

County News

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Vice President Karen Miller presents a NACo plaque to Capt. Rebecca Hackney, 1st District Commander, Arlington County, Va. Police Department, the incident commander for police personnel responding to the attack on the Pentagon, Sept. 11. Hackney was one of several "first responders" featured in a video tribute to first responders shown at the Legislative Conference. Looking on is another first responder, James M. Anderson, Technical Rescue Team, Arlington County, Va. Fire Department.

Tribute to 'first responders' tops NACo conference

In fight against terrorism, Ashcroft stresses cooperation

By BEVERLY SCHLOTTERBECK
EXECUTIVE EDITOR

An emotional tribute to county "first responders" and a call from Attorney General John Ashcroft for cooperation among all levels of government in the struggle "to secure freedom" highlighted NACo's Legislative Conference, dedicated to Homeland Security, which ended March 5.

More than 2,000 delegates were on hand at the opening general session, where President George W. Bush, via a taped message, thanked them for their response on Sept. 11 and their actions to secure the homeland. He promised support to continue the effort.

At a packed luncheon, March 4, NACo honored the counties that directly assisted in responding to the

attacks on the World Trade Center in New York, the Pentagon in Arlington County, Va. and United Airlines Flight 93 that crashed in Somerset County, Pa. Nine responders discussed their experiences on Sept. 11 in an emotion-packed video. Six responders were present at the screening and received a five-minute standing ovation from conference delegates.

In his remarks following the video, Ashcroft stressed the need for all government levels to work together. "Necessity is the mother of cooperation. No single agency, no single country, no county or citizen can do the job alone. We must work together. We must cooperate. We must integrate our operations."

See **RESPONDERS** on page 9

Homeland security takes center stage at legislative conference

By M. MINDY MORETTI
SENIOR STAFF WRITER

moments ranging from poignant to informative to heated, homeland security took center stage at the 2002 Legislative Conference. In addition to general session speeches and workshops, three key homeland security events punctuated the conference and developed the common theme of working together, not only in times of crisis, but in combating potential future crisis events.

Attorney General John Ashcroft addressed a packed house at the delegate luncheon. After receiving a standing ovation from the delegates, Ashcroft acknowledged the important role local governments play as first responders.

"You're [county officials] responsible at the most important level of government to ensure the capacity of citizens to live."

His speech was peppered with repeated calls for all levels of government to work together, not only in crisis situations, but also in preparation for potential crises. He reiterated the dedication of the Administration and Department of Justice (DOJ) to working with local offi-

cials to combat future terrorist events.

"Necessity is the mother of cooperation," Ashcroft said. "No single agency, no country, no county and no citizen can do the job alone."

Ashcroft reminded those in attendance that the war on terrorism is far from over and it will not always be successful but "... we must work together, we must cooperate and we must integrate our operations."

To that end, Ashcroft produced a laundry list of initiatives and funding the Administration and DOJ have made available to local governments, including \$607 million for the pro-

See **SECURITY** on page 7



Photo by David Hathcox

NACo President Javier Gonzales greets U.S. Attorney General John Ashcroft, who addressed delegates at NACo's 2002 Legislative Conference.

Attorney General John Ashcroft

Although he did not present any policy statements, Attorney Gen-

Budget 2003 Analysis: Workforce programs face budget cuts



Bush Budget 2002 Analysis

By NEIL E. BOMBERG
ASSOCIATE LEGISLATIVE DIRECTOR

When President George W. Bush presented his proposed budget to Congress, there was an overall sigh of relief because the budget included substantial increases for national defense and homeland security. Like local governments and associations around the nation, NACo was very pleased that two key concerns—homeland security and the costs associated with providing that security—were addressed by the president.

The overall budget, however, undid the last five years of bipartisan efforts to create a balanced budget. Valued at \$2.13 billion, the president's budget called for the largest defense buildup since the Cold War, the first deficit in five years and cuts to hundreds of domestic programs. Not the least of those cuts was targeted at the Workforce Investment Act.

The proposed budget would all but eliminate the Youth Opportunity Grants program by cutting funding for that program by 80 percent. That

program, which is targeted to youth in exceptionally poor central cities and rural areas, has been meeting the educational and job training needs of thousands of youth and needs to be continued, or the funds need to be made part of the larger year-round youth program. But even that program is cut.

Traditionally a very popular program with members of Congress, the year-round youth program was designed to provide mostly out-of-school youth with the skills training they need to make the transition from economic dependence to independence. A substantial change from previous youth programs, this type of education and training program was supposed to meet the academic and workforce needs of young people who are out of school and out of work.

The Administration also went after the adult training program designed to assist all adults by reducing funds by about 5 percent. The proposed budget would also reduce the nation's dislocated worker program by 13 percent overall.

From NACo's perspective, the proposed reductions in Workforce Investment Act programs would be

devastating to the nation's workforce development system.

The overall cut of 12 percent would mean local job training programs would be forced to reduce the numbers of clients they can serve and the number of training opportunities they can offer. Funds that have been used to support the mandatory one-stop centers, places where all Americans should be able to go to obtain workforce services, would have to be withdrawn, and the system of one-stops that is just beginning to emerge around the nation might be in jeopardy.

If there is good news in this budget proposal it is that many in Congress are not comfortable with massive increases in some areas of the budget at the expense of important domestic programs like the Workforce Investment Act. And many, while supporting the president's proposal for increased defense and homeland security investments, are vowing to restore the cuts in programs the president has proposed.

"There is a certain irony to the president's proposal," commented Cook County Commissioner Deborah Sims, the Labor and Employment

Steering Committee chair, who learned of the cuts. "These reductions in funding are at the same time that unemployment remains at near record levels, and the nation faces severe workforce shortages in fields for which some training is needed," she said.

The president would cut those funds originally dedicated to high-skills worker training programs established under the H1B visa program. The training program would be funded by the application of employers pay to bring highly trained foreign nationals into the States to fill positions that Americans are unable to fill.

The Administration has proposed eliminating the program entirely because it argues that it has been ineffective.

NACo has informed Congress that this is the time to enhance the program, not to diminish funds for the Workforce Investment. "We need to ensure that America's counties can continue to achieve one of President Bush's announced goals — overcoming recession and moving people into jobs," concluded Sims.

Counties and the environment at a glance

What issues are important to local officials? How are county officials across the county tackling these issues? We've looked into the whats, whos and hows of county environmental issues and programs.

Environmental Purchasing

DOES YOUR COUNTY HAVE AN ENVIRONMENTALLY PREFERRED PURCHASING PROGRAM?

Yes 35 percent
No 65 percent

IF YOUR COUNTY DOES HAVE A PROGRAM, WHAT ARE THE PROGRAM'S ELEMENTS?

Buy recycled products 50 percent
Buy energy-efficient products 33 percent
Buy less toxic products 17 percent

WHICH ENERGY-EFFICIENT PRODUCTS ARE BOUGHT BY THE COUNTY?

Lighting 50 percent
Heating and cooling 31 percent
LED exit signs 12 percent
Office equipment 11 percent
Street traffic signs 5 percent

These figures were taken from NACo's 2001 Operations Survey. The counties selected to participate in this year's survey were divided into eight population categories. From these categories, a stratified sample of 365 counties representing 47 states was selected to participate, with 85 counties from 39 states responding.

(For more information on NACo's Operations Survey, or to order a copy of the complete survey, contact Joseph Hansen, research assistant, at (202) 661-8834 or jhansen@naco.org. To learn more about NACo's environmental programs, contact Lou Witt, senior project manager, at (202) 942-4261 or jlwitt@naco.org.)

Senate debate continues on election reform bill

By RALPH TABOR
ASSOCIATE LEGISLATIVE DIRECTOR

The Senate continued last week to debate an election reform bill but did not reach final agreement.

The bipartisan election reform legislation (S.565) was debated on and off for two weeks. The bill was laid aside last week after two attempts to cut off debate failed to get the required 60 votes. Democrats and Republicans insisted they were close to resolving differences over a disputed anti-fraud provision and hoped to do this within days, clearing the way for Senate approval of the measure.

Senate Majority Leader Tom Daschle (D-S.D.) agreed to bring the bill back for consideration as soon as negotiators reached a deal on the anti-fraud provisions and decided how to proceed on some other proposed amendments.

"This is too important to let go," Daschle said. "We recognize the progress that has been made. We are just not there yet."

Pierce County (Wash.) Auditor Cathy Pearsall-Stipek, president of the National Association of County

Recorders, Election Officials and Clerks, expressed her concern in a letter to the bill's sponsors about the delays and lack of progress in passing a bill. "We urge you to find a compromise and reach agreement on the few remaining issues in S.565 and send the bill to a House-Senate conference committee."

The House had passed its election reform bill (H.R. 3295) in December by a vote of 362 to 63. NACo strongly supported the House bill.

The \$3.5 billion Senate measure would upgrade voting equipment and registration by 2004 and implement, by 2006, new national election standards, such as permitting people to check ballots and correct errors before their votes were counted.

The measure had been in jeopardy of unraveling because of the anti-fraud provision, which would require first-time voters who register by mail to produce a photo identification or other specified identification, such as a pay stub or utility bill.

Under pressure from Republicans, Democrats withdrew a proposed

amendment to ease the provision permitting these voters to simply provide a verifiable signature.

Sen. Christopher Bond (R-Mo.) the author of the bill's voter identification provision, lifted his filibuster threat once a deal was reached. Sen. Ron Wyden (D-Ore.) said he would not let the bill proceed to vote until he was satisfied the state would not have to demand identification from new voters.

Oregon voters cast ballots by mail. In Washington, more than 60 percent of voters cast ballots in the 2000 elections. States use verifiable signatures to prevent fraudulent voting.

Key Democratic and Republican senators on the bill held a joint conference after last week's vote to declare their desire to find a compromise.

"We're very, very close," Sen. Christopher Dodd (D-Conn.) the chief Democratic sponsor of the bill.

"All of us want to pass a bill," said Sen. Mitch McConnell (Ky.), the measure's lead Republican sponsor.

President unveils welfare reform proposal

By MARILINA SANZ
ASSOCIATE LEGISLATIVE DIRECTOR

Bush Administration's welfare reform proposal, unveiled last week, reflects several policy recommendations made by NACo's Welfare Reform Task Force. Many similarities can be found in

the area of increased flexibility. These include:

- The definition of "assistance" is being clarified to say that child care and other support services will not be defined as "assistance" for individuals who are unemployed. This means that support services re-

ceived under TANF (Temporary Assistance for Needy Families) will not count toward the five-year limit.

- The president's proposal would allow carryover funds from previous years to be spent on any activity allowed by TANF, and these funds will be considered "obligated" for the future. Under current Office of Management and Budget interpretation, carryover funds are considered unspent and can only be spent on assistance.

- Under current law, 90 percent of two-parent families and 50 percent of single-parent families must be participating in work activities. NACo policy supports equal treatment of two-parent and single-parent families. The president's proposal splits the difference and makes the participation rate 70 percent for both.

- Under current law, activities such as substance abuse treatment are not considered allowable activities to meet the work requirements. NACo's recommendations would make substance abuse treatment allowable activities. The president's proposal would allow three consecutive months of substance abuse treatment in a two-year period to count toward meeting the 40-hour requirement. Additionally, states would have greater flexibility in allowing counseling and other ongoing activities to count toward part of the 40-hour requirement.

- The president's proposal would allow states to apply for waivers to facilitate integration of several programs, consistent with NACo's task force recommendations. These programs include TANF, food stamps, workforce investment, housing, high school equivalency and post-secondary education and employment services.

Differences in recommendations/proposals

There are, however, some differences, particularly in the areas of program funding and benefits to immigrants.

- The president's proposal would fund the Temporary Assistance for Needy Families (TANF) Block Grant at the current level of \$16.6 billion. NACo policy would add an inflation increase.

- The proposal would fund child care programs at the current level of \$4.8 billion. NACo task force recommendations call for increased funding to meet the needs of eligible families but do not specify an amount. It should be noted, however, that the Administration's proposal would increase the hours of work required of TANF recipients from 30 to 40, which will create a greater demand for child care services.

- The Social Services Block Grant (SSBG) funding proposal also differs from NACo's recommendations. NACo supports increasing SSBG to \$2.8 billion and maintaining the 10 percent transfer authority from TANF to SSBG. These provisions were in the 1996 law but were subsequently reduced to pay for the Transportation Equity Act.

The program is currently funded at \$1.7 billion, and the transfer rate is scheduled to be reduced to 4.25 percent next year. The president's proposal would keep SSBG at the current level of funding and restore the full transfer authority.

- The president's proposal would not restore benefits to legal immigrants, except for a proposal that would allow new immigrants to be eligible for food stamps after five years.

This proposal was made in the president's budget and has been incorporated into the Senate farm bill. NACo supports restoring Medicaid and food stamps eligibility to all legal immigrants regardless of their date of entry and giving states the option to include new legal immigrants in the Children's Health Insurance Program (CHIP). Under current law, immigrants who arrived in

the country after Aug. 22, 1996 must wait five years to qualify for Medicaid and CHIP.

The 1996 law also removed legal immigrants from the food stamp program, but some benefits have since been restored. The five-year wait for Medicaid eligibility is a particular hardship to counties because it increases incidence of uncompensated care in county hospitals.

Work requirements

Some of the provisions in the president's proposal that have received the most attention have to do with work requirements. The Administration proposes increasing the work requirement from 30 hours to 40 hours a week. Additionally, 24 of those hours would have to be devoted to very specific work activities, which include unsubsidized employment, subsidized private and public sector employment, on-the-job training, supervised work experience and supervised community service. For teen parents, attending school would count toward meeting the 24-hour work requirement. States would have substantial flexibility in designating the activities that would qualify for the remaining 16 hours.

roadband access bill passes through House

By JEFF ARNOLD
DEPUTY LEGISLATIVE DIRECTOR

The House of Representatives passed H.R. 1542, the controversial "Taubin-Dingell" telecommunications legislation, by a wide margin—272-158—on Feb. 27. The House adopted two amendments to the bill, including one that would require the fines telephone companies pay for violating the 1996 act, rejected a proposal to uphold the authority of the FCC and regulatory agencies to regulate all companies. The bill now moves to the Senate, where it faces an uncertain future.

H.R. 1542 would release the Regional Bell Operating Companies (SBC, Verizon, Qwest, and South) from the limitations of the 1996 Telecommunications Act providing long distance data service across the service-area lines without opening their local phone lines to competition. Even though the bill would continue the ban on voice services, consumers and consumer groups are still fighting this legislation because they believe it would eliminate the incentive to competition.

Tens of millions of advertising dollars have been spent in Washington, D.C. and across the country on both sides of the bill. NACo has not taken a position on the entire bill but strongly opposes language in the legislation that would preempt state and local regulatory authorities. NACo's concerns were outlined

in a joint letter to the House leadership signed by the executive directors of NACo, the National League of Cities, the National Governors' Association, Council of State Governments and the International City/County Management Association.

The bill faces a very uncertain future in the Senate. Senate Commerce Committee Chairman Ernest "Fritz" Hollings (D-S.C.) has made it clear he opposes the approach taken in H.R. 1542, and has, in the past, berated Bell executives for their "monopolistic tendencies."

Also against the bill are Sens. Ted Stevens (R-Alaska), who was a conferee on the 1996 Act, Daniel Inouye (D-Hawaii), and minority leader Trent Lott (R-Miss.). Mississippi is home to WorldCom, one of H.R. 1542's largest opponents. This opposition makes it very unlikely the bill will pass in its present form and be on President George W. Bush's desk before the end of the 107th Congress.

There is some optimism from members of the Internet Caucus that accommodations can be reached with the Senate to meet their concerns and allow some form of the bill to move through to the president. At this point, such speculation may be premature.

Only 10 percent of Americans have broadband access. About 68 percent of them get it through cable television modems, while 28 percent use digital subscriber lines, known as DSL, provided by regional telephone companies.

County News

Percent of Population Speaking a Language Other Than English

Hidalgo County, Texas	85%
Cameron County, Texas	82%
El Paso County, Texas	74%
Miami-Dade County, Fla.	68%
Hudson County, N.J.	56%

Quik Takes

United States Census Bureau Census 2000 Supplementary Survey

NACO National Association of Counties
Counties Care for America

2002 Meeting and Conference Schedule

★ Technology Summit ★

April 4-6

Sheraton Capital Center • Raleigh, North Carolina

★ Western Interstate Region Conference ★

May 22-24

Yellowstone County

Holiday Inn Grand Montana • Billings, Montana

★ Annual Conference and Exposition ★

July 12-16

Orleans Parish

Ernest N. Morial Convention Center • New Orleans, Louisiana

Workforce Development

★ & Human Services Conference ★

November 13-16

Hyatt Regency • Denver, Colorado

PROFILES

in service...



Judy Miller

**Treasurer
Pottawattamie
County, Ind.**

**NACo Board
of Directors**

Number of years active in NACo: 25 years

Years in Public Office: 27 years as treasurer, five as employee before election.

Occupation: Treasurer

Education: High school as well as CE hours with the Iowa and NACTFO education programs

The hardest thing I've ever done: Deal with the death of my son.

Three people (living or dead) I'd invite to dinner: Eleanor Roosevelt, my mom and my dad.

A dream I have is to: Cruise the Greek Islands.

You'd be surprised to learn that I: Am a gourmet cook.

The most adventurous thing I've ever done is: Ride a vehicle at the speedway at the NACo conference in Charlotte, N.C.

My favorite sport is: Girls basketball.

I'm most proud of: My family.

Every morning I read: The local newspaper.

My favorite meal is: Fish filet, baked potato and salad.

My pet peeve is: Drivers who cut in front of you in traffic.

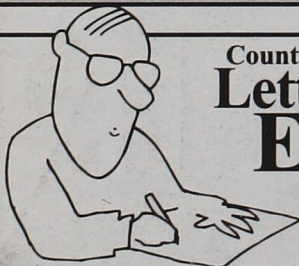
My motto is: Be prepared for anything in life, and enjoy life.

The last book I read was: *The Wilderness*

My favorite movie is: *The Sound of Music*.

My favorite music is: Songs of the '50s.

My favorite president is: John F. Kennedy.



County News invites Letters to the Editor

If you have a compliment, complaint or different point of view, let us know.

Please include a phone number with your letter. Mail, fax or e-mail to: County News, NACo, 440 First St., N.W., Washington, DC 20001-2080; (202)393-2630; cnews@naco.org.

NACo caucuses launch national awards program

By Shawn Bullard
Associate Legislative Director

NACo's Large Urban County Caucus (LUCC) and Rural Action Caucus (RAC) have launched a national awards program to recognize outstanding individual leadership and governance.

Through a highly competitive application process, each year the Caucus Courthouse Award program will honor two elected county officials, one urban and one rural, who have improved the lives of their citizens by going well beyond their established duties as county leaders.

"As our nation moves forward in these testing times, good governance is most important as we attempt to meet the public safety, economic, environmental and technological challenges facing America's counties," said Javier Gonzales, NACo president. "As a



nation we are fortunate that so many county leaders have long since understood this, and have the inquisitiveness to develop often difficult but needed solutions."

Soon after the April 29, 2002 deadline, a blue-ribbon panel will judge each applicant on his or her innovation in design, quantitative analysis, community involvement, transferability and community con-

stituent testimonials.

"Earning a Caucus Courthouse Award will offer those county leaders who have done stellar work a little or no national recognition, most opportunity to showcase their best," said Chuck Hall, NACo senior manager and the program's corporate sponsor.

To be eligible for the Caucus Courthouse Award, an applicant must be an elected county official from a county that is a current member in good standing as of January 1, 2002, but not prior to January 1, 1998.

Those who earn a Caucus Courthouse Award will receive a \$1,000 scholarship to present at the school senior of their choice, a hand-crafted, engraved sculpture and national recognition at NACo's Annual Conference in New Orleans, La. on July 1.

Rural Action Caucus members should contact Eric Ciliberto, associate legislative director. Large Urban County Caucus members should contact Shawn Bullard, NACo associate legislative director, at (202) 393-6226 for additional information.

EPA Resource Center to assist county officials

EPA will create a Local Government Resource Center to field questions and serve as an information hub for county officials. EPA Acting Deputy Associate Administrator for Intergovernmental Relations Dona DeLeon made the announcement at the March 2 meeting of NACo's Environment, Energy and Land Use Steering Committee.

"The objective of the Local Government Resource Center is to strengthen the voice of local governments in EPA activities," DeLeon told committee members. "As a former state official, I know that the local level is where the work actually gets done."

EPA staff Mark Flory, Arnita Hannon and Pamela Janifer say they are enthusiastic about the new possibilities for interoffice coordination made possible by the center. EPA hopes to remove some of the internal barriers that have prevented coordination and integration of the individual liaison's casework with the larger world of EPA regulation and policy development.

According to EPA, local government officials frequently work

together in partnerships, using regional cooperation and leveraged resources. The Local Government Resource Center will allow EPA to organize its resources to better reflect this reality of local governments and to improve EPA's capacity to work with and represent these kinds of partnerships within the agency. Likewise, by integrating EPA outreach to all leaders at the local government level, the agency hopes to contribute to improved cooperation at the state and local levels to protect public health and the environment.

Over the past several months, NACo, as well as several state associations of counties, have urged EPA to provide such a service to county officials. Previously, there was a "mayors-only" service.

To contact the Local Government Resource Center, call or e-mail one of three staff liaisons: Mark Flory: (202) 564-3643, flory.mark@epa.gov; Arnita Hannon: (202) 564-3704, hannon.arnita@epa.gov; and Pamela Janifer: (202) 564-6969, janifer.pamela@epa.gov.

County News

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

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Six months after Sept. 11, America's counties move ahead

By M. MINDY MORETTI
SENIOR STAFF WRITER

Even as the clean-up work at ground zero, the Pentagon and in a Pennsylvania field continues, six months after the terrorist attacks, the most closely affected work is moving forward as they continue to remember.

"I would say that I think people are getting back on track with their day-to-day lives," said Somerset County, Pa. Commission Chair James Marker. "Yes, people, especially the board of commissioners, heavily involved in the memorial process, but life is moving on."

That memorial process Marker mentions is the work of the Somerset County Commission to create a memorial at the site of the crash of flight 93. The county has already allocated about \$150,000, with an additional \$350,000 pledged for the

memorial. It is working closely with the families of those aboard the flight and those living closest to the site to create a moving and appropriate memorial. Also this week, the county will petition Congress to make the field outside of Shanksville where the crash occurred a national monument.

Since the terrorist attacks, buzzwords such as "homeland security," "preparedness" and "first responders" have become a part of the American vernacular. Nonetheless, there are genuine and compelling issues behind the words.

While no one could have specifically prepared for the terrorist attacks in September, many counties found that if they did have emergency preparedness plans in place, those plans were inadequate.

However, many of the counties directly affected by the terrorist

attacks found that the plans they had in place only needed minor tweaking based on the experiences of September.

"I think we kind of felt that the 11th was a unique experience because we never had something like that before and probably don't expect to have anything like that again," explained Frank Pizutta, emergency management director for Hudson County, N.J.

"However, I don't know what we, or anyone could adequately include in our plan to handle a problem like the 11th," Pizutta said. "I think a lot of organizations learned a lot, but I don't think it was because their plans were lacking before the 11th, it's just a whole different world."

Marker noted that Somerset only

had to make minor adjustments to its emergency preparedness plan.

"We found out during the Sept. 11 events that our emergency preparedness was very good," Marker said. "We found that we had very minor problems that needed to be corrected."

Marker added that some of those minor changes can be found in the county's new 9-1-1 center currently being built.

While emergency preparedness plans can be tweaked and fields cleaned up and buildings rebuilt, repairing the emotional fallout of the terrorist attacks is harder to define.

"The emotional trauma of the event caused a lot of people high anxiety and I think we all, whether we actually worked at ground zero or only saw it, have experienced

different levels of post-traumatic stress disorder," Pizutta said. "We've all suffered, but I think people are recovering and moving on."

And one way people coped with that stress and anxiety was by offering help. Whether their counties were or are prepared, whether their counties were directly affected or not, one thing that everyone can agree upon is the spirit brought about by the events of Sept. 11 that continues today.

"Many, many county commissioners have called us since Sept. 11," Marker said.

"They have called us or approached us in person to offer support. It's been quite encouraging to see how counties have pulled together, not only to support us, but to support everyone."

NACo Voting Delegates

Your county will be able to authorize your voting delegates ONLINE!

New this year! You may now authorize your county's voting delegate for the 2002 Election of Officers online at the NACo Web site.

When the form is available in April, you will be able to enter the appropriate information into the online form. Then print out the form, which must then be signed by your county's chief elected official and mailed to NACo, in accordance with the bylaws.

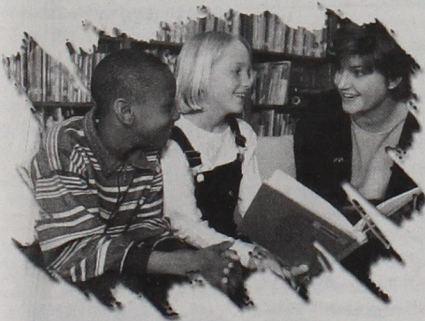
This service will be available in early April and will help cut down on the use of paper. We encourage all member counties to take advantage!

For those that do not, paper forms will be mailed out in early May.

**Visit www.naco.org
after April 1 to find out more!**

**Counties Care
for Kids**

AMERICA'S PROMISE
THE ALLIANCE FOR YOUTH*



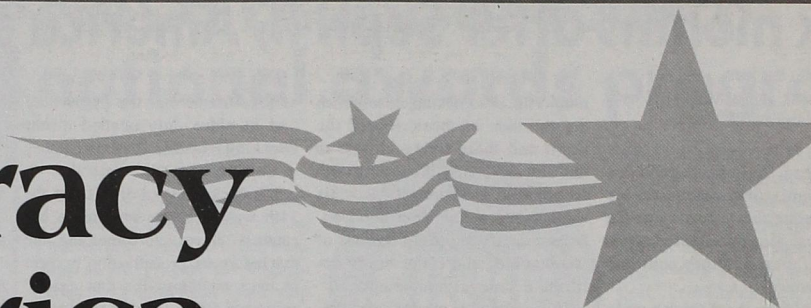
Helping our children succeed is the most direct route for ensuring the health of our communities for decades to come...

For more information,

- visit the NACo Web site at www.naco.org
- e-mail your request to tgoodman@naco.org
- or call (202) 942-4222

Together, we can make a difference.

Expand Democracy in America



We Need More Poll Workers!

More than 1.4 million citizens realize their civic responsibility and work at the polls on Election Day. But many more are needed.

NACo is launching a national campaign to encourage more people to work at the polls by establishing a coalition of governments, organizations, corporations, schools and colleges. Counties are essential to the campaign. We are asking counties to take a leadership role in their communities and make a commitment to the campaign.

Please send your completed pledge to:

Tom Goodman
NACo Public Affairs
440 First St., NW
Washington, DC 20001

Fax: (202) 393-2630

A pledge form is also available on NACo's Web site at www.naco.org.

Yes, my county is committed to getting more citizens to work at the polls. (Please check)

- ☐ My county will allow county employees to take administrative leave to work at the polls.
- ☐ My county will promote the campaign with ads and Public Service Announcements.
- ☐ My county will work with local businesses, community groups, schools and colleges to get more poll workers.

Name: _____

Title: _____

County: _____

Address: _____ City: _____

State: _____ ZIP: _____ E-mail: _____

Phone: _____ Fax Number: _____

**EXPAND
DEMOCRACY**
In America

NACo National Association of Counties
Counties Care for America

SECURITY

from page 1

curement of new emergency response equipment.

He indicated that while the Administration and the DOJ continue to foster a sense of cooperation among all government agencies, they also understand and respect the wide variety of local differences while encouraging everyone to work together.

"This Administration has recognized the importance of local governments and I am confident we will strengthen the working relationships with the federal and local governments," Ashcroft said.

Homeland Security Task Force Meeting

Meeting for the third and final time, the NACo Homeland Security Task Force passed seven resolutions (see the March 25 issue of *County News* for a complete report), received a legislative update from NACo staff and participated in a question and answer session with two key White House staff.

Michael Byrne, senior director, response and recovery, for the White House Office of Homeland Security, addressed the Task Force about the Administration's major ideas for the proposed first responders initiative.

Byrne stressed that because different parts of the country are prepared at different levels, the program must be flexible, with the ability to channel resources where they are needed.

"The only chance we have to successfully impact something lies in the hands of the first responders," Byrne said.

The component of the initiative that drew the most questions and comments from the Task Force is the distribution of the money. It is the plan of the White House to channel the funds through the states for distribution to local governments. The proposed \$3.5 billion will be issued as block grants to states based on population, with a floor for small states.

In the Administration plan, 75 percent of the money will be distributed directly to local governments, with the remaining 25 percent staying with the state to meet additional needs and specific risks. The funding will be distributed based on population, although Byrne did indicate that there would be extra funds available to communities with low population and high risk factors.

According to Byrne, the Administration will be holding the governors accountable for distributing the funds, going so far as to require the money be distributed to local governments within 30 days.

"We're going to hammer that home to the governors," said Duncan

Campbell, director of intergovernmental affairs for the White House Office of Homeland Security. "We're going to make sure that it is understood that it cannot be the governors deciding everything."

The Administration is also calling for a 25 percent "soft match" from local governments. The soft match can include overtime hours, training, programs already in existence or the purchase of equipment.

"The president has made a dramatic shift in the budget he has proposed," Byrne said when questioned about the soft match. "And we thought it only right to ask some of those involved to do the same thing."

governments," Campbell said. "But hopefully it will be adopted locally."

He also noted that the Office of Homeland Security is building a coordination center so it can tap into state and local emergency management offices.

In closing, Campbell addressed the creation of the state and local advisory committee on homeland security. He assured the Task Force that the White House is still committed to the committee and that it will happen soon.

"We are still committed to this and it will happen," Campbell said. "And NACo and its members will be represented and in more than one person."

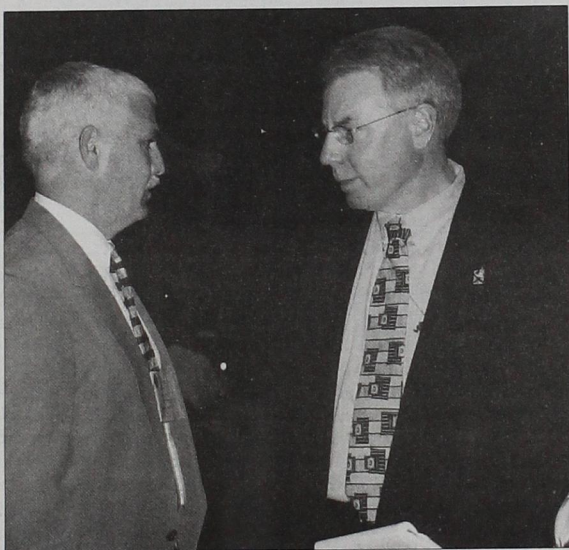


Photo by Bev Schlatterbeck

(l-r) Hank Blackwell, fire marshal, Santa Fe County, N.M. discusses issues raised by Michael Byrne, senior director, Response and Recovery, White House Office of Homeland Security, during his presentation at NACo's final Homeland Security Task Force meeting on March 1.

In addition to spending quite a bit of time on the funding, Byrne and Campbell also addressed the idea of mutual aid at length.

"To some, running resources from one point to another is a no brainer," Byrne said. "But there are real and genuine problems with this and we need to break down the barriers that prevent us from working together."

Both Byrne and Campbell commented that it was vital to make all levels of public safety and local officials understand that they must work together in the future.

Campbell addressed the idea that the Administration needs to do a better job getting information out to the people, like county officials, who need to have that information. He mentioned the national alert system, which the Administration should be making an announcement about within the next few weeks.

"We're not looking to impose or mandate this new system for local

Before adjourning, many members mentioned their appreciation for the Task Force and asked NACo President Javier Gonzales to consider either continuing the Task Force for a longer period of time or making it a permanent NACo committee. Gonzales said he would take their suggestion under advisement.

First Responders Luncheon

At a luncheon on March 4, the conference delegates were presented with a touching video featuring the thoughts and recollections from a series of county first responders about the events of Sept. 11. With images of the World Trade Center, the Pentagon and the crash of Flight 93 in Somerset County, Pa., firefighters, health care workers, police officers and county officials recalled their reactions and actions in response to the terrorist attacks.

After the video, which moved several audience members to tears,

six of the first responders featured on the video were treated to an extended standing ovation by the audience and presented with plaques to honor their work and dedication.

Other first responders in the audience were recognized for their efforts, and their counties will receive plaques as well (see box for a full list of first responder counties).

County First Responders to the Attacks on Sept. 11, 2001

The following counties, honored at a luncheon on March 4, are those that responded to the initial call on Sept. 11 and also those that provided search and rescue and other assistance.

The Pentagon

Arlington County, Va.
Fairfax County, Va.
Loudon County, Va.
Montgomery County, Md.
Prince George's County, Md.
Prince William County, Va.
Santa Fe County, N.M.

Somerset County, Pennsylvania

Allegheny County, Pa.
Armstrong County, Pa.
Beaver County, Pa.
Bedford County, Pa.
Blair County, Pa.
Cambria County, Pa.
Fayette County, Pa.
Indiana County, Pa.
Somerset County, Pa.
Westmoreland County, Pa.

New York City

Albany County, N.Y.
Allegany County, N.Y.
Broome County, N.Y.
Cattaraugus County, N.Y.
Cayuga County, N.Y.
Chautauqua County, N.Y.
Chemung County, N.Y.
Chenango County, N.Y.
Clinton County, N.Y.
Columbia County, N.Y.
Cortland County, N.Y.
Delaware County, N.Y.
Dutchess County, N.Y.
Erie County, N.Y.
Essex County, N.Y.
Franklin County, N.Y.
Fulton County, N.Y.
Genesee County, N.Y.
Greene County, N.Y.
Hamilton County, N.Y.
Herkimer County, N.Y.
Jefferson County, N.Y.
Lewis County, N.Y.
Livingston County, N.Y.
Madison County, N.Y.
Monroe County, N.Y.
Montgomery County, N.Y.
Nassau County, N.Y.
New York City, N.Y.
Niagara County, N.Y.
Oneida County, N.Y.
Onondaga County, N.Y.
Ontario County, N.Y.
Orange County, N.Y.
Orleans County, N.Y.
Oswego County, N.Y.
Otsego County, N.Y.

Putnam County, N.Y.
Rensselaer County, N.Y.
Rockland County, N.Y.
Saratoga County, N.Y.
Schenectady County, N.Y.
Schoharie County, N.Y.
Schuyler County, N.Y.
Seneca County, N.Y.
St. Lawrence County, N.Y.
Steuben County, N.Y.
Suffolk County, N.Y.
Sullivan County, N.Y.
Tioga County, N.Y.
Tompkins County, N.Y.
Ulster County, N.Y.
Warren County, N.Y.
Washington County, N.Y.
Wayne County, N.Y.
Westchester County, N.Y.
Wyoming County, N.Y.
Yates County, N.Y.

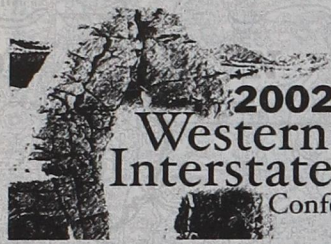
Atlantic County, N.J.
Bergen County, N.J.
Burlington County, N.J.
Camden County, N.J.
Cape May County, N.J.
Cumberland County, N.J.
Essex County, N.J.
Gloucester County, N.J.
Hudson County, N.J.
Hunterdon County, N.J.
Mercer County, N.J.
Middlesex County, N.J.
Monmouth County, N.J.
Morris County, N.J.
Ocean County, N.J.
Passaic County, N.J.
Salem County, N.J.
Somerset County, N.J.
Sussex County, N.J.
Union County, N.J.
Warren County, N.J.

Alameda County, Calif.
Baltimore County, Md.
Boone County, Mo.
Clark County, Nev.
King County, Wash.
Lincoln County, Neb.
Marion County, Ind.
Miami-Dade County, Fla.
Miami County, Ohio
Oakland County, Mich.
Riverside County, Calif.
San Diego County, Calif.
San Mateo County, Calif.
Santa Clara County, Calif.
Scotland County, N.C.

At the First Responders luncheon, NACo presented plaques to many of the counties involved as first responders on Sept. 11. The following is the text that appears on those plaques:

"In recognition of the protection and security the county provides to America, and in gratitude for the teamwork and cooperation displayed in response to the terrorist attacks that took place on September 11, 2001. The bravery and heroism by the county's public safety workers will always be remembered."

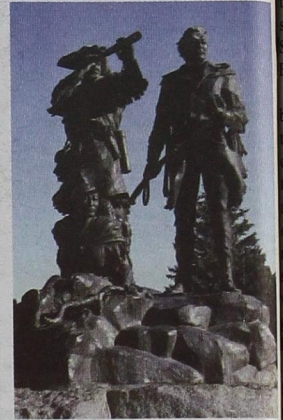
NATIONAL ASSOCIATION OF COUNTIES



**2002
Western
Interstate Region
Conference**

Holiday Inn Grand Montana
Yellowstone County
Billings, Montana
May 22-25, 2002

*The Spirit of
Lewis & Clark*
Science Serving Society



Conference Registration Form

Please type or print clearly all information requested below. Information with an asterisk (*) will appear on your Conference badge. Please make a copy of this form for your records.

*Last Name: _____ *First Name: _____

*Title: _____ *Nickname: _____

*County/Organization: _____

Address: _____

City: _____ State: _____ Zip: _____

Tel: _____ Fax: _____

E-mail: _____

• Spouse/Youth Registration

Spouse and Youth Registration fees include admission to all General Sessions, the WIR Reception, and the Conference-Wide Event. Please complete the following information, if applicable:

Last Name	First Name
_____	_____
_____	_____

• Registration Fees

	Postmarked by April 15	Postmarked After April 15 & On-Site
Member	<input type="checkbox"/> \$385	<input type="checkbox"/> \$435
Non-Member County	<input type="checkbox"/> \$435	<input type="checkbox"/> \$490
Government	<input type="checkbox"/> \$485	<input type="checkbox"/> \$535
Private Sector	<input type="checkbox"/> \$510	<input type="checkbox"/> \$560
Spouse	<input type="checkbox"/> \$95	<input type="checkbox"/> \$110
Youth	<input type="checkbox"/> \$95	<input type="checkbox"/> \$110

Advanced Leadership Training Seminar

"Leading with Influence - Meeting the Challenges of Change"

☐ \$75 per person ☐ \$65 per person for 3 or more people

Total amount due: \$ _____

• Payment Information

The Conference Registration fee **MUST** accompany this form and **MUST** be received before your registration can be processed. You may reserve your registration with a voucher or county purchase order made payable to the National Association of Counties.

However, a purchase order will only hold your registration. All fees must be paid in order to obtain your badge and event tickets at the Conference.

Select One:

☐ Check ☐ PO or Voucher



Card Number: _____

Expiration Date: _____

Cardholder's Name: _____

Mail or fax your completed form to:

NACo
P.O. Box 79691
Baltimore, Maryland 21279-4293
Fax: (202) 737-0480

Any Questions?

Please call (202) 942-4293.

Conference Registration

Registration fees include all sessions and functions that are a part of the Official Program. Registration fees do not include transportation or hotel accommodations.

Cancellation Policy

A full refund of your Conference registration fee (less an administrative fee of \$50 - or half of the spouse/youth fee) will be granted if written notice of Conference registration cancellation is postmarked no later than April 29, 2002. Cancellation requests postmarked April 30, 2002 or later will receive a 50% refund. No refunds will be honored after May 13, 2002. All cancellations must be made in writing.

Hotel Reservations

All requests for hotel accommodations must be made directly with the Holiday Inn Grand Montana. The Holiday Inn Grand Montana is offering an \$85 single/double room rate (plus applicable taxes currently at 4%). Room reservations must be submitted by May 6, 2002 in order to receive the discounted rate. Please call (406) 248-7701 and ask for the Reservations Department. Please don't forget to refer to NACo to get the reduced rate!

Holiday Inn Grand Montana Billings
5500 Midland Road
Billings, Montana 59101

Tel: (406) 248-7701
Fax: (406) 248-2031

Attire

The attire for the WIR 2002 Conference is business casual. For men, this means slacks (khaki, etc.) and a collared shirt and/or jacket. No ties are necessary! For women, this means no heels...slacks and a collared shirt work well! For all, comfortable shoes!

Please remember that meeting room temperatures do not feel the same for everyone. You may want to bring a light sweater should meeting room temperatures be too cool.

Badges

Your Conference badge **MUST** be worn to all Official functions. No admittance will be allowed without your Conference badge.

Two hundred years ago, President Thomas Jefferson fulfilled his dream of sending a "Corps of Discovery" out to explore the vast unknown territories west of the Mississippi. Just as he had hoped the expedition, led by his secretary, Merriwether Lewis, and Captain William Clark, gathered vast amounts of data enabling the young United States to grow westward and ultimately to stretch from "sea to shining sea."

The dramatic Yellowstone Valley - the location of this year's conference - was visited by the Corps of Discovery and reminds us of its noble purpose: bringing scientific knowledge to bear on society's challenges. Join us in Yellowstone County to see how you can apply the latest and best information to your decision-making as a Western county official.

National Association of Counties
**Western
Interstate
Region**

NACo National Association of Counties
Counties Care for America

RESPONDERS

from page 1

Although homeland security saturated the conference agenda, other issues also received the spotlight.

Delegates heard from two Capitol Hill co-sponsors of legislation significant to the nation's counties: Sens. Bill Frist (R-Tenn.) and Jeff Bingaman (D-N.M.).

Frist, co-sponsor of the Senate's bill on public health and bioterrorism, the "Bioterrorism Preparedness Act of 2001," urged delegates to educate their congressional representatives about public health infrastructure during their trips to Capitol Hill. "No matter how much vaccine we have stockpiled here in Washington, D.C., we can't respond unless we have good public health infrastructure," Frist said.

Bingaman, sponsor of the Democrat's energy policy bill — the "Comprehensive and Balanced Energy Policy Act of 2001" — said he was confident that an energy bill would be passed this session. "We [the Senate and the House] have different bills, there will be a debate and literally hundreds of amendments, but I believe we can find common ground and we can pass a good energy bill and move on." Health and Human Services Secretary Tommy Thompson laid out the Administration's position on new welfare reform legislation due the end of this congressional session. Reauthorization of TANF (Temporary Assistance for Families in Need) is a major NACo priority. Thompson said welfare reform has worked so far because of cooperation at all levels of gov-



Photo by David Hathcox

Capt. Tim Rudy, Prince William County, Va. Police Department and Chairman Sean Connaughton, Prince William County Board of Supervisors, stand during the recognition ceremony for counties that directly responded to the attacks of Sept. 11. Prince William County personnel were called to the Pentagon.

ernment and urged delegates to contact him, via e-mail, if they were having problems with HHS.

The director of President George W. Bush's USA Freedom Corps, John Bridgeland, took the stage Monday afternoon to promote the president's call to volunteerism.

Business leader John W. Thompson, who heads the Internet security company Symantec, urged county leaders to appoint cyber-security chiefs in their counties to protect critical information technology infrastructure. Thompson said there were 50,000 attacks on the nation's cyber-infrastructure in 2001, double the amount that occurred in 2000.

Policy action

The Board of Directors adopted 37 interim legislative policy resolutions. Among them were resolutions related to homeland security that were developed by the Homeland Security Task Force, which held its final meeting at the conference.

The resolutions dealt with water and watershed infrastructure security; a Homeland Security Tax Credit for contributions to a Local Homeland Security Fund; a national Homeland Security Fund; a federal commitment to rebuilding the nation's public health system; and a proposal calling for the creation of a local antiterrorism block grant.

Policy positions associated with the renewal of welfare legislation also dominated the policy agenda. The Human Services and Education and the Labor and Employment steering committees submitted a total of nine resolutions that dealt with issues related to the reauthorization of welfare reform to the Board. (A complete report on NACo's new policy resolutions will appear in the March 25 issue.)

Bylaws review

The Board also agreed to have NACo members vote on several proposed changes to the association's bylaws at the Annual Conference in July. The proposed changes will be published at a later date in *County News*. In general, they are concerned with board and committee composition

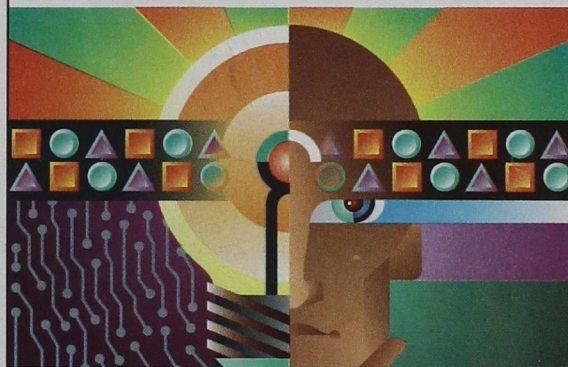
Workshops

Two of NACo's workshops — "The Role of FEMA in Promoting Countywide and Multi-County Strategies for Preventing Terrorism" and "The Congressional Outlook for Reauthorizing the 1996 Welfare Reform Law" — were broadcast live by C-SPAN, the public service cable channels sponsored by the cable industry.

Other workshops covered timely issues such as infrastructure security, public health surveillance of disease outbreaks, human services delivery in times of emergency and crisis communications in the aftermath of Sept. 11.

(An extended report on the conference, including photo coverage, will appear in the March 25 issue of *County News*.)

There's still time to register



**Information Technology Summit 2002
April 4-6 • Raleigh, North Carolina**

The Effective Use of Technology to Promote Economic Development

With so much emphasis placed on the terrorist attacks on September 11th, this summit will focus on the recovery phase of this attack. Your Information Technology Committee has worked to put together an outstanding program for you.

Featuring sessions on

- Managing Water Quality Data Using the National Hydrography Dataset
- Responsive Virtual Human Technology (RVHT) for Training Law Enforcement and Emergency Personnel
- Turning Knowledge into Practice: Web-Based Data Collection and Reporting System
- Decision Tools to Support Land and Water Management
- Homeland Security Needs for Integrated Local/Federal Infractions

Plus, presentations from IBM on

- NetVista & IntelliStation
- Mobile Computing
- IBM eServer xSeries
- Security

Registrations are on a first-come basis. For registration information, call Betty Thomas at (202) 942-4209; or e-mail her at bthomas@naco.org. Information is also available on NACo's Web site at www.naco.org. Click "Information Technology Summit" in NACo Special Projects section.

NACo 2002 Legislators of the Year

NACo's Legislator of the Year Award is given to members of Congress who have substantially assisted in the advancement of NACo's policy agenda and legislative priorities. The legislator works closely with county officials and the NACo legislative staff to introduce or support legislation or amendments that advance NACo's legislative goals.

This year, in conjunction with the 2002 Legislative Conference, NACo honored the following members of Congress and their efforts on behalf of NACo priorities:

Sen. Jeff Bingaman (D-N.M.)
PILT

Sen. Byron Dorgan (D-N.D.)
Remote Sales Tax

Rep. Steny Hoyer (D-Md.)
Election Reform

Rep. Roy Blunt (R-Mo.)
Earliest Election Reform

Rep. Jo Ann Emerson (R-Mo.)
Rural Economic Development

Sen. Edward Kennedy (D-Mass.)
Workforce Development,
Bioterrorism and Education

Rep. Eva Clayton (D-N.C.)
Rural Economic Development

Sen. Michael Enzi (R-Wyoming)
Streamlining Remote Sales Taxes

Rep. Bob Ney (R-Ohio)
Election Reform

Sen. Larry Craig (R-Idaho)
Forest Safety Net

Rep. Paul Gillmor (R-Ohio)
Brownfields

2002 National County Government Week • April 7-13

Counties Secure AMERICA

Find out more at...

www.naco.org



NATIONAL

COUNTY
GOVERNMENT
WEEK

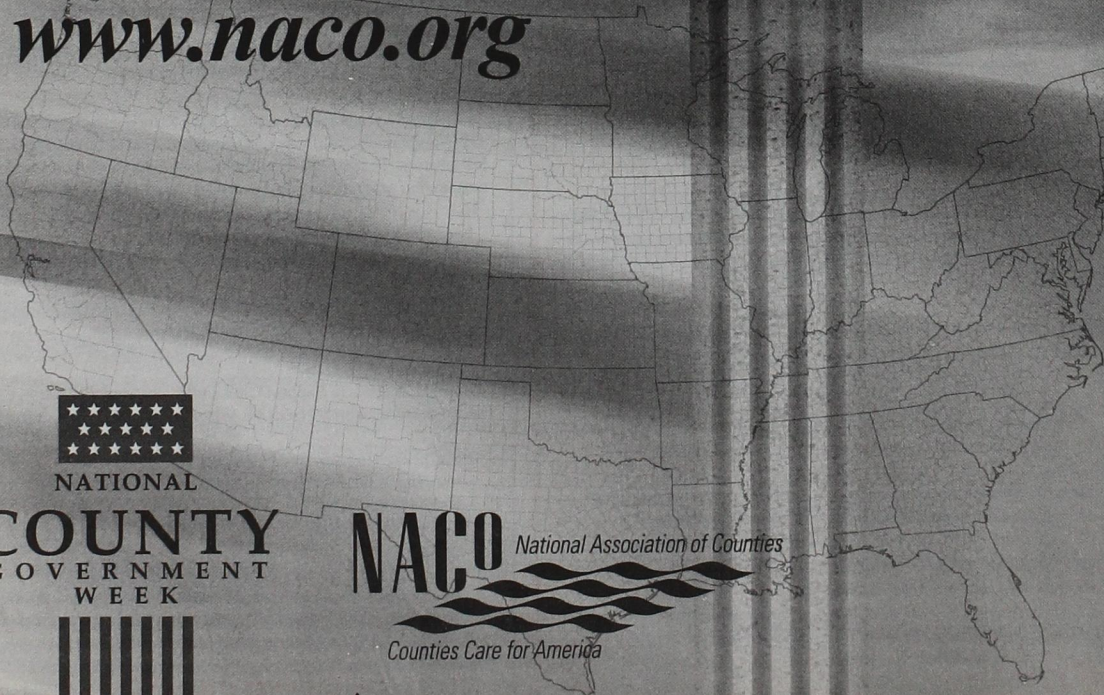


NACO

National Association of Counties



Counties Care for America



NACo ON THE MOVE

NACo OFFICERS / COUNTY OFFICIALS

• **Beth Stenberg**, chief financial officer of Jefferson County, Ky., was appointed by the Financial Accounting Foundation as the vice chair of the Governmental Accounting Standards Advisory Council (GASAC). The GASAC provides counsel on technical projects, priorities and accounting issues to the Governmental Accounting Standards Board (GASB).

• On Feb. 28, NACo First Vice President **Karen Miller** (Boone County, Mo.) and Commissioner **Chris Hart** (Hillsborough County, Fla.) testified before the House Highway and Transit Subcommittee. Both testified on the reauthorization of TEA-21, with Miller presenting the rural view and Hart the urban view.

• The NACo Financial Services Center Board of Directors held its semi-annual meeting in San Diego Feb. 12-14. In attendance were: Supervisor **Gerry Hyland** (Fairfax County, Va.), Commissioner **Randy Franke** (Marion County, Ore.), NACo President **Javier Gonzales**, Supervisor **Jerry Eaves** (San Bernardino County, Calif.), Arizona Association of Counties executive director Jim Sawyer, and NACo Executive Director **Larry Naake**. Also in attendance were FSC partner David Davenport and his associate Peter Torvik. The board reviewed existing programs and developed a three-year plan for program development and growth at the FSC.

NACo STAFF

• Beginning March 18, **Stephanie Osborn** will serve in the position of director of County Services in the NACo County Services Department. Osborn will be responsible for managing the grants and contracts division, securing new program grants for NACo, and coordinating presidential initiatives, and she will be a part of the management team in the County Services Department.

• In more changes in the County Services Department, **Abigail Friedman** and **Gary Gortenberg** have been promoted to Program Directors. They will oversee grants, contracts and deliverables and will coordinate with the Finance and Administration Department. Also, **James Davenport** has been promoted to Community Services senior associate and **Jason Shedlock** was promoted to Community Services associate.

• NACo Deputy Director of Legislative Affairs **Jeffery Arnold** has been appointed to serve on the Immigration and Naturalization Service's Data Management Improvement Act Task Force. Arnold was also selected as a member of the National Task Force on Interoperability.

• **Jacqueline Byers**, director of research, was recently invited to become a member of the Board of Editors of the *State and Local Government Review*. This publication, which is sponsored by the American Society for Public Administration, Section on Intergovernmental Administration and Management, and the Carl Vinson Institute of Government at the University of Georgia, publishes research and writings on issues of interest to governments.

• On Jan. 28-30, **James Davenport** represented NACo at the annual meeting of the National NEMO (Nonpoint Education for Municipal Officers) Network held in Charleston, S.C. Davenport briefed the participants on current and future activities of NACo's Nonpoint Source Pollution Prevention Project.

(M. Mindy Moretti, senior staff writer, compiles On the Move.)



Stephanie Osborn



Jacqueline Byers

RESEARCH NEWS

March is Women's History Month Thanks to Sonoma County, Calif.



March is celebrated as Women's History Month, but how did this celebration originate?

The month was originally created as an effort to recognize and celebrate the accomplishments of women in the history of the United States. The Sonoma County (Calif.) Education Task Force, a part of the Commission on the Status of Women, created Women's History Week in 1978. It became such a popular concept that in 1987 the National Women's History Project petitioned Congress to pass the National Women's History Month Congressional Resolution designating the month of March for this celebration. The resolution passed with bipartisan support in both houses.

The National Women's History Project, founded in 1980 primarily to celebrate the accomplishments of women, continues to promote this celebration each year. In addition to recognizing outstanding women, the celebration supports the growing achievements of women in this country. Among the achievements being celebrated during the year 2002 activities are:

Education

• Eighty-four percent of women over 25 years of age have at least a high school diploma, comparing favorably with the rate for men.

• The gap between women and men with college degrees continues to close. Census 2000 data show that 24 percent of women compared with 28 percent of men have degrees.

• And 2000 census data reveal that for the first time women between ages 25-29 have not only closed the gap but reversed it, because in this age group 30 percent of women have college degrees compared with only 28 percent of men.

• Fifty-six percent of college students in the year 2000 were women, similar to data since 1979.

Earnings

• The average median income for women working fulltime is \$27,355, rated at 73 percent of what men with similar work experience earn. This is close to the all-time high for women of 74 percent achieved in 1996.

• Households headed by women saw a 4 percent increase in income between 1999 and 2000, compared with no significant increase in the income of other types of households.

• There was a record decline in the number of female headed households in poverty from 3.5 million to 3.1 million in 2000.

Jobs

• Sixty-one percent of women above the age of 16 were in the work force in March 2000 compared with 74 percent of men.

• Fifty-nine percent of the 71 million women who were at least 15 years old worked full time in 2000, an increase from 57 percent in 1999.

Businesses

• More than five million (5.4 million) businesses were owned by women in the United States in 1997. These businesses generated \$819 billion in revenues and employed 7.1 million people. The District of Columbia leads the nation with 31 percent of businesses owned by women.

Population Distribution

• There were more than 143 million (143.4 million) women in 2000 compared with 138.1 million men. However, men outnumber women up to age 34 years. Beginning with the 35 to 44 years age group, women outnumbered men.

The disparity continually increases up to age 85 years, where there are twice as many women as men.

This year the National History Project will also celebrate six women who made a difference. The honorees include:

• **Dorothy Height** — civil rights leader and president of the National Council of Negro Women for 40 years.

• **Alice Coachman** — Olympic athlete, who became the first African-American woman to win a gold medal in track and field when she broke the record in the high jump.

• **Dolores Huerta** — labor and human rights activist, who helped create better working conditions for migrant farm workers and co-founded the United Farm Workers Union.

• **Gerda Lerner** — historian and author, who escaped Nazi terrorism when she was 17 years old. She was the first woman in 50 years to be elected president of the Organization of American Historians.

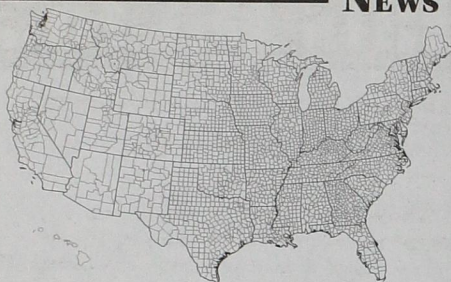
• **Congresswoman Patsy Mink** — the first Asian-American woman congressional representative. She played a key role in the passage of Title IX, which expanded women's educational opportunities.

• **Mary Louise Defender Wilson** — an oral cultural historian who celebrates and keeps alive the spirit of the Dakota/Hidatsa people through storytelling.

(If your county wants to learn more about a national celebration that has grown from one county's desire to honor its outstanding women, visit www.nwhp.org.)

(Research News was written by Jacqueline Byers, director of research.)

NEWS FROM THE NATION'S COUNTIES



MICHIGAN

• The leadership in **KENT COUNTY** was named Newsmaker of the Year for 2001 by the *Grand Rapids Business Journal*.

Citing a laundry list of accomplishments, Business Journal Editor Carole Valade-Copenhaver said the county was being recognized because the events and programs initiated and completed by the county "... went a long way toward shaping the lives of citizens living and working in Kent County."

Accepting the award for the county were County Administrator Daryl Delabbio and Commissioner Kathy Kuhn.

"While we've [the commission] been historically conservative, the county was not afraid to venture into some risky areas [this year]," Delabbio said. "I think that is what is really setting apart this commission."

• Noting that Kmart is a good corporate citizen, **OAKLAND COUNTY** Executive L. Brook Patterson recently called upon the business community in Michigan to come to the aid of the financially strapped company.

Patterson also announced that for the next 18 months, the county will shift some of its purchasing power to Kmart.

"We have 1,500 inmates in our jail to feed a day. That's a lot of potatoes. We buy clothing for more than 100 kids who live in our Children's Village. We wax over 1.8 million square feet of office space. We buy windshield solvent and anti-freeze for over 640 cars," Patterson explained of the decision.

The plan would shift about \$50,000 a month in county purchasing power for supplies over to Kmart Corporation. Over the next year, that commitment would mean \$600,000 worth of financial support.

"If I can get 200 more companies to do the same thing, together we will have generated over \$100 million in new revenue for Kmart," Patterson said. "More than \$100 million to help a company that has helped us in so many ways."

Kmart invests heavily in the county by paying more than \$3.5 million in property taxes annually.

NORTH CAROLINA

• The belt tightening continues. **CABARRUS COUNTY** Manager Frank Clifton recently issued a stark warning to commissioners. Clifton warned the commission that the loss of state revenue and the declining economy could force a property-tax increase or deep cuts in county services.

In early February, in response to Gov. Mike Easley's decision to withhold \$1.4 million in county money, Clifton imposed a freeze on hiring and most capital projects.

Sales tax revenue for the first half of FY2001-02 was only 44.22 percent of what had been budgeted. If this pattern continues, the county could see an additional shortfall of \$2.3 million.

Earlier this year Clifton had said a tax increase probably would not be necessary until FY2003-04, but now he has told *The Charlotte Observer* that he doesn't expect the county to receive any of the \$4 million it normally gets as reimbursements for defunct state taxes.

That's 4 cents on the property-tax rate.

• On Feb. 27, President George W. Bush met with representatives of **MECKLENBURG COUNTY'S** Work First program.

Work First is an innovative collaboration between social services and the business community to help county welfare recipients acquire work skills, find jobs and become self-sufficient. The TANF program was established in 1997 in answer to a federal mandate and has subsequently helped 12,127 people become employed.

Six months before welfare reform, a first-of-its-kind partnership between the Department of Social Services and the Charlotte Chamber of Commerce was formed to encourage businesses with hiring needs to tap into the resource of public assistance clients. DSS offers Work First clients counseling, education and workplace fundamentals and then employers hire, train and mentor clients for jobs.

The county has decreased its adult TANF caseload by nearly 60 percent from July 1994. Some 3,883 companies, about 76 percent of the Chamber's member companies, have hired Work First participants since the program began in 1997.

NEW YORK

With the recent public disclosure of several OSHA violations and other worker safety hazards throughout the county, **SUFFOLK COUNTY** Presiding Officer Paul J. Tonna wants the county to opt into a program established by New York labor law. By becoming a part of the program, the county could require contractors and subcontractors to establish apprentice-training programs prior to entering into a contract with the county.

The state law cited by Tonna does not compel any governmental entity to require apprentice-training program participation. It only offers counties the ability to opt into the program. In addition to initiating the option process, Tonna's bill would prohibit any contractor or subcontractor from even bidding for a county contract unless they have an apprentice-training program in place prior to bidding.

The bill, which already has a group of nine bipartisan legislators as co-sponsors, is scheduled for a vote on March 13.

OKLAHOMA

While the truly paperless office may never actually exist, the **OKLAHOMA COUNTY** Assessor's Office is working hard to get out from under the avalanche of paperwork it operates under.

Paper documents, which used to take up enormous amounts of file space, will now be digital documents, stored electronically.

The documents, which are saved for a variety of tax saving or tax filing purposes, will be scanned, checked for accuracy and then stored on disks. The documents are retrievable in a variety of ways, including the account number, the address, the name, or other variables.

If this program proves successful, County Assessor Mike Means sees endless possibilities.

"This is really exciting for me to see becoming a reality. If we can take these documents and bar code them for easy storage and reference, we can do it with all sorts of documents," Means said. "We could even use technology to digitally store other types of pieces of paper like budgets, meeting notices, meeting minutes, personnel and other important documents."

The county assessor's office has been recognized nationally for promoting public access to public records and maps over the Internet.

PENNSYLVANIA

• The fallout from the collapse of Enron is hitting a little too close to home for **CARBON COUNTY** employees. The county's pension fund lost \$327,000 when Enron filed for bankruptcy and its stocks fell to

less than \$1 per share.

According to an article in *The Morning Call*, the county's loss amounts to only about 0.6 percent of the fund, which finished last year at \$48.5 million. County Controller Robert Crampsie said one of the fund's two managers bought Enron stock in 2000 and sold it in January 2001 for a gain of \$17,600. However, that same investment company purchased \$372,000 worth of Enron stock in November 2001 and sold it later that month as Enron's collapse was becoming apparent, for a loss of about \$362,000.

The county's other investment manager had slightly better luck. The manager bought Enron stock in 1998 and sold some of it in February 2001, at a profit of \$55,000. But it continued to hold some shares, which it sold in November 2001 for a loss of \$37,500.

"This shows why you have to be diversified," Crampsie said. Until a second investment company was hired in 1998, the county relied on one investment manager.

• The automation of all 73 municipal zoning maps in **CHESTER COUNTY** is nearing completion. Creating the 11x17, full-color maps was one of the first major projects of the Chester County GIS Consortium, created in spring 2001 by the county commission.

The new zoning maps, which include a table of updates and dates, will provide accurate and critical information for code enforcement, planning and development activities.

The maps were automated in the GIS to ensure that the Assessment Department has current and accurate zoning records needed for property valuation.

VIRGINIA

• As the spring nesting season starts to get underway, **FAIRFAX COUNTY**, in a public-private partnership known as GeesePeace, is getting ready to addle/oil Canada geese eggs throughout the county. The process prevents eggs from hatching.

Last year the county obtained a permit from the U.S. Fish and Wildlife Service to addle/oil the eggs

through the county. The program was such a success that the county has applied for another permit and will be training volunteers.

Property owners with geese on their property can sign up to participate in the program by visiting the GeesePeace Web site and completing a property owner's consent form. The county will then contact interested property owners and make a site visit to locate nests and oil the eggs using protocols developed by the Humane Society of the United States.

Property owners who wish to addle eggs on their property themselves under the county's permit must first attend a free training class.

• The Volunteer Services Program of the **HANOVER COUNTY** Department of Community Resources was recently awarded the 2001 Governor's Community Service and Volunteerism Award in the "government program" category. The program was cited for its role in maximizing citizen involvement in an array of volunteer efforts to support local human services.

WASHINGTON


After three years of negotiations and two failed land swaps in 1998, 640 acres of timberland in the Cascade foothills in **PIERCES COUNTY** is about to become open space resource conservancy land.

Under a proposal from County Executive John W. Ladenburg, most of the forest property will be removed from the county's surplus properties and transferred to the Parks and Recreation Department.

Acquired in the 1930s through foreclosure on nonpayment of property taxes, the land was deemed suitable for park use because it lacked any public access. However, in recent years Ladenburg has worked with environmentalists and other property owners to develop an access corridor.

Federal, state and private landowners and the county are working together to develop open space, nature conservancy and outdoor recreation opportunities.

(News from is written by M. Moretti, senior writer. If you have a news, e-mail: mmoretti@naco.org)



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For a FREE copy, contact Stacey Kennedy at (202) 942-4256. The catalog is also available online at www.naco.org.

FINANCIAL SERVICES NEWS

Counties Get Creative: Insurance At Its Best

When insurance costs are increasing or coverage is not available, the county has taught county risk managers and purchasing professionals to panic. They simply take an insurance approach. Today, counties handle insurance losses in four ways:

- They pay all costs or self-insure.
- They purchase insurance from commercial companies to pay the losses.
- They share the cost with other public entities, or
- They use a combination of these methods.

Budget size generally determines the way loss costs are handled. The counties with the largest budgets can afford to pay all the costs out of their revenues or from reserves they have aside with the expectation of eventual insurance-related losses. Changes in the insurance industry have little effect on these counties.

Many counties with medium to large budgets take a very sizeable deductible that gives them the freedom of self-insurance, and they also purchase catastrophic coverage from the commercial insurance market or their association insurance pool to protect the county budget from extremely large losses. The cost of this commercial insurance affects these counties, and today many have accepted less coverage for a higher price and a few can no longer afford the commercial coverage. For other counties in this medium to large range, commercial insurance is no longer available and they have turned to their association insurance pool, or they are going without this safety net.

The largest group of counties, those with small to medium budgets, rely on the commercial market or they participate in an insurance pool. An insurance pool allows them to share the financial benefit and professional staff that the largest counties enjoy. As a member of this nonprofit group, the county takes a small deductible, the pool takes a large deductible, and the pool purchases reinsurance at the catastrophic level from the commercial insurers. Insurance pools recently acquired many new members as counties were pushed out of the commercial insurance marketplace.

The professional trade publications have been running stories of a "hard market" in the insurance industry for more than two years. A hard market is marked by increased costs and reduced availability.

Before the terrorist attacks, the market was slowly hardening, as evidenced by slightly increased costs (less than 10 percent increases for non-health insurance coverages) and reduced coverage for some entities if they experienced costly claims.

Competition combined with high returns on investments seemed to keep the insurance companies from raising prices to cover actual costs and losses. A history of loss control helped to maintain losses within a predictable range, further enhancing the flat pricing model.

However, the World Trade Center loss will cost the industry 7.2 percent of surplus (compare that with Hurricane Andrew, at a cost of 6.2 percent of industry surplus.) Those are dollars the industry would like to make up. The stock market has reduced investment returns dramatically and those, too, are dollars the industry would like to recoup.

Loss control and prevention surrounding attacks is in its infancy for many vulnerable facilities, and actuaries are scrambling to set a price for this insurance. This all results in increased premiums, and some are accusing the industry of opportunistic pricing.

In the early 1980s primary insurance costs increased dramatically, and in response public entities formed

nonprofit insurance pools across the country. Those pools have remained intact and financially sound. Even when prices in the commercial market dropped significantly, few pool members returned to the commercial market.

A similar structure was created on a nationwide basis for the catastrophic or reinsurance coverage purchased from the commercial insurance industry. In 1986, a reinsurance company was formed by cities for city or multi-jurisdictional pools. There are now 26 members.

In 1997, counties formed a similar pool for pools with five founding states. Two more states joined this year. The commercial insurance industry still provides some insurance to these alternative reinsurance providers.

The coming insurance market conditions are another challenge for counties. They will now have to take a more aggressive approach to reducing risk and be more creative in how they finance their cost of risk. It will be interesting to see what counties devise in response to the insurance industry stresses of the 2000s.

(Financial Services News was written by Donna Smith, NACo FSC Director of Risk Services and Employee Benefits, (505) 890-5700.)



Hats Off to...

2001 Achievement Award Winners... Criminal Justice

Safe Schools Initiative Hennepin County, Minn.

The Safe Schools Initiative is a program bringing together juvenile prosecutors, school administrators, law enforcement officers and other juvenile justice system professionals to address common concerns. The program helps ensure that students throughout the county will have a safe, orderly environment for learning in their schools.

This initiative encompasses two major strategies: more timely and more serious responses to school-related crimes; and strong links between professionals, police and schools.

In 2000, the Hennepin County Attorney's Office received police referrals on more than 11,000 delinquent matters from 21 law enforcement agencies within the county. Of these referrals, approximately 12 percent were school-related.

Prior to this program, the county attorney's office placed no special emphasis on school-related crimes. However, as a result of the Safe Schools Initiative, prosecutors now are able to ensure an expedited and serious response to all referred crimes on school property.

The county took several steps to speed the processing of cases related to offenses at the county's schools. Police assigned to schools were instructed to print the words "school crime" in the bottom right-hand corner of their referral cover sheet or citation. County police created a new rotating position, "school crime officer of the day," who reviews all reports the same day they are received and makes declaration, diversion, or charging decisions. And finally, each of the county's 22 prosecutors has been assigned as a liaison to one or more high schools.

As a result of the program, the number of inadequate police referrals has declined, in part because the role and appropriate use of the formal justice system has become more clear. Another added bonus was that no significant costs were incurred in the design or implementation of this program.

The Fire and Life Safety House Chesterfield County, Va.

As part of Chesterfield County's commitment to citizen safety and its goal to be the safest and most secure community of its size in the United States, the county's Fire and Emergency Medical Services Department embarked on a program to teach citizens, in a more practical way, about fire safety. The result: the Fire and Life Safety House.

This house is an actual mobile structure. It is a place where everyone can learn about home safety in a realistic setting. Each person who enters the Fire and Life Safety House is taught vital life-saving lessons. These include how to crawl in low smoke, how to develop a home escape plan and practice it, and how to make an emergency 911 call.

The program has two parts: an inside-classroom lecture and the outside-classroom practical exercise. The inside-classroom lecture demonstrates smoke detector alarm systems and safe exit strategies.

The outside-classroom exercise puts the students inside the structure in a controlled environment with instructors. The students are taken to the bedrooms, given information about the type of fire detection systems in the house, and then after an alarm sounds are expected to use their classroom training to escape to safety.

Capital cost associated with the construction of the Fire and Life Safety House to the specifications was \$34,022, most of which was donated through private contributions. Operating costs for classes conducted in the school system are estimated at \$12,000 per year, and this cost was also covered by private donations.

To date 19,877 children and adults have participated in the life-saving training.

(Hats off to... was compiled by Christina Crayton, research assistant. Hats off to... features 2001 NACo Achievement Award winners.)

THE H.R. DOCTOR IS IN

The Senior-Focused America



Illustration by Victor Montera

The number one social issue of the next decade will be America's adjustment to an aging society. The ever-young HR Doctor predicts this issue will increase in volume and complexity on the national scene, eclipsing and intertwining with issues of race, gender and relations between people of different religious affiliations, education, and the environment.

Within the issue of aging demographics can be found all of these other social and economic forces shaping our future. The great HR Director Hawkeye Pierce was asked by a *MASH* colleague to name his favorite book. Hawkeye replied that it was the dictionary. Why? Because it had all of the other books inside it! The same can be said of what will be our increasing focus on aging.

This is certainly a subject for employment and workforce planning, but it also goes much farther and deeper in our social fabric. It will relate to technology and science, community planning, law enforcement, recreation, social services and, yes, of course—health care. In short, it will be a pervasive and defining subject for every public administrator in every public agency!

As with most other matters in a civil society, it will be local government, not the feds, which must create the engagement opportunities with local private industry to make the biggest difference. The federal government will certainly play a great—and certainly, the loudest—role in the determination of our future in a world that will look more and more like many a quiet Florida neighborhood.

The federal government will have the ability, the pulpit, and the financial incentive power to present and help shape the issues. However, when all is said and done, local governments, and especially counties, will innovate and implement.

Get ready for what is coming, colleagues! Don't wait to be run over

by a crowd of active and not so active senior citizens! First some statements to help demonstrate the scope of the emerging issue.

The number of persons over 65 in the country increased by a factor of 11 during the 20th century. One in eight Americans is over age 65 today. That will change to one in five when the beautiful HR daughters retire!

Within a decade a huge exodus from public service will occur as the careers of the "baby boomers" (sorry, I tried not to use that phrase!) wind down. In my parents' World War II era, two people collected Social Security benefits for every one hundred contributing to the system. By 1999, the ratio of recipients to contributors changed to thirty for every one hundred. A projected fifty-four for every hundred will receive benefits when my HR grandchildren are at their career peaks!

Within the workplace, we already find the "Four Generation Workforce," described by the HR Doctor in a previous article (visit www.hrd.net). This is the time for agencies to do workforce planning and begin the Human Resources adjustments to benefits, employee orientation, retirement systems, and health care to anticipate these changes. Assess the recruitment and retention needs facing the organization and apply the neglected concepts of succession planning and mentoring to ensure that the departure of seasoned leaders can be celebrated, not mourned.

Consider workplace policies that permit "phased retirements," such as a shift to three days of work per week with a prorated pension benefit. In effect, a "part-time pension."

Understand that the concept of retirement itself is changing. People of a variety of ages are now qualifying for pensions but have no intention of not working. People are leaving careers and launching another

based on long-held passions for particular subjects or endeavors. Others will find that they will continue to work into their 80s, perhaps as much out of economic necessity as out of the need for socialization—the need to stay "connected."

The workplace—including the local government workplace—of the next decade will be "virtual" as much as made of brick and mortar. Employees will demand and will receive much greater schedule flexibility, including part-time, telecommuting and "distance" work.

Senior citizens—and others for that matter—will be increasingly technologically enabled. They will demand public agencies deliver services at the client's convenience, not just at the organization's convenience.

The HR Doctor sees a public service world ahead in which the sign reading "...for your convenience, our office hours are 9 a.m. to 4 p.m...." will be a exhibition in the Museum of Public Service Relics (I wonder if there is a federal grant available for such a museum?).

There is little reason why a citizen of any age, but especially of an advanced age where physical mobility may be generally more challenged, should not be able to renew auto tags, reserve a park picnic site, select a "meals on wheels" lunch, pay a parking ticket, etc. at 2 a.m. from their living room! There is less and less reason why the business office providing many of these services cannot be outsourced to an agency employee telecommuting from home, or to a private organization somewhere far away from the client's home city or county for that matter.

This kind of workplace and workforce transformation is very much a part of how our society will need to respond to what lies ahead in public service.

Science will enable the disabled, extend life spans, and improve life options. These realities will cost the society and each citizen more money, change the way we spend our time and add to our inventory of risks and opportunities.

Every public service needs to develop strategic plan components focusing on how the services will migrate to a more senior-focused basis. There is simply no choice but to either plan for these demographic realities or react to them. Government serves best when it plans ahead and prepares strategically. Unfortunately, many services simply lurch forward, focusing on nothing more strategic than the next meeting of the governing body or the individual's date of vesting in the retirement system.

Finally, those few and brave readers of the HR Doctor articles will recall a recently published article called "Buenos Dias, Y'all" discussing adjustments needed in a multi-language society. Public service ahead will be paying attention to seniors as well as seniors. There is simply no choice if the civil society we prize is to remain civil.

The senior-focused nation cannot be served well by "lurching administrators." This new chapter in

our nation's evolution will be successfully written by nimble and flexible administrators who thoughtfully prepare public service changes in advance, listen to the trends as well as the current voices in the community and become champions of making local government better tomorrow than it was yesterday.

Phil Rosenber

The HR Doctor • www.hrd.net

WEB WATCH

Firefighter Assistance Grants Programs Online

Applications for the 2002 Assistance to Firefighters Grant Program are now available online. The Assistance to Firefighters Grant Program will distribute \$360 million in grants to local fire departments this year through a competitive application process.

The interactive application package, which is available online from the U.S. Fire Administration (USFA) Web site at www.usfa.fema.gov/grants, includes additional information about the application, including program guidance. A "frequently asked questions" section is also available.

Applications are due April 1.

Oakland County, Mich. 'Renovates' Web Site

A second, even third, wave of Web site redesigns is hitting cyberspace. Oakland County, Mich. has joined the growing list of counties that are reworking their Web sites to allow more functionality and easier navigation. Its new site went online late last month and features, among other things, high-resolution photographs of county officials for media downloads. Check them out at www.co.oakland.mi.us.

Changing Addresses

You may be able to dress up your Web site, but you can't do much to change your address into one more easily remembered or intuitive. The federal government has locked up the .gov domain name until it develops policy on the use of the name for other governmental entities, apart from itself, of course.

A few counties, like Fairfax and Loudoun counties in Virginia, have been able to sneak under the moratorium either as "cross-agency col-

laborative agencies," or as a "special exception." (You can find Registration Criteria at www.nic.gov/cgi-bin/new.domain.)

But the official word is: "At this time, all state/local government .gov domain registration is on hold, pending the new .gov policy. When we receive new information regarding the new .gov policy it will be posted on our Web site at www.nic.gov. Until that time, no state/local government .gov domain registrations will be processed."

Celebrate Women's History Month

If you haven't already planned your celebration for Women's History Month in March, or if you are looking for some more ideas, try out these Web sites for interesting facts and figures: the National Women's History Project Web site at www.nwhp.org and the Census Bureau's Facts for Features for Women's History Month at www.census.gov/press-release.

Coincidentally, National Women's History Month owes its existence to a county. See why in this issue's Research News on page 11.

NACo Information Technology Summit

There's still time to sign up for NACo's fifth Information Technology Summit, April 4-6 in Raleigh, N.C. This year's summit focuses on using technology to promote economic development. To learn more or to register go to www.naco.org/programs/infotech/summit/index.cfm.

(Beverly Schlotterbeck, executive editor, compiles Web Watch. If you have a site you would like featured, please e-mail bschlott@naco.org.)

NOTICES

CONFERENCES

■ **The Mid America GIS Consortium** is hosting the 8th Biennial Mid America GIS Symposium on April 14-18 at the Hyatt Regency Crown Center, Kansas City, Mo. The symposium, which brings together people interested in GIS, will have the theme MIST—MAGIC Institute of Spatial Technology. The "semester" begins with an opportunity to enroll in one (or more) of 40 short courses. Classes then begin with 58 concurrent technical sessions offered over three days and organized into fourteen curricula. These curricula serve as a program development aid as participants work their way through the semester. For more information concerning the symposium, visit the Web site at <http://magicweb.kgs.ukans.edu> or contact Toni Spicci at (573) 751-4115 x3259 or e-mail spicci@mail.consevation.state.mo.us.

PUBLICATIONS

■ **Housing and Urban Development (HUD)** has published *A Community Guide to Factory-Built Housing*. The guide can help nonprofit developers decide whether factory-built homes would provide a viable alternative to more traditional onsite construction for developing affordable urban and suburban housing. The guide focuses on two types of factory-built housing — manufactured and modular homes. The guide also takes nonprofit developers through the entire process of developing this type of housing. Copies of this publication are available from HUD USER for \$5 each. To order, send a check or money order to HUD USER, P.O. Box 6091, Rockville, MD 20849. All orders must be prepaid. For more information, contact HUD USER at (800) 245-2691.

■ **The HR Center at the International Personnel Management Association (IPMA)** has developed a new publication entitled *Disaster and Emergency Preparedness*. The publication contains information on preparedness, as well as sample emergency and disaster plans from various cities, counties and states and the Centers for Disease Control Health Advisory. The publication features, strategies and rules for responding to disasters/emergencies, steps managers can take in the event of a disaster and resources available to city and county managers and department leaders to help them prepare for terrorism and other disasters. IPMA members may purchase a hard copy for \$30; non-members may purchase it for \$50. To order, e-mail the IPMA publications department indicating order code CPR-Disaster at: publications@ipma-hr.org. To order online, and for more information on HR Center products and services, visit www.ipma-hr.org and select HR Center. Orders and inquiries may also be faxed to: IPMA Publications (703) 684-0948.

OTHER RESOURCES

■ **The U.S. Environmental Protection Agency's Office of Water** publishes *WaterNews*. *WaterNews* is a weekly online publication that announces publications, policies and activities of the U.S. Environmental Protection Agency's Office of Water. To subscribe to the *WaterNews* listserve, send an e-mail message, leave the subject line blank and address it to: listserv@unimail.rtpnc.epa.gov.

■ **The Institute for Integrated Justice Information Systems (IIJIS)** in conjunction with **Auburn University Montgomery**, the **Office of Justice Programs** and the **Center for Society, Law and Justice** is offering a project management course designed to provide basic and intermediate knowledge skills in managing projects related to implementing an integrated Justice Information System. At the completion of the course, participants will have acquired an understanding of the principles of project management. People who will benefit from this course include persons who either have been or who anticipate being assigned to manage a project involving the development and implementation of an information system project within the justice community. Students should be registered by March 25 in order to ensure space. For additional information or to obtain a registration form, contact Dr. Ralph E. Joimo, DPA, Auburn University Montgomery, (334) 244-3691 or joimo@strudel.aum.edu or IIJIS Institute, (202) 628-8556.

■ In light of the many instances of dogs attacking children, **The American Kennel Club** has created a video and an activity booklet, *Safety Around Dogs, Your Safety Begins With You*, which educates children about essential safety strategies around dogs. The packet, which aims to teach children how to be safe and enjoy dogs, demonstrates how to greet a dog, how to behave safely around dogs, what to do when you see a loose dog or group of dogs and how to read a dog's body language. The kit is free to teachers, leaders of youth groups, librarians, animal control officers, animal shelters, veterinarians and community and civic leaders. There is a limit of one copy per school or organization. To order, call AKC Customer Service at (919) 233-9767 or e-mail orderdesk@akc.org and request part number VVTAK4.

(Notices is compiled by Stacey Kennedy, editorial assistant)

JOB MARKET/CLASSIFIEDS

COUNTY ENGINEER — FRANKLIN COUNTY, IOWA

Franklin County, Iowa, is seeking qualified applicants for the position of County Engineer. Position requires registration as Professional Engineer in the state of Iowa. Registration as a Land Surveyor in Iowa is preferred, but not required.

The County Engineer is responsible for the overall planning, direction, coordination, and supervision of the County Secondary Roads Department, including the effective, safe, and efficient construction, maintenance, and engineering of all county secondary roads and related services.

It should be accomplished in a manner designed to achieve the best possible quality of design, services and materials at the most reasonable cost in meeting the needs of County residents and taxpayers for a network of good Secondary Roads. May be assigned other duties of a public works nature as the need arises.

Sitting, climbing, standing, walking, turning, bending, and occasional lifting of up to 30 pounds required. Ability to work in hot, cold, wet, dusty, dirty, noisy, and funny conditions. Should be able to work occasional irregular hours — subject to call 24 hours/day.

Resumes must be received by 4:00 p.m. on April 19, 2002.

Submit resume to: Franklin County Board of Supervisors Courthouse PO Box 26 Hampton, IA 50441 Phone: (641) 456-5624 FAX: (641) 456-6001 E-mail: mgidings@co.franklin.ia.us

DIRECTOR OF JUVENILE COMMUNITY JUSTICE — DESCHUTES COUNTY (BEND) ORE.

Salary: \$61,176—\$83,686

Current annual range, plus county paid PERS and exceptional benefits. Deschutes County (Bend), in the heart of Central Oregon, seeks highly successful, progressive minded professional with superior skills in executive management, building partnerships, and interpersonal communications to direct a department known nationally for its commitment to the community and to Balanced and Restorative Justice principles and practices. The Juvenile Community Justice Department, unique among Oregon counties and the country for its innovative programs and fundraising initiatives, has 58 FTE employees and numerous on-call staff with an annual operating budget of \$4,872,086.

The Director is appointed by and reports to the Board of County Commissioners. Through subordinate staff, the Director is responsible for assuring all plans, programs, and activities are consistent with the County vision of community-oriented crime prevention and safe, secure citizens. Requires considerable knowledge and skill in administrative management, best field practices, performance measurement, staff and organizational development, and intergovernmental relations. Ideal candidate will be respected leader with Bachelor's degree in relevant field with minimum eight

years' responsible managerial experience with five years' supervisory experience, OR any equivalent combination of education, training, and experience. Master's and evidence of continuing education and professional growth preferred. To apply, please send cover letter, resume with salary history, and five work related references (including past/

present subordinate, peer supervisor) no later than **Friday, April 5** to: Gwendolyn Harvey, Public Sector Search & Selection, Attn: DC DJCJ, PMB#409, Three Monroe Parkway, Suite P, Lake Oswego, OR 97035. Phone (503) 636-3265/ Fax (503) 534-9442. Brochure available. E-mail ghsearch@teleport.com or visit www.deschutes.org.



CITY OF LOS ANGELES EXECUTIVE DIRECTOR HUMAN RELATIONS COMMISSION \$72,578 to \$90,180 Annually

The City of Los Angeles is seeking a highly qualified, creative and innovative individual to serve as Executive Director Human Relations Commission.

The successful candidate should have a Bachelor's degree from a recognized four-year college or university. A Bachelor's or Master's degree in sociology, social welfare, social work, or a related field is a plus. Candidates must also have a minimum of two years of professional experience in a position with the responsibility for directing an organization's community based programs and activities designed to promote harmonious human relations. Experience directing the community based programs and activities of an organization engaged in the study of a broad range of human relations issues and problems, and the demonstrated ability to resolve conflict brought on as a result of a variety of factors associated with human relations issues is especially desired. Knowledge of the ethnic diversity and major demographic trends in the City of Los Angeles, and the causes of intergroup and interracial conflict, including prejudice and discrimination is essential.

Ten years of professional experience in a position with progressive responsibility for directing the activities as described above may be accepted in lieu of the educational requirements.

Submit cover letter, resume, salary history, and the names and telephone numbers of five work-related references to: Audrey Atkins, Senior Executive Recruiter, City of Los Angeles, Personnel Department, 700 East Temple Street, Room 100, Los Angeles, CA 90012 (213) 847-9776, FAX (213) 847-9262. Resumes will be received until further notice. EEO/ADA



CITY OF LOS ANGELES ASSISTANT GENERAL MANAGER COMMUNITY DEVELOPMENT DEPARTMENT \$102,646 to \$127,493 Annually

The City of Los Angeles Community Development Department is seeking an experienced innovative executive level manager to assist the General Manager by directing the planning, implementation, monitoring, evaluation and overall administration of four operating divisions: Industrial and Commercial Development Division, Human Services and Family Development Division, LA Bridges Division, and Workforce Development Division. The Assistant General Manager will also be charged with the responsibility of establishing and maintaining positive working relationships with City elected and appointed officials, state and local agencies and officials through the development and presentation of recommendations on policy, procedures and actions required to enhance the delivery of the Department's range of services to City of Los Angeles residents.

The Successful candidate will have a BA degree from a recognized college or university with major course work in public administration, business administration or a related field and at least two years of full-time paid professional and progressively responsible experience as the head or assistant head of a major grant funded program of community development, training and job development or other programs designed to improve the physical, social, or economic state of a community. Experience as described above, gained in a public agency that conducts professional federal grants management programs in a complex urban environment is essential. Extensive knowledge and demonstrated ability to work with Department of Labor, Workforce Investment Act (WIA) grants programs is a must.

Interested applicants submit resume and cover letter including five work-related references to: Audrey A. Atkins, Senior Executive Recruiter, Personnel Department, 700 East Temple St. Room 100, Los Angeles, CA 90012 (213) 847-9776, fax (213) 847-9262. The filing period open until filled. EEO/ADA

Job Market - Classified Rate Schedule

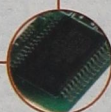
- **Line Rates:** \$7 per line, NACo member counties; \$10 per line, others.
- **Display Classified:** \$50 per column inch, NACo member counties; \$70 per column inch, others.
- **Billing:** Invoices will be sent after publication.
- **Mail advertising copy to:** Job Market, County News, 440 First St., N.W., Washington, DC 20001.
- **FAX advertising copy to:** Job Market, County News, (202) 393-2630.
- **E-mail advertising copy to:** skennedy@naco.org.
- **Be sure to include billing information along with copy.**
- **Estimates given prior to publication are approximations only and do not necessarily reflect final cost.**

For more information, contact **Stacey Kennedy** County News Job Market representative: Tel. (202) 942-4256.

SECURITY INNOVATION



Keep information that's
on a need-to-know basis
on a need-to-know basis.

IBM Embedded
Security Chip

Help protect the exchange of government information with the IBM Embedded Security Subsystem. It's available exclusively on select IBM ThinkPad® notebooks and NetVista™ desktops powered by fast Intel® processors. With this security solution, you can help ensure that your files and e-mail stay confidential. This solution includes built-in IBM Embedded Security Chip hardware and the IBM Client Security software that's downloadable from the Web.¹

To help create a more secure environment, the **subsystem's chip stores public and private keys inside.** IBM ThinkPad and NetVista systems with the IBM Security Chip – which is part of the IBM Embedded Security Subsystem for PC Clients – are the first and only PCs to receive an Evaluation Assurance Level Three **Common Criteria Certification** from the U.S. National Information Assurance Partnership (October 10, 2001).

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