade-level performance and discipline problems."

U.S. Senator Claiborne Pell (D-R.I.) urged his fellow senators to support the bill. "Today, the need for the School Dropout Assistance Act remains just as critical as it was when it became law two years ago. The annual dropout rate in this nation averages 25 percent. That figure can reach an alarming 50 percent, or even higher, in many urban areas. And for specific at-risk populations, the percentage of students leaving school before graduation can be an overwhelming 80 percent."

U.S. Senator Edward M. Kennedy (D-Mass.), a supporter of the bill, underscored Sen. Pell's statistics when he stated that "750,000 American students will drop out of school this year... These dropouts — along with the other 4.2 million young adults who have no high school diplomas — will have a higher rate of unemployment, greater dependency on social

welfare programs, and low income — 22 percent lower than that of the average high school graduate."

The concern of the senators and U.S. Representative Charles Hayes (D-Ill.), who introduced the original bill on the House side, is that the dropout problem will prevent the United States from remaining competitive with our European and Asian trading partners. Drawing upon a study by the University of California at Los Angeles, Sen. Pell stated, "It is the loss of productivity and output which poses the greatest danger" to us. According to that report, each new "class of dropouts" costs the United States \$200 million per year. Over its lifetime, each class will cost the U.S. \$200 billion.

Pell added that figures from the Department of Labor indicate that of the 20 fastest growing occupations, at least 18 will require two years or more of higher education, and up to nine percent of these jobs will go unfilled because of insufficiently skilled workers.

The bill, which now awaits the president's signature, would authorize \$50 million per year for FY90 and FY91. Funds would be used to support demonstration

programs to keep students in school.

Particular demonstration programs were cited by senators as they urged their colleagues to support this legislation. Among those were:

- the Providence Dropout Prevention Collaborative, which brought together representatives of education, government, business and industry, who have worked to assist the Providence school system's anti-dropout programs;
- the San Juan School District in Utah — 50 percent of the students are Native Americans and considered at-risk of dropping out — where efforts have been made to increase communications between the school system and parents, improve counseling and provide remedial education to those students two or more years below grade level;
- the Cambridge, Mass. school system which has used its grant to bring social workers and psychologists into 10 schools to work with at-risk students, their families, teachers and school administrators; and
- the Portland school district which has used these funds to implement drug and alcohol counseling, parent outreach, peer counseling, attendance monitoring

and transition services.

But, as U.S. Senator Paul Simon (D-Ill.) pointed out, these success rates are not enough. Much more must be done to insure that current dropout rates — overall 28 percent of nation's 18 year olds do not have high school diplomas and that 52 percent of African-American and 52 percent of Hispanic 18 year olds do not graduate high school become a thing of the past.

"Our nation's schools are desperately in need of assistance deal with this problem. Chicago public schools have a dropout rate of 43 percent, almost twice the national average... funding innovative demonstration programs, the School Dropout Prevention Demonstration program helps schools find answers to the dropout problem," said Sen. Simon.

The bill, which is expected to be signed by the president, will allow some opportunities for youth participation.

Currently, 25 percent of grants are made available through partnerships between local education agencies and public and private organizations. Under this reauthorization, 25 percent of the funds will be made available to locally established partnerships.

News from the nation's counties

Four county programs were recently named winners of an intense competition for grants to fight demand for illegal drugs and alcohol under a \$27 million program funded by the nation's largest health care philanthropy. Chosen from more than 300 communities vying for grants were: the MECKLENBURG COUNTY (N.C.) Area Mental Health, Mental Retardation, and Substance Abuse Authority; the United Way of San Antonio and TEXAS COUNTY (Tex.); the LEXINGTON and RICHLAND COUNTIES' (S.C.) Alcohol and Drug Abuse Council; and MILWAUKEE COUNTY, Wis. The grants were awarded as part of the "Fighting Back" program, a national initiative of the Princeton, N.J.-based Robert Wood Johnson Foundation which is providing funds for communities to plan strategies for fighting substance abuse using public awareness, prevention, early identification, and alcohol treatment and relapse prevention. The communities receiving awards are expected to serve as models for other communities fighting substance abuse.

North

The Great Lakes Council of County Associations (GLCCA) has been newly formed by the Great Lakes Associations of County Commissioners from Indiana, Michigan, Minnesota, New York, Ohio, Pennsylvania and Wisconsin. The group adopted by-laws and elected officers in December in Columbus, Ohio. Past President of the Michigan Association of Counties Doug Bovin of DELTA COUNTY, Mich. was elected chair of the GLCCA for 1990. Thomas Frey of MONROE COUNTY, N.Y. was elected vice-chair. The GLCCA will examine how federal, state and county governments can build partnerships to provide services that meet the diverse needs of citizens. Priority issues will be agriculture and rural development, economic development and regional readjustment, environment, and transportation.

ILLINOIS

Representatives from the University of Illinois will tour DUPAGE COUNTY in coming weeks to select a site for the high technology university proposed to be built in the county. The high technology university has long been a project touted by County Board Chairman Jack Knuepfer, who believes there is a demand among the county's numerous high-tech industries for

employees with graduate degrees in math, science and engineering. The Illinois Board of Higher Education has recommended that \$25 million in state funds be set aside to build the proposed university campus for graduate study and research programs. The appropriation must be approved by the state legislature, which has already appropriated \$3 million for investigatory and planning purposes.

NEW YORK

SUFFOLK COUNTY Executive Patrick G. Halpin recently unveiled the county's new mammography program, which is expected to provide exams to 5,000 women within its first year of operation. A mammography van, operating under contract with a local hospital and in conjunction with the county's Department of Health Services, will make full-day visits at each of the county's eight neighborhood health centers and two satellite clinics, providing low-cost service to health center patients. Women using the service will complete forms providing the Department of Health with demographic and risk factor information. They will also view a videotape, receive the screening mammogram and breast exam and be taught to do self-examinations. Insurance companies will be billed for services provided to women with coverage. Those without insurance will pay on a sliding scale basis.

South

KENTUCKY

The JEFFERSON COUNTY police recently announced a new program aimed at promoting the use of seat belts, particularly among high school-age drivers. The project, part of the National Child Passenger Safety Awareness Week, will place signs at the exits of public school parking lots, county-owned parking lots and at local parks. The black and yellow, diamond-shaped signs will carry the simple message, "Buckle Seat Belts," with an image of hands buckling the ends of the seat belt together. The signs were paid for with \$3,500 in National Highway Traffic Safety Administration (NHTSA) funds. NHTSA estimates that 11,000 lives were saved as a direct result of seat belt usage between 1983 and 1987.

MARYLAND

BALTIMORE COUNTY recently announced the availability of a single phone number for county residents to call for information about literacy programs. By calling the number, residents can be referred to literacy programs at county public schools, community colleges, the Department of Community Development's Office of Employment and Training and various community volunteer groups. The new literacy and referral line is provided by the Baltimore County Literacy Works team,

which is coordinated by the public school system's Office of Adult Education. Team members include representatives from agencies providing literacy programs as well as the Department of Social Services, the public library, the Office of Family Resources and the Baltimore County Chamber of Commerce.

Midwest

NEBRASKA

The BUFFALO COUNTY Board of Supervisors recently adopted a resolution that requires county employees and their passengers to wear seat belts when riding in vehicles while on county business. The seat belt policy is an effort to reduce potential losses the county would incur as a result of traffic accidents. The resolution stipulates that failure of a county employee to comply with the new policy may result in disciplinary action.

West

UTAH

Dwight Rasmussen, program manager of SALT LAKE COUNTY Aging Services, was recently elected to serve as president of the National Association of Senior Companion Project Directors (NACSPD). He has served on the national board as secretary-treasurer since 1986. The Senior Companion Program



Dwight Rasmussen

(SCP) was established in 1985 by Salt Lake County Aging Services to train and place low-income people, 65 years-old and over, as companions to homebound adults and to bring respite to family members. Rasmussen has served as program manager of the local SCP since the agency's participation.

CALIFORNIA

SB 198, was recently passed requiring all California employers to establish formal programs to assure workplace safety and health. The Cal-OSHA Standards Board is writing new standards to implement the law which is effective Jan. 1, 1991. The new law is a non-reimbursable state mandate since it applies to all employers and does not meet needed tests to become eligible for state funding.

Notices . . . notices . . . notices

CONFERENCES

The Government Finance Officers Association (GFOA) will hold a series of seminars in Denver, Colo. during the month of March: "Enterprise Accounting and Reporting" on March 19 (\$150 for GFOA members; \$200 for non-members); "Capital Financing: New Instruments, Processes and Markets" on March 19-20 (\$225 for members; \$275 for non-members); "Advanced Governmental Accounting" on March 20-22 (\$260 for members; \$310 for non-members); "Money Market/Cash Management for Governments" on March 21-23 (\$260 for members, \$310 for non-members). Advanced registration by mail is required. For more information, contact the GFOA Educational Services Center, 180 North Michigan Ave., Suite 800, Chicago, IL 60601, 312/977-9700.

The North Carolina Association of County

Commissioners is co-sponsoring the "Conference on Model Charters and the Future of Local Government" at North Carolina State University, March 22-23. The conference commemorates the publication of revised editions of the National Civic League's model city and county charters. The professional leadership of city/county managers, and regionalism and the changing roles of local government officials will also be discussed. Registration is \$75. For more information, contact either Connie Bacon or Belinda Niedwick, Division of Lifelong Education, Box 7401, North Carolina State University, Raleigh, NC 27695, 919/737-2261.

Preserving and enhancing the quality of communities as they grow and change will be the subject of "Planning for Preservation: Managing Growth in Urban Areas," a conference sponsored by

the National Trust for Historic Preservation. Scheduled for March 22-23 in Pittsburgh, Pa., it is designed to help local officials preserve a sense of continuity and place in their communities. Workshops will emphasize the need for strong, enforceable preservation laws and policies, but even more importantly, the need for an activist citizenry to ensure that such laws and policies are carried out. For more information, contact the National Trust for Historic Preservation, Attention: Center for Preservation Policy Studies, 1785 Massachusetts Ave., NW, Washington, D.C. 20036, 202/673-4255.

The 30th Annual North American Snow Conference, sponsored by the American Public Works Association (APWA), is scheduled for April 8-11 in Omaha, Neb. Workshop topics include proactive public relations,

computer mapping and snow operations, and using weather information effectively. Pre-registration fees are \$170 for APWA members and \$195 for non-members. For more information, contact the APWA, 1313 East 60th St., Chicago, IL 60637-2881, 312/667-2200.

Planners across the nation will gather at the American Planning Association's (APA) 1990 National Planning Conference, April 21-25 in Denver, Colo., to discuss the pressing problems communities face today. The environment, housing, traffic and economic development will top the agenda. For registration information, contact Virginia Gill, APA, 1313 E. 60th St., Chicago, IL 60637, 312/955-9100.

The Council of

See NOTICES, page 15

Neal R. Peirce

Head Start budget: progressive, but sufficient?

The warmest, most progressive line in the entire Bush budget for 1991 has to be the 500 million new dollars the president is proposing for the Head Start program.

After a near decade in Reaganesque Siberia, children's advocates suddenly can switch the debate from mere preservation, or marginal improvements in the program, to the question of Head Start's broader potential.

With a 36 percent funding hike to \$1.9 billion next year, Bush proposes adding 180,000 more low-income children to the 450,000 Head Start now serves. It would be the largest single-year budget boost in the program's 25-year history and bring, the administration claims, 70 percent of all eligible 4-year-olds into the program.

Well and good, but you have to ask: Why stop there?

With the program up for reauthorization in Congress this year, it's time to ask if Head Start can't be made America's central tool to get millions of troubled kids and families on a sounder track.

We all know Head Start provides lively Sesame Street-like stimulation for deprived pre-

schoolers. But it does a lot more. Not only do the kids get an introduction to words and numbers and a chance to build their self-confidence: They also receive vision and hearing tests, psychological screening and get to see a doctor and dentist—often for the first time. Coming from homes where catch-as-catch-can often reigns, they're fed a nutritious hot meal each day.

Then there's the least known but vital value of the project—what Head Start does for parents. Generally ill-educated, living on the ragged edge of employability, too often victims of domestic abuse, these parents need help if they're to help their kids.

And Head Start provides it in interesting ways. Required to participate actively in their child's progress, parents are led tactfully into their own literacy and high-school equivalency programs. The better Head Start staffs provide broad advice—how to get into substance-abuse programs, where to look for jobs, how to find health services. And the parents are encouraged to read to their children, to talk to and reason with

them, to resort less to demands for blind obedience.

Some critics fault the Bush budget for stinginess on delayed program improvements and for not going far enough toward paying Head Start teachers adequate wages. But an even hotter debate centers on focusing all new program dollars on 4-year-olds.

The administration argues the year just before kindergarten is the most critical. There's scant scientific evidence that two years of Head Start benefit kids any more than one, says Dr. Wade Horn, the administration's Head Start czar as commissioner for children, youth and families under the Department of Health and Human Services.

Helen Blank of the Children's Defense Fund replies: "It's critical we not view this program as a one-shot inoculation. It's valuable to kids as young as infancy. Studies do show a second year is cost-effective."

With the assaults of the drug culture, she adds, "poor families face such incredible risks and hurdles, more so than 25 years ago."

The issue could hardly be drawn more neatly. Trying to keep overall social budgets down, the Bush camp garners positive reviews for saying Head Start will not reach a majority of 4-year-olds.

And the children's advocates answer: Get realistic. Do that and you're just sticking a single finger in one of the many gaping holes in America's crumbling social dike. Bush and his budgeteers need to see, they argue, that without an across-the-board set of interventions to break the bleakness and blankness of the early years of poor children, with fathers usually absent and mothers overworked and unprepared for sensitive child rearing, social disintegration and national decline follow as night does day.

That's where Head Start is said to be crucial. The program is trusted, long-standing and has an infrastructure of qualified providers in place, Horn notes. Its allies say Head Start ought to translate into good national security policy, delivered at the right level: the neighborhood.

A handful of studies have shown dramatic, long-term

benefits for kids exposed to Start—less teen-age delinquency, fewer pregnancies and better employment prospects.

But there's virtual unanimity says Horn, "that when dis-

tractions leave Head Start they are off" than kids who don't get the experience. The challenge is to ensure quality school and follow-up. Maybe we need "booster sessions for Head Start kids as a child progresses through school," he speculates.

Some 35 states have their pre-kindergarten programs—least 10 coordinated directly through Head Start. But even if it boils down to a decisive national responsibility, Head Start for many kids and families as could it could cost as much as \$10 billion a year. That's real money, maybe well worth it.

After its seemingly general new move, the Bush camp may be offering just a single slice of right loaf.

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Job market

EXECUTIVE DIRECTOR — IDAHO ASSOCIATION OF COUNTIES: An organization composed of county elected officials, seeks highly motivated individual with excellent communication/negotiation and organization skills. Able to administer and supervise staff and coordinate activities with various governmental and private entities. Degree/experience in public administration desirable. Unique opportunity for enterprising individual, searching for professional challenge. Salary Range: \$45-54,000. Applications accepted no later than April 1st. Submit letter of application, resume, salary expectations and 3 references to: P.O. Box 1623, Boise, ID 83701.

EXECUTIVE DIRECTOR — KENAI, ALASKA: Responsible for management, creation and implementation of economic development w/staff of three. Must have economics, planning, business or related degree w/four years experience or eight years related experience. Salary: \$50,000+ DOE. Plus: Health, Retirement Benefits. (907) 283-3335. (FAX 907-283-3913). Closing date: May 1, 1990. Send resume with salary history to: Kenai Peninsula Economic Development District, Suite 106, 110 Willow Street, Kenai, Alaska 99611. EOE.

DIRECTOR OF DEVELOPMENT — JACKSON MISS: Responsible to the Jackson Municipal Airport Authority for the

economic/industrial development of available land for a hub air carrier airport and general aviation reliever airport. Close coordination and working in harmony with the Executive Director of the airport authority is required. The person selected for this position will have the experience and capability of assessing the resources available and marketing them in the domestic and international markets. A bachelor's degree from an accredited school plus a minimum of five years in economic development or related field required. Salary negotiable. For confidential consideration, send summary of qualifications and experience to: Mr. Earl Wilson, Chairman, Jackson Municipal Airport Authority, P.O. Box 98109, Jackson, MS 39298-8109.

DIRECTOR/HEALTH OFFICER — BOULDER COUNTY, COLO.: The Health Department is looking for a talented public health administrator (MD with MPH or equivalent and 2 years public health administrative experience, or non physician/MPH with 6 years recent public health administrative experience) to serve as director of a dynamic and innovative health department. BCHD, which functions under the general direction of a five member Board of Health, has, over the past four years, developed state of the art prevention based programming in all areas—environmental, health services and substance abuse. If you meet the requirements and want to be responsible for the continued success

of this department, please apply in writing to: Neal Griggsmiller, Director of Administrative Services, Boulder County Health Department, 3450 Broadway, Boulder, CO 80304. (303) 441-1100. EOE. If MD, must be licensed (eligible) to practice medicine in Colorado.

ASSISTANT COUNTY ADMINISTRATOR FOR PLANNING AND DEVELOPMENT — PITTSYLVANIA COUNTY, VA.: (pop. 55,000); Salary range \$30,735-\$37,716 annually. Requires a degree in Engineering/Public Administration/Business Management/Planning; 5 years experience in planning, economic development or public administration in a management position absolute requirement. Knowledge of planning and zoning principals, financial packaging of economic development and Federal and State programs for EDA, SBA, UDAG and rural America grants. Report writing and assembly skills a must; includes experience with citizen committees and census programs. Deadline for application: March 30, 1990. Forward resumes to County Administrator, P.O. Box 426, Chatham, VA 24531. EOE.

COUNTY ADMINISTRATOR — FAUQUIER COUNTY, WARRENTON, VA.: A managed growth oriented, rural/urban fringe county; population 47,000. Responsible to five member Board of Supervisors for all facets of county

administration; annual budget over \$60 million with 250 employees. Extensive intergovernmental and community relations experience are essential. Master's degree in public administration, or related field, and considerable supervisory experience, or an equivalent combination of education and experience is required. Experience as a Chief Executive Officer or Deputy is highly desirable. Must be a legal, full-time resident of Fauquier County or agree to establish residency if selected. Salary: \$65,000 and up, depending upon qualifications; excellent fringe benefits. For application packet, or further information, contact the Personnel Department (703)347-8699 or 8697. Selectee must pass a County paid pre-employment physical examination. Announcement #CA-2-3/90. Closing date is April 13, 1990. EEO Employer. M/F/V/H

LIBRARY ADMINISTRATOR — LEE COUNTY, NC.: Lee County Library System is recruiting a library administrator to direct all operations of its county library system. Lee County is located approximately 40 miles from Raleigh, Durham and Chapel Hill. Responsibilities include planning, budgeting supervision and evaluation of staff. Automation, programming, collection development, public relations, and information services. Position requires a Master's Degree in Library Science from an institution accredited by the American Library Association. At least five years of progressively responsible experience

in a public library, and ability to certify by the NC Personnel Certification Commission. Salary Range \$26,244 to \$36,000. Send resume and names of 3 references by March 15 to Lee County Manager, P.O. Box 1968, Sanford, NC 27331-1968.

COUNTY ENGINEER — GLADES COUNTY, FLA.: The new position, in a rural county named by Outdoor Magazine as one of the best counties in the U.S. for outdoor recreation. Duties will include road design, design, construction and management review and approval of subdivision inspection and approval of subdivision roads and drainage; and such other duties as the board may require. Must be a Registered Florida Civil Engineer. Training and experience in the above work areas is desirable. Salary \$35,000 range. Respond by letter with resume stating salary requirements later than April 1, 1990 to Bill Peterson, Chairman, Glades County Commission, P.O. Box 10, Haven, FLA 33471.

HIGHWAY DESIGN — LAKE COUNTY, ILL.: The Lake County Division of Transportation is a progressive fast-growing suburban county in Illinois, seeks experienced roadway design professionals to do its design staff, these positions will be responsible for design, specifications and estimates. Requires a B.S. in Engineering, State of Illinois

See JOB MARKET, next page

Notices from page 13

Infrastructure Financing priorities (CIFA) and the Office of Drinking Water, U.S. Environmental Protection Agency, are sponsoring a conference on "Paying for Safe Drinking Water" in Austin, Texas, 16-17.

Being the first national conference to focus on the financial dimensions of compliance with the Drinking Water Act, sessions will provide useful information in key financial areas.

Registration costs are \$100 for public sector attendees and \$150 for private sector. For more information, contact George F. CIFA, 300 Metropolitan Building, 655 15th Street, NW, Washington, D.C. 20005, 202/347-

The Program for Community Problem Solving, in cooperation with NACO, is holding a conference, "Achieving Results in Communities," May 31-June 1 in Washington, D.C.

together community leaders, including county and city elected and appointed officials, members of the business community and leaders of community associations, to describe how they have worked within their communities to create community goals and visions, achieve consensus on public issues and resolve public controversy.

For more information, contact Carolyne Ashton, Program for Community Problem Solving, 777 North Capitol Street, NE, Suite 500, Washington, D.C. 20002-4201, 202/962-3586.

■ On June 20-22, the **National Center on Institutions & Alternatives (NCIA)** will sponsor its second conference on "Reaffirming Rehabilitation II."

The meeting will highlight and evaluate specific programs and treatment approaches that have been shown to lower recidivism among adult and juvenile drug offenders, assaultive and violent offenders, chronic property offenders, career criminals, sex

offenders and others.

For more information, contact NCIA, 635 Slaters Lane, Suite G-100, Alexandria, VA 22314, 703/684-0373.

■ The **1990 International Public Works Congress and Equipment Show** takes place in St. Louis, Mo., Sept. 8-13. Session topics include transportation, solid waste, water resources, and buildings and grounds.

For a registration form and more information, contact the American Public Works Association, 1313 E. 60th St., Chicago, IL 60637-2881, 312/667-2200.

PUBLICATIONS

■ The **Public Employee Department** has produced a booklet to help communities recover from military base closures. "Military Base Closures: Federal Programs to Assist Civilian Employees and Their Communities" helps guide communities through the numerous federal assistance

programs available, listing what is available, how to apply and eligibility. It includes names, addresses and phone numbers of contacts at each agency.

To order, send \$1 per booklet (includes shipping and handling) to: Military Base Closures, Public Employee Department, AFL-CIO, 815 16th St., NW, Suite 308, Washington, D.C. 20006.

■ The **American Bar Association's AIDS/Developmental Disabilities Project** has published a report examining the major legal issues confronting persons with developmental disabilities who also have AIDS. "AIDS and Persons With Developmental Disabilities: The Legal Perspective" discusses federal and state laws which define the rights and responsibilities of disabled individuals and service providers, explains how these laws apply to children and adults with HIV infection, and provides policymakers with information for rational policymaking.

Copies of the report are available for \$18, payable to ABA/FJE. Orders should be sent to the ABA, AIDS/DD Project, 1800 M St., NW, Washington, D.C. 20036. For more information, call Sharon Rennett, project director, at 202/331-2282.

■ "Public Officials Liability Insurance: Understanding the Market," has been released by the **International City Management Association (ICMA)** and the Wyatt Company, an actuarial firm specializing in risk management and insurance.

The book is designed to help local officials gauge their insurance needs and decide what type of insurance to obtain. It includes 30 reference tables analyzing survey data collected from 1,329 local governments on liability, strategies for maintaining appropriate insurance coverage, and information about how other local governments are handling their liability insurance concerns.

For ordering information, contact ICMA, 777 North Capitol St., NE, Washington, D.C. 20002-4201, 202/289-4262, FAX: 202/962-3500.

MISCELLANEOUS

■ Funding for homeless assistance programs is being offered from the departments of **Housing and Urban Development (HUD)** and **Health and Human Services (HHS)**.

Urban counties are eligible to apply for up to \$1 million through HUD's Office of the Assistant Secretary for Community Planning and Development. The deadline for applying is April 2. See the Jan. 30, 1990 Federal Register for the notice

of fund availability and the Nov. 7, 1989 issue for the regulations. Applications can be obtained from HUD field offices.

Non-profit local government agencies are eligible to apply for the \$14 million designated to support start-up costs of 18 research demonstration projects on alcohol and other drug abuse treatment for homeless persons. The grant is through HHS' Public Health Service and Alcohol, Drug Abuse and Mental Health Administration. The application deadline is April 9. For an application, contact, NIAAA Homeless Demonstration Program RFA, National Clearinghouse for Alcohol and Drug Information, P.O. Box 2345, Rockville, MD 20857, 301/468-2600.

■ The **U.S. Environmental Protection Agency** is offering a fellowship program to state and local hazardous and solid waste employees in its Solid Waste and Emergency Response division.

To find out more about the program and eligibility criteria, contact Robert Knox, director, Office of Ombudsman, 202/475-9361. Application deadline is June 15.

■ **Moody's Public Finance Department's "Rating News,"** featuring Moody's press releases commenting on key rating decisions, policy changes and other issues affecting the municipal market, is now available through GFNET, the Government Finance Officers Association's (GFOA) electronic information network. GFNET is available through GFOA as well as through Local Exchange, a national local government communications and information network sponsored by the National League of Cities, International City Management Association and Public Technology, Inc.

For more information, contact either Joseph Rosenblum, Moody's Investors Service, 212/553-0337, or John Petersen, GFOA, 202/429-2750.

■ A complete listing of populated places in the United States and their identifying computer codes is available from the **National Technical Information Service (NTIS)**.

"Guideline: Codes for Named Populated Places, Primary County Divisions and Other Locational Entities of the United States and Outlying Areas" (FIPS PUB 55DC-4KNT) lists names of incorporated places, census designated places, primary county divisions, counties and recognized Indian reservations and Alaska Native villages.

For ordering information, contact NTIS, U.S. Department of Commerce, Springfield, VA 22161, 703/487-4650.

Job market from previous page

Professional engineering license or ability to become registered, 5 to 10 years progressive experience in highway design. Salary \$32,697 to \$41,093 dependent upon qualifications, with excellent benefit package; submit resume and salary history to: Department of Human Resources, 18 N. County Street, Chicago, Illinois 60685.

ENVIRONMENTAL COORDINATOR — COUNTY OF CHUYLKILL, PA.

Is seeking applicants for the position of environmental coordinator. The successful applicant will be responsible for the coordination and implementation of the county's program solid waste disposal plan and the implementation of countywide road recycling. The successful applicant must have good oral and communication skills and be able to interface with all levels of the organization, as well as with local officials, the media and industry representatives. Candidate must be a graduate from a four year college/university with a degree in a related field. Experience in the solid waste planning and recycling programs is desired. Salary level shall be determined based upon education and experience. Resumes should be directed to the attention of Mr. Robert Hoppe, County Administrator, Chuykill County Court House, Second & Laurel Boulevard, Pottsville, PA. 17901. The County of Chuykill is an equal opportunity employer.

DIRECTOR DEPARTMENT OF COMMUNITY CORRECTIONS — WASHINGTON COUNTY, ORE. \$45,975 - \$58,706 annually. Directs the activities of the Department of Community Corrections including

providing administration and planning for the department and coordinating community corrections services with community, regional and state agencies. Responsible for providing probation and parole services and for the operation of a minimum security

WASHINGTON COUNTY



residential center. Require strong familiarity with the criminal justice system and the parole and probation function. Apply by March 16, 1990 to

Washington County Personnel, 150 N. First Ave., Room B-2, Hillsboro, OR 97124, (503)648-8606. "An Equal Opportunity Employer."

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NACo WESTERN INTERSTATE REGION CONFERENCE

MAY 9 - 12, 1990
 CAPTAIN COOK HOTEL
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CONFERENCE REGISTRATION - POSTMARK DEADLINE - APRIL 18, 1990

Return completed form with payment by April 18 to NACo, 440 First Street, NW, 8th Floor, Washington, D.C. 20001

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TELEPHONE _____

Are you attending the WIR Conference for the first time? YES _____ NO _____

To register your spouse or youth, please complete the following:

Spouse Name _____

Youth Name _____

REGISTRATION FEES FOR THE WIR CONFERENCE

POSTMARKED BEFORE APRIL 18

POSTMARKED AFTER APRIL 18 & ON-SITE

Conference registration fee **MUST** accompany this registration form before registration or housing can be processed.

MEMBER
 NON-MEMBER
 OTHER GOVT. ATTENDEE
 PRIVATE SECTOR
 SPOUSE
 YOUTH

\$195
 225
 225
 250
 50
 30

\$225
 275
 275
 300
 50
 30

CANCELLATION POLICY

Refund of conference registration fee, less an administrative fee of \$50, will be made if written notice of conference registration cancellation is postmarked no later than April 11, 1990.

HOTEL RESERVATION

ROOM OCCUPANT _____ COUNTY _____

CO-OCCUPANT _____ COUNTY _____

ADDRESS _____ CITY _____

STATE/ZIP CODE _____

SPECIAL HOUSING REQUESTS _____

HOUSING DISABILITY NEEDS _____

ACCOMMODATIONS: ___ SINGLE..... \$74 ___ DOUBLE.....\$84 SUITES AVAILABLE UPON REQUEST.

ARRIVAL DATE _____ DEPARTURE DATE _____

Hotel check-in time is 1 p.m. All reservation requests must be accompanied by check or credit card number for one night's deposit. Please add 8% state tax to total. This deposit will guarantee your reservation for late arrival. NACo is authorized to use my credit card for this guarantee. I understand that I will be billed for one night's room charge unless I have cancelled my reservation with the hotel by 6:00 p.m. All reservations received after April 18 will be confirmed subject to availability.

AMOUNT ENCLOSED \$ _____ CREDIT CARD COMPANY _____ CARD # _____

SIGNATURE _____