

County News

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Conference Update

MIT computer science lab director signs on for Monday General Session



Michael Dertouzos

Michael Dertouzos, technology speaker for Monday morning's Annual Conference general session, is a professor and director of the MIT Laboratory for Computer Science. Born in Athens, Greece, Dertouzos received his Ph.D. from MIT.

He is the author of *What Will Be: How the New World of Information Will Change Our Lives* and co-author of *Made in America: Regaining the Productive Edge*.

He was a U.S. delegate to the '95 G-7 Conference on the Information Society and co-chairman of the 1998 World Economic Forum on the Network Society.

Dertouzos is expected to address the issue of America's competitiveness in the global economy.

FEMA Director James Lee Witt, Md. Gov. Parris Glendening to be at Smart Growth Symposium

Maryland Gov. Parris Glendening, vice-chairman, National Governors' Association and leading smart growth advocate, and James Lee Witt, director, Federal Emergency Management Agency will address participants at NACo's Smart Growth Symposium Friday, July 14, 1-5 p.m.

NACo 2000 Election

Candidates Karen Miller and Rudy Maloy will face off in NACo's election for second vice president at the Annual Business Meeting, Tuesday, July 18 at 2 p.m. The candidates' platforms appear in this issue on pages 8-9.



Karen Miller



Rudy Maloy

New NACo IT survey shows more Web-active counties

By BEVERLY SCHLOTTERBECK
EDITOR

If you work in a small county with a population under 50,000, you probably don't have access to e-mail, the Internet or a PC. On the other hand, if you work for a larger county (250,000+) you are probably IT-able, complete with all the tools of the Information Technology era.

NACo's latest survey of information technology use in the nation's counties — conducted in April — comes up with few surprises, but does show that counties in growing

numbers are providing Web-based information to their citizens and getting personal computers into all their departments.

More than 60 percent of counties participating in the survey have Web-sites up and running, and another 15 percent plan to have their URL on the block by the end of the year. Mostly, county sites are used to post county records or disseminate other kinds of information. Only a small number (8 percent) are using the

See survey, page 3

Internet tax bill stalled in Senate

Dorgan, Voinovich introduce sales tax measure; states required to adopt a set of uniform standards

By RALPH TABOR
ASSOCIATE LEGISLATIVE DIRECTOR

Senate Majority Leader Trent Lott (R-Miss.) indicated earlier this month that he has no plans to bring a House-passed Internet tax moratorium-extension bill to the floor in the immediate future.

Although Senate leaders could try to bring the bill (H.R. 3709) to the Senate floor at any point, Lott said he would view such a step as a last resort. "We're not going to call it from the desk unless that is the only way to go, Lott stated. "I would like the Commerce Committee to be able to act first."

Action by that panel remains up in the air, however, Senate Commerce Committee Chairman John McCain (R-Ariz.) said he still is not

certain there is enough support on his committee to approve his moratorium legislation (S. 2255). His bill and the House-passed bill call for a five-year extension of the moratorium.

McCain had been working with Sen. Ron Wyden (D-Ore.) to gain committee support for a two-year compromise moratorium extension along with an amendment authorizing the eventual collection of sales and use taxes by remote sellers.

There appears to be little support for the McCain-Wyden approach. Most of the Senate Commerce Committee would prefer no action this year and several senators cited the fact that the current moratorium does not expire until October 21, 2001, sixteen months from now.

McCain now seems cool to his earlier proposal. When asked in a recent interview about an extension of the moratorium, he said, "It could wait."

He also expressed concern about the greatly increased amount of campaign contributions from high tech companies and the bipartisan eagerness to pass Internet legislation. "I have concerns that they are rushing some legislation through just so we can gain the allegiance of Silicon Valley," McCain said in a *USA Today* interview.

Sands shift in Silicon Valley

The sands may be shifting a bit, though, in Silicon Valley. At a meeting earlier this month on Capitol Hill two prominent technology leaders broke ranks with their colleagues and cast doubt on the equity of the Internet's remaining sales tax free.

Intel Corporation Chairman Andy Grove said that blocking states from collecting taxes would amount to giving electronic merchants an unfair subsidy.

"As a matter of public policy, I don't see the justification for it," he told members of a congressional panel, convened to examine Internet policy issues.

Hewlett-Packard Company CEO Carly Fiorfina echoed Grove's remarks. "It is not realistic of our industry to stand and say 'This taxation should never be applied to e-commerce.'" However, Fiorfina did acknowledge that the existing sales tax system is too complicated to work well on the Internet.

She urged state and federal lawmakers to work together to streamline sales tax collection, making taxes uniform enough to fit "the borderless nature of the online economy."

See internet, page 5

Whose line is it anyway?

By JEFF ARNOLD
DEPUTY LEGISLATIVE DIRECTOR

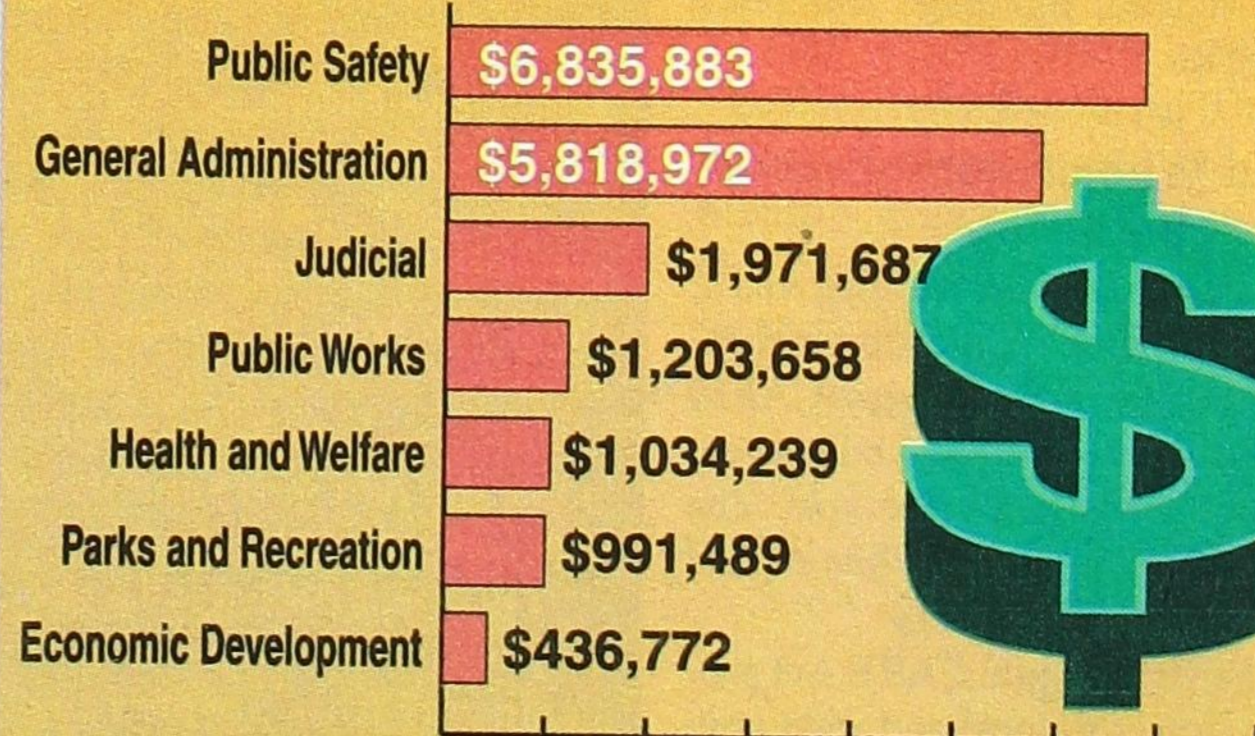
As the old saying goes, "imitation is the sincerest form of flattery," but sometimes it goes too far. NACo has learned that certain environmental groups have been using NACo's toll-free legislative action phone number to call Capitol Hill to lobby against NACo's legislative priorities, including S.1608 the Secure Rural Schools and Community Self-Determination Act (forest safety net) and the FY2001 Interior appropriations bill that has a number of provisions supported by NACo policy.

The Oregon Chapter of the Sierra Club, and a group called American Lands Alliance have put the phone number in their action alerts asking their members to use the number (without identifying whose it is) to call their members of Congress to oppose provisions of legislation that NACo has been working hard to

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County News Quik Takes

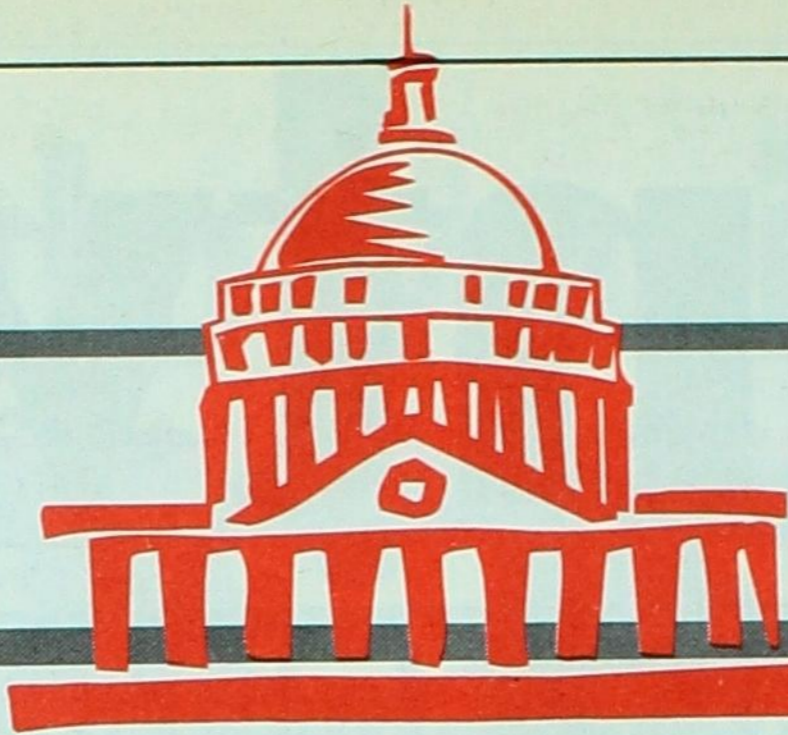
General Fund Expenditures*



(*Figures represent median amounts.)

Source: NACo County Revenue and Expenditure Patterns Study, April 2000

Capitol Hill Update



Legislation

Electronic signatures legislation moves

Congress is about to send to the president a new law that will pave the way for a dramatic expansion of electronic commerce. The so-called E-sign bill would authorize the use of "electronic signatures" in transactions that have traditionally required pen and ink signatures.

S.761, the "Electronic Signatures in Global and National Commerce Act" provides legal certainty to most transactions sealed with a secure code transmitted electronically — something as simple as a stylus on a digital pad or as complex as a thumb or an iris scan.

It would allow companies to send mandatory notices, like privacy disclosure statements, over the Internet, but certain vital notices and contracts like foreclosures or wills would still have to be in traditional paper form.

Although, the legislation does not specifically address the type of activities counties may want to pursue as a growing trend to provide services through "E-governance," the E-sign bill should open the door to creative uses of technology to deliver traditional county services.

House Commerce Committee Chairman Thomas J. Bliley, Jr. (R-Va.) said, "It is about laying the legal foundation of e-commerce for years to come." The law is expected to provide the public with added convenience and savings, and many commercial and financial firms will benefit from the legal certainty on most transactions using e-signatures. The legislation was supported by a wide-ranging cross section of industries, including insurance, banking, investment houses, mortgage and retail industries.

Ryan White reauthorization passes the Senate

On June 6, the Senate approved S. 2311, the Ryan White Comprehensive AIDS Relief Emergency (CARE) Act Reauthorization. The bill passed, without debate, by voice vote. The authorization for Ryan White expires at the end of September.

The Ryan White CARE Act provides grants to local and state governments and to community-based organizations to provide health care and support services to persons with

AIDS. Title I of the Act provides direct grants to local governments with 500,000 or more residents that have 2,000 or more new AIDS cases over the previous five years.

S. 2311 does not contain major programmatic changes. However, it does require that Ryan White programs be coordinated with Medicaid and the State Children's Health Insurance Program (S-CHIP), and it provides new supplemental grants to address the spread of AIDS in underserved rural and urban areas that do not qualify for other grants. Some monies were also authorized to help health providers in early detection of AIDS.

For more information, contact Sally McElroy: 202/942-4230; smcelroy@naco.org.

House approves NACo-supported clean air measure

In an important victory for NACo, the House approved a provision June 21 to preclude the Environmental Protection Agency from designating counties in non-attainment status with new ozone standards until the U.S. Supreme Court decides whether the standards are actually enforceable.

The provision was offered on the House floor by Georgia Republicans John Linder and Mac Collins as an amendment to the Veterans Affairs-HUD appropriations bill, which funds EPA. The amendment passed

226-199, with 58 Democrats voting in favor. The House then approved the entire bill 256-169.

Without enactment of the Collins-Linder provision, several hundred counties are likely to be designated as in non-attainment status with the new ozone standard in early 2001. However, the U.S. Supreme Court is not expected to rule on whether the standard is legal, in the case *American Trucking Associations v. EPA*, until later that year.

Many county officials weighed in with their delegations prior the vote, and this was key to the amendment passing. The debate now moves to the Senate, which is scheduled to take up VA-HUD appropriations in the coming weeks.

Appropriations

House funding committee cuts funding for CDBG and HOME — other HUD Programs

The House Appropriations Committee on VA, HUD and Independent Agencies, chaired by Rep. C.W. Bill Young (R-Fla.), has approved a \$30 billion overall funding level for HUD budget, \$4 billion over the current fiscal year, but \$2.5 billion below the \$32.5 billion requested by the Clinton Administration.

The measure includes \$4.5 billion for the CDBG program, representing an approximate \$295 million cut from the current funding

level of \$ 4.8 billion and \$395 million below the amount requested by the Clinton Administration. The \$4.5 billion proposed for CDBG includes \$390 million in set-asides.

The HOME program, currently funded at \$1.6 billion, would be funded at \$1.585 billion in FY2001. This amount is \$65 million below the amount sought by the Administration.

The Homeless Assistance Grants are funded at current level of \$1.02 billion. The committee allocated \$20 million for Brownfields Redevelopment, \$5 million less than current year funding and \$30 million below what was requested by the Administration.

The Housing Certificate Fund, which provides funding for the renewal of expiring Section 8 contracts and enhanced vouchers, was increased from \$11.3 billion to \$13.3 billion. The measure also provides \$60 million to pay for 10,000 new certificates and vouchers, 110,000 short of the president's request.

NACo supports \$5 billion for CDBG and \$2 billion for HOME and we will continue to work with members of the House and Senate to urge them to fund these two critical programs at the NACo requested levels.

As noted, NACo along with its local government partners continue to push for higher funding levels for federal programs that are vital to community revitalization efforts across the nation.

Interior appropriations passes House; PILT receives \$10 million boost

The Interior and Related Agencies appropriations bill for FY2001, H.R. 4578, passed the House of Representatives on June 15, and an additional \$10 million was added to the bill for the PILT program. This would bring the figure to \$145 million, the highest it has ever been. The Senate has not yet taken action on the measure.

The bill would also add \$30 million for the Bureau of Land Management — the bulk of which would be in new planning dollars, and additional money for maintenance at National Parks, forests and rangeland.

The PILT funding was added to the bill though an amendment offered by Reps. John Sununu (R-N.H.) and Robert Andrews (D-N.J.). Their amendment reduced the "Partnership

for New Generation Vehicles (PNGV) by \$126.5 million: \$86.5 million to be used for debt reduction, \$10 million for PILT, \$10 million for stateside Land and Water Conservation Funds, \$10 million for National Park Service maintenance and \$10 million for National Forest System maintenance. NACo supported the amendment.

Justice appropriations advances in House

The House Subcommittee on Commerce, Justice, State, the Judiciary and Related Agencies reported out \$523 million for the Local Law Enforcement Block Grant (LLEBG) and \$250 million for the Juvenile Accountability Incentive Block Grant (JAIBG) despite the Administration's failure to request any funds for these programs. These actions were later ratified by the House Appropriations Committee on June 14.

The full committee also requested \$552 million for the Byrne Memorial Block Grant and \$287 million in additional juvenile justice funding. The Violent Apprehension/Truth in Sentencing Program received a mark of \$686 million, COPS \$595 million, \$585 million for the State Criminal Alien Assistance Program (SCAAP) and \$284 million for the Violence Against Women Program. With the exception of the COPS program, which was funded at \$913 million last year, the subcommittee maintained current funding levels.

In a letter to Appropriations Chairman Rep. C.W. Bill Young (R-Fla.), President Clinton expressed "deep disappointment" over the panel's rejection of his request to spend \$150 million to hire 1,000 state and local prosecutors to handle gun cases and implied he might veto the bill over this and other issues, including funding for the Legal Services Corporation and the COPS program.

In FY2000, COPS received \$500 million in new money and \$318 million in unspent carry-over balances. In FY2001, the House Appropriations Committee approved \$745 million for the COPS office, including \$595 million in newly appropriated money and the authority to utilize \$150 million in unspent carry-over balances from FY2000. The president had requested a total of \$1.3 billion for COPS.

See update, page 3

House Prohibits Labor Department from Issuing Ergonomics Rule

The House, on June 15, passed the Labor appropriations bill that included a rider that would prohibit the Department of Labor's Occupational Safety and Health Administration (OSHA) from issuing, in final form, its Ergonomic Standards.

The standard, which was issued in draft form late last year, has pitted the Department of Labor and organized labor against many in the business community who oppose this proposal. The National Association of Manufacturers (NAM) and the U.S. Chamber of Commerce have been among the biggest opponents of the rule, while the AFL-CIO and its affiliated unions has been among the rule's biggest supporters.

The Department of Labor has held and continues to hold hearings on the proposed rule, has received substantial numbers of comments from a wide range of organizations and is currently working on drafting the final rule. President Clinton has indicated he will veto any appropriations bill that prohibits the Department of Labor from issuing a final ergonomics standard.

SURVEY

from page 1

Web to process transactions, although a significant number (41 percent) report they are planning to add transactional capacity in the near future.

"This survey reinforces my impression that the digital divide doesn't only signify a gap between rich and the poor, but increasingly represents the disparity between government and the private sector. Only 40 percent of our counties are currently using the Internet to conduct business. Since we're in an era where an Internet year lasts only three months, this gap will only grow larger," said Bert Jarreau, NACo's chief technology officer.

On the hardware side, better than half of the counties (57 percent) say that every department has at least one personal computer. But the percentage drops dramatically when counties report on access to PCs for their employees: Only 26 percent of participating counties report that all their employees have PC access.

The digital divide continues to yawn wide between small and large counties. Sixty-six percent of counties with populations under 25,000 do not provide e-mail access to their employees, while 31 percent of coun-

ties with populations under 50,000 say they do not plan to develop a Web site.

Overall, half of the survey's participants report that they do not provide e-mail capacity for any of their employees. On the other end of the scale, 15 percent provide access to all employees.

When asked to rate themselves against other counties in terms of being a leader in using information technology, respondents turn modest. Thirty percent rate themselves as "a leader" in the use of technology applications, while a significant number (69 percent) count themselves as either "about the same" or a "little behind" other counties.

Seven hundred and fourteen counties responded to the survey, which was distributed to all the nation's counties. "We were exceptionally pleased with the demographics. A 23 percent response rate to a broadbased survey of this type is phenomenal," said NACo Research Director Jacqueline Byers. "We got excellent response rates, demographically and geographically," she added. (See graphs.)

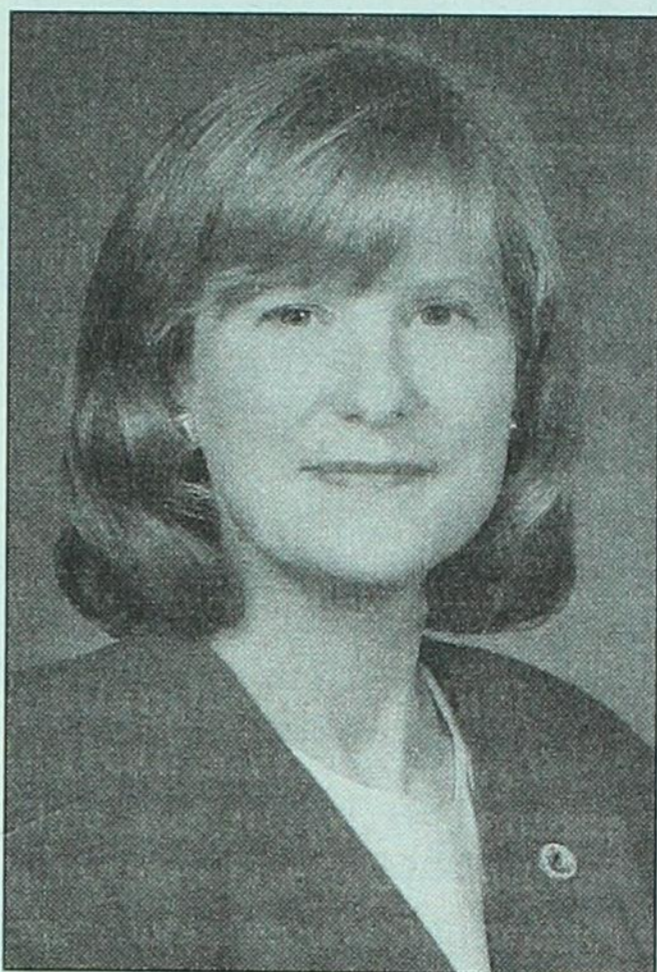
Results of the full survey will be released and available at NACo's Annual Conference in Charlotte, N.C., July 14-18.

Henrico supervisor wins award for public service

Henrico County, Va. Supervisor Patricia S. O'Bannon is a winner of the third annual *Good Housekeeping* Awards for Women in Government. The award recognizes 10 women who have improved the lives of others through innovative programs and dedication to public service.

In addition to receiving a \$2,500 prize, O'Bannon was honored at a luncheon, in Washington, D.C. and will be profiled in the July issue of *Good Housekeeping* magazine.

Judges selected O'Bannon because of her work and achievements in combating domestic violence. O'Bannon was the catalyst in developing Henrico County's Domestic Violence Team, which pairs public and private organizations to help victims through the entire judicial process and increase accountability of batterers. She has worked to create an improved system that documents and collects domestic violence data, has assisted in the development of



Supervisor Patricia S. O'Bannon

training programs for various county agencies and supported the establishment of two shelters in Henrico. O'Bannon is donating her \$2,500 prize and an additional \$2,500 of her own money to further domestic violence programs in Henrico County.

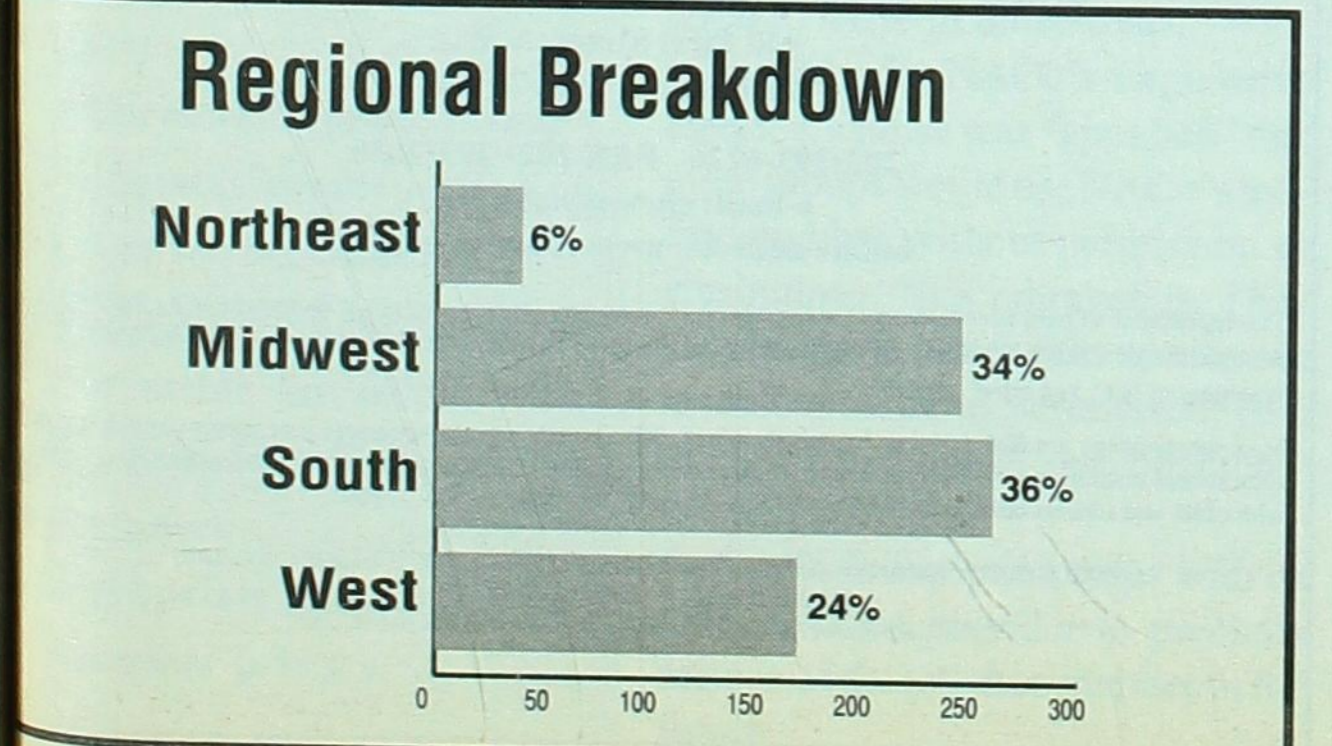
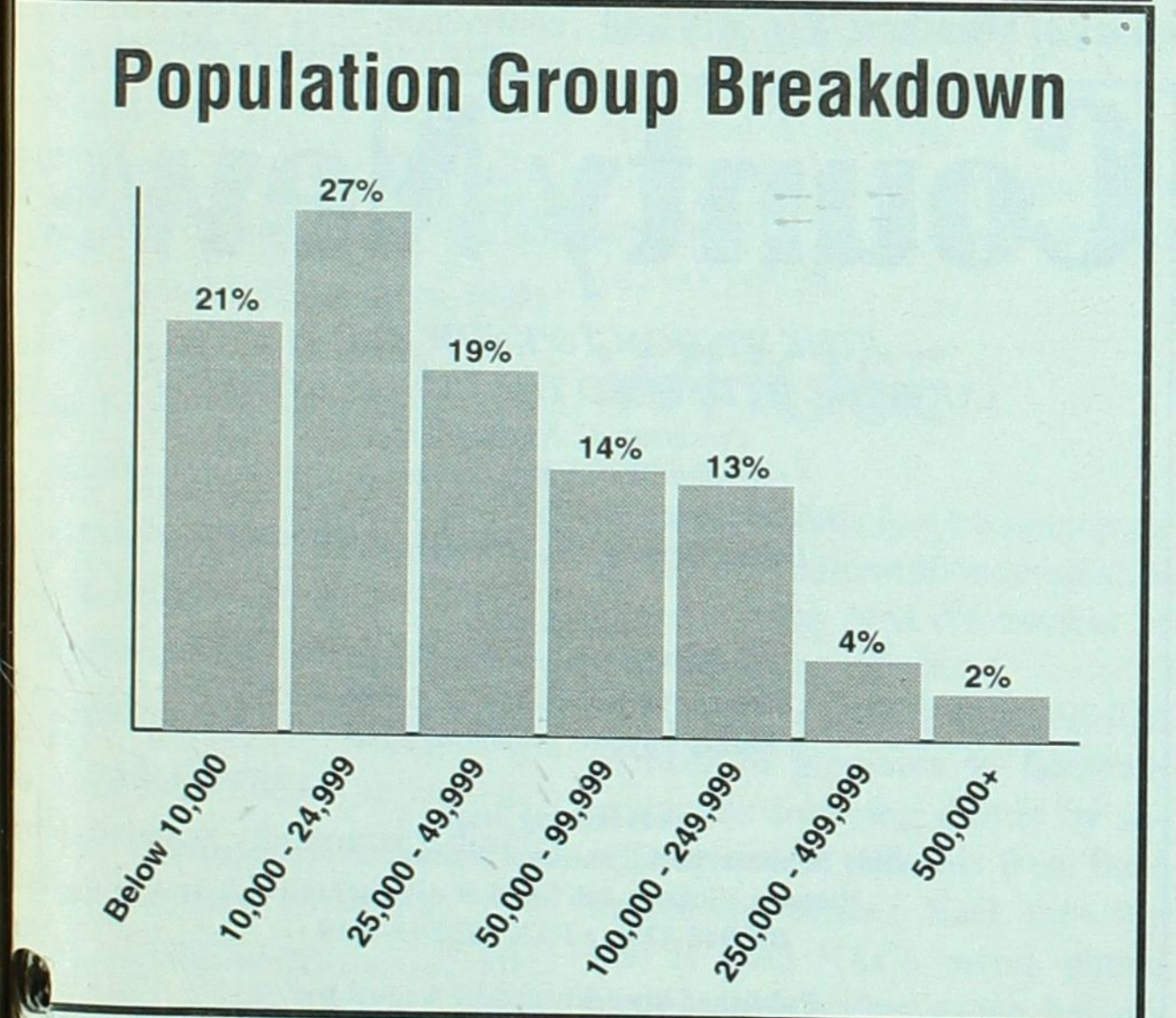
"It is important to honor the often-overlooked women, from grassroots activists to federal policy-makers, who are truly making a difference in our lives," said Ellen Levine, *Good Housekeeping* editor-in-chief. "Though much of our attention is focused on the national elections, we must salute the public servants who act as much-needed role models and make such an impact on our communities."

For this award, *Good Housekeeping* collaborated with the Ford Foundation, the Partnership for Trust in Government and the Center for American Women and Politics (CAWP), which is a unit of the Eagleton Institute of Politics at Rutgers, The State University of New Jersey.

A panel of 12 judges, co-chaired by former Congresswomen Susan Molinari and Patricia Schroeder, along with the editorial staff of *Good Housekeeping* magazine, selected the final winners.

NACo Information Technology Survey Response Rate and Geographic Distribution

Responses were received from 23 percent of all surveyed counties or 714 governments from 46 states. No responses were received from counties in Delaware or Massachusetts.



UPDATE

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Of the \$754 million approved for COPS, \$384.5 million would fund a new initiative to hire or redeploy an additional 30,000 to 50,000 officers over five years. This includes \$114 million for the Universal Hiring Program, \$180 million to hire or redeploy school resource officers and \$73 million for the MORE program.

Of the \$361 million approved to fund innovative programs \$45.6 million is set aside for Methamphetamine/Drug "Hot Spot" programs and \$25 million for the Bullet Proof Vest Initiative.

Embodied in the overall budget request is a new emphasis on reintegrating offenders into communities following their incarceration. Presently, about 100,000 ex-offenders are under no supervision at all. About two-thirds of released offenders will re-offend and be reincarcerated.

Labor, health, human services and education spending bill passes House by three votes

A bill to fund the Departments of Labor, Health and Human Services, and Education for FY2001 passed the House of Representatives on June 14, by a margin of three votes.

The \$339.4 billion Republican-sponsored bill passed by a vote of 217 to 214.

The bill, which increases fund-

ing for the National Institutes of Health and the some Department of Education programs, undermines many Department of Labor programs. It includes substantial cuts to workforce development programs, prohibits the Department of Labor from issuing final ergonomics regulations (see side bar), and fails to fund some of the president's pet programs, including funds for more teachers and school construction.

In a statement following the vote, President Clinton renewed his promise to veto this bill, which contains nearly \$9 billion less than he requested in his budget proposal.

During the debate on the House floor, which at times became contentious, more than 35 amendments were offered. With few exceptions, none of the amendments were adopted.

Rep. Jesse Jackson, Jr. (D-Ill.) offered an amendment that would have added \$1.25 billion for

workforce development and skills development activities.

The House bill provides for an overall cut of 11 percent in Workforce Investment Act programs for FY2001. Adult job training would be cut from \$950 million to \$857 million, dislocated worker programs from \$1.58 to \$1.38 billion and Youth Opportunity Grants from \$250 to \$175 million.

The Senate is expected to take up their version of the Labor, Health and Human Services, and Education Appropriations bill sometime during the week of June 19. It includes \$4 billion more than the House bill. While it would maintain funding for workforce development programs at current levels, it cuts the Title XX Social Services Block Grant by \$1.1 billion.


(Jeff Arnold, deputy legislative director, Neil Bomberg, Donald Murray, Dianne Taylor and Sally McElroy, associate legislative directors, contributed to this report.)

Got some news? Give us a call.

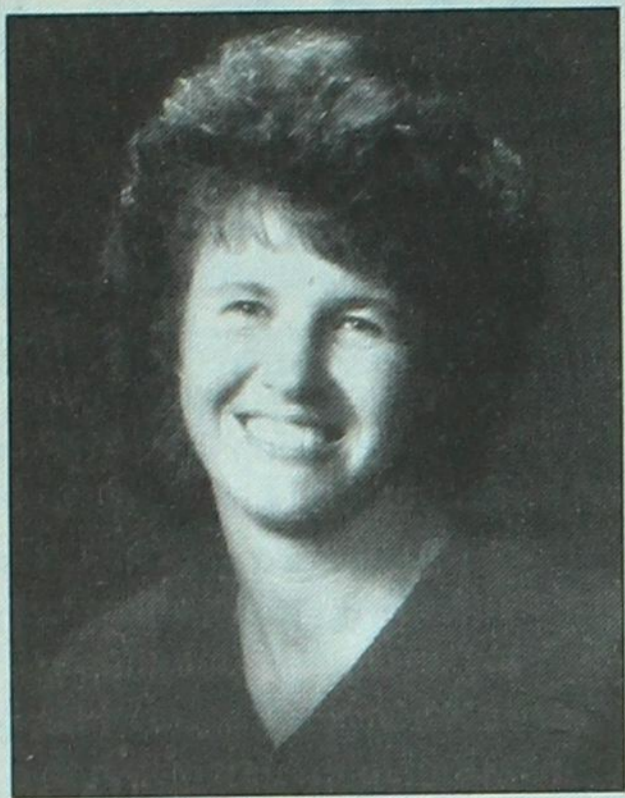
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Web Watch
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NACo On The Move
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Profiles in Service



Linda Peterson
Commissioner
Marion County, Kan.

NACo Board Member

Years active in NACo: Three years.

Years in Public Office (list offices held): Eight years on Center USD #397 School Board; eight years, Marion County commissioner.

Occupation: Farmer.

Education: High school diploma and 1 1/2 years of college at Kansas State University.

The hardest thing I've ever done: Helping my son recover from an auto accident.

Three people (living or dead) I'd invite to dinner: Rosie O'Donnell, John F. Kennedy and author Jonathan Kozol.

A dream I have is to: Travel to Germany to visit the area my ancestors came from and the family members who currently live there.

The most adventurous thing I've ever done is: Clean pigeon poop out of the Marion County Courthouse bell tower to prepare it for the restoration of the courthouse clock. I saved the county \$10,000.

My favorite sport is: Softball, or any sport my grandchildren are participating in.

I'm most proud of: My husband, children and grandchildren.

Every morning I read: Devotions.

My favorite meal is: Beef brisket, twice-baked potato, green beans, tossed salad and pecan pie.

My pet peeve is: People who don't do what they say they will do.

My motto is: A quote from Helen Keller, "Alone we can do so little; together we can do so much."

The last book I read was: *The Poisonwood Bible* by Barbara Kingsolver.

My favorite movie is: "Schindler's List."

My favorite music is: Country.

My favorite president is: John F. Kennedy.

President announces paid leave plan for families with newborns

By NEIL BOMBERG
ASSOCIATE LEGISLATIVE DIRECTOR

As part of his June 10 radio address, President Clinton announced two new measures to help working family members address the needs of newborns, newly-adopted children and sick family members. The first is a rule that allows states to enact legislation to permit parents of newborns and newly adopted children to receive unemployment compensation for up to 12 weeks.

States are being encouraged to take advantage of a new regulation that offers them the option to amend their unemployment compensation laws to provide paid leave for new parents working in the public and private sector. A year ago, when this issue was first raised by the Department of Labor, only four states had legislation pending that would enable workers to register for unem-

ployment compensation so that income is available when a newborn or adopted child is first brought home.

According to the Department of Labor, 15 states are now actively moving legislation that would enable the state to offer unemployment compensation to the parents of newborns and newly-adopted children, and many states are considering moving forward with such a proposal. The final rule, which can be found at www.doleta.gov/wd/finalregbaa.htm, includes model state legislation that can be used to enact birth and adoption unemployment compensation laws.

The second is an effort by the federal government to allow federal workers to use up to 12 weeks of their accumulated sick leave to care for a family member. This benefit will broaden the options for federal

employees to meet their family responsibilities. The Administration hopes that this program will become a model for the non-federal public and private sectors.

The actions are in response to two different studies that document the negative impact that taking family leave without pay has on poorer families and those with young children. The study by the National Parenting Association showed that poor families and those with young children are least able to take the necessary time to care for children because they are least able to adjust to a loss of family income. The study by the Commission on Family and Medical Leave, demonstrated that the most significant reason parents do not take advantage of unpaid family and medical leave after the birth or adoption of a child is the expected loss of income.

County civil attorneys change tactics

The National Association of County Civil Attorneys (NACCA), one of NACo's affiliate organizations, is on the move.

After several years of declining membership, the association is working to once again expand its membership throughout counties all over the country.

To accomplish this feat, they are changing how they participate in NACo activities. To begin, they are sponsoring a workshop at the Legislative and Annual conferences that is open to all convention attendees.

The first workshop, to be conducted on Monday, July 17 at 1:45 p.m. at the Annual Conference, will be "Shaw vs. Reno — Redistricting Turned Upside Down." C. Robert Heath, an attorney with Bickerstaff, Heath in Austin, Texas, will present the workshop, which will focus on the kinds of redistricting decisions that will be made in every county in the nation after the 2000 Census population figures are released.

He will discuss the redistricting patterns that could land counties in court and those that won't. C. Flippo Hicks, NACCA President and the general counsel for the Virginia Association of Counties, will moderate the session.

In addition, to this workshop, NACCA is asking all county attorneys who are planning to attend the Annual Conference to come to the business meeting, which will start immediately after the workshop ends at 3:15 p.m.

This meeting will include a consideration of a revision to the bylaws and the annual election, as well as a discussion of recent U.S. Supreme Court decisions that affect county activities. President-elect Thomas Finley, County Attorney of Marathon, Wis., will lead

the discussion of the revisions to the bylaws.

If you want to become active, NACCA contact Jacqueline Byers, research director and NACCA staff liaison, at 202/942-4285 or jbyers@naco.org or show up at the conference.

County News

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

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Dorgan-Voinovich bill

Sens. Byron Dorgan (D-N.D.) and George Voinovitch (R-Ohio) were joined last week by nine other senators in introducing a bill (S. 755) which would authorize states to require remote sellers to collect sales and use taxes. The bill also extends the moratorium on new Internet access charges to Dec. 31, 2005.

The legislation calls on states and localities to develop a streamlined sales and use tax system. States would be authorized to enter into an Interstate Sales and Use Tax Compact if they adopt the streamlined system. As soon as 20 states have become signatories to the compact, the states would submit it to Congress for review. The compact goes into effect in 120 days if Congress takes no action to disapprove it.

A controversial provision of the bill requires states to have a single statewide use tax rate on remote sales. A state could continue to have varying state and local rates on "brick and mortar" sales. A state could use a weighted-average of actual state and local taxes imposed to determine the single rate for remote sales.

The legislation has been referred to the Senate Commerce and Finance committees. It is not expected to be considered this year by either committee unless there is a renewed effort to pass legislation extending the current Internet tax moratorium.

Similar legislation providing for an Interstate Compact on Sales and Use Taxes has been introduced in the House by Reps. Spencer Bachus (R-Ala.), Karen McCarthy (D-Mo.), Ernest Istook (R-Okla.), and William Delahunt (D-Mass.).

The legislation (H.R. 4462) differs from S. 755 in that it authorizes states to have a weighted average rate but does not mandate a single, statewide rate. H.R. 4462 also does not provide for Congressional review and disapproval of the interstate compact after 20 states have adopted the streamlined sales and use tax system.

WHOSE

from page 1

promote. Neither group has returned repeated e-mail and phone entreaties to cease using NACo's number in their advocacy efforts.

NACo has provided the toll-free number to members to facilitate grassroots lobbying efforts by involving county officials from their homes and offices. Each time the line is used NACo incurs phone charges and neither group has offered to share in those costs.

Ed Rosado, NACo's Legislative director, said he was "appalled" that these groups would use NACo's toll-free number without permission or attribution. "It's outrageous. They should know better than to use our resources without permission, particularly to oppose our positions! It's just not right."

NACo is exploring steps with its long distance provider to preclude misuse of the toll-free number in the future.

Key Provisions of State Tax Simplification Bill

The legislation introduced by Sens. Byron Dorgan (D-N.D.) and George Voinovich (R-Ohio) lists the following simplifications to be included in the streamlined sales and use tax system:

- centralized, one-stop, multi-state registration system for sellers;
- uniform definitions for goods and services;
- uniform and simple rules for attributing transactions to particular taxing jurisdictions;
- uniform rules for designating and identifying purchasers exempt from sales and use taxes;
- uniform procedures for certifying software used by sellers to determine tax rates and taxability;
- uniform bad debt rules;
- uniform tax returns and remittance forms;
- consistent electronic filing and remittance methods
- state administration of all state and local sales and use taxes;
- uniform audit procedures;
- reasonable compensation to sellers for tax collection;
- exemption from collection requirements for sellers with less than \$5 million annual sales; and
- appropriate protections for consumer privacy.

Congratulations to All Our Survey Winners

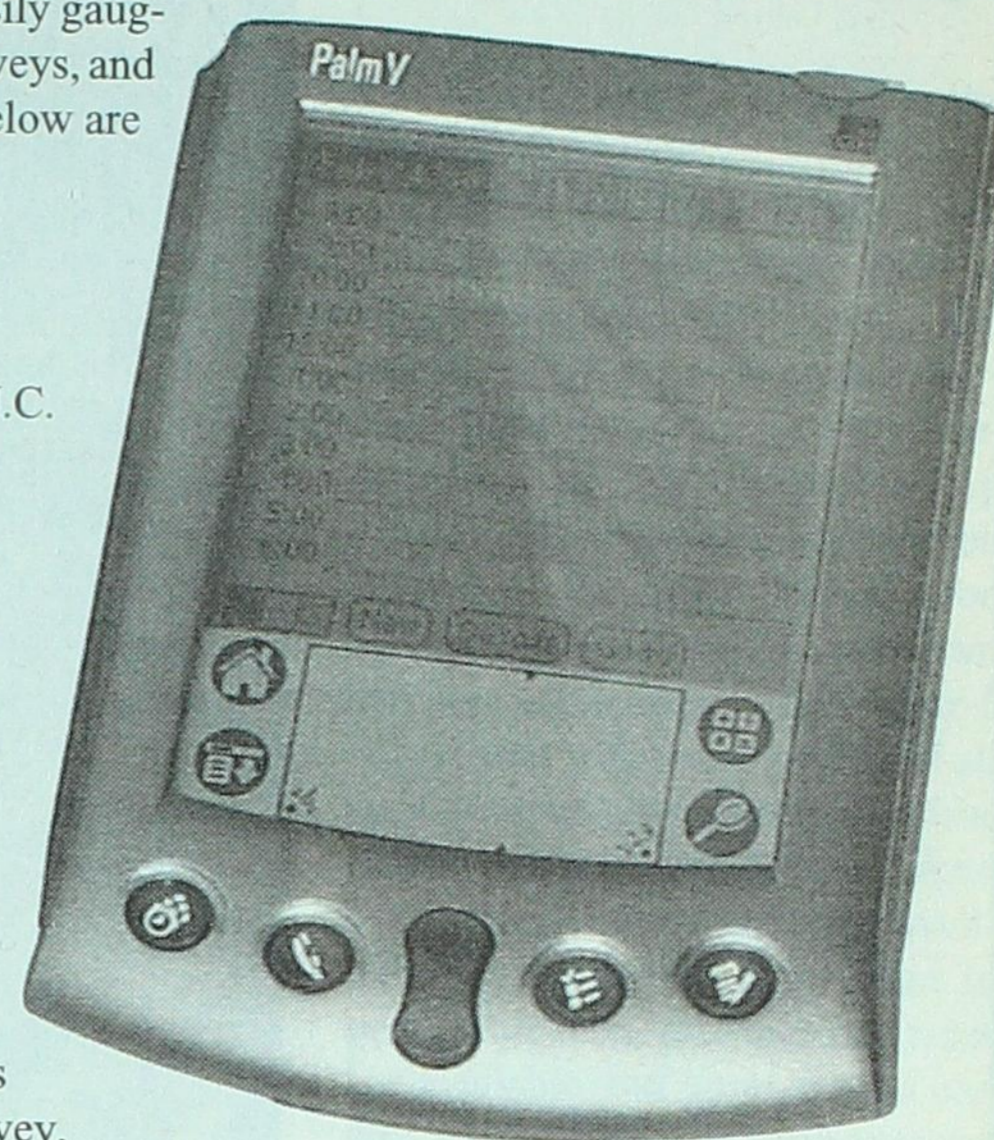
Over the past several months NACo has been busily gauging the needs of its members through a number of surveys, and offering incentives for folks to participate. Listed below are the lucky winners.

Three Information Technology Survey participants win Palm Pilots

- Joleta K. Wise, finance officer, Avery County N.C.
- Mary Jones, secretary to county judge, Phillips County, Ark.
- Gregory Dias, computer systems director, Lawrence County, S.D.

Winner selected in County News Survey drawing

Charles O. Bell, president of the DeKalb County (Ala.) Commission is the winner of a free registration for NACo's 2001 Annual Conference, scheduled for the City and County of Philadelphia, Pa., July 13-17. A drawing for the free registration was held for participants in County News' Readers Survey, undertaken over the last several months. Watch future County News for the survey's results.



PURCHASING COMPUTERS AND TECHNICAL SUPPORT SERVICES?

WAREFORCE MAKES IT FAST, EASY AND VERY COST-EFFECTIVE.

Say good-bye to the hassles of multiple bidding!

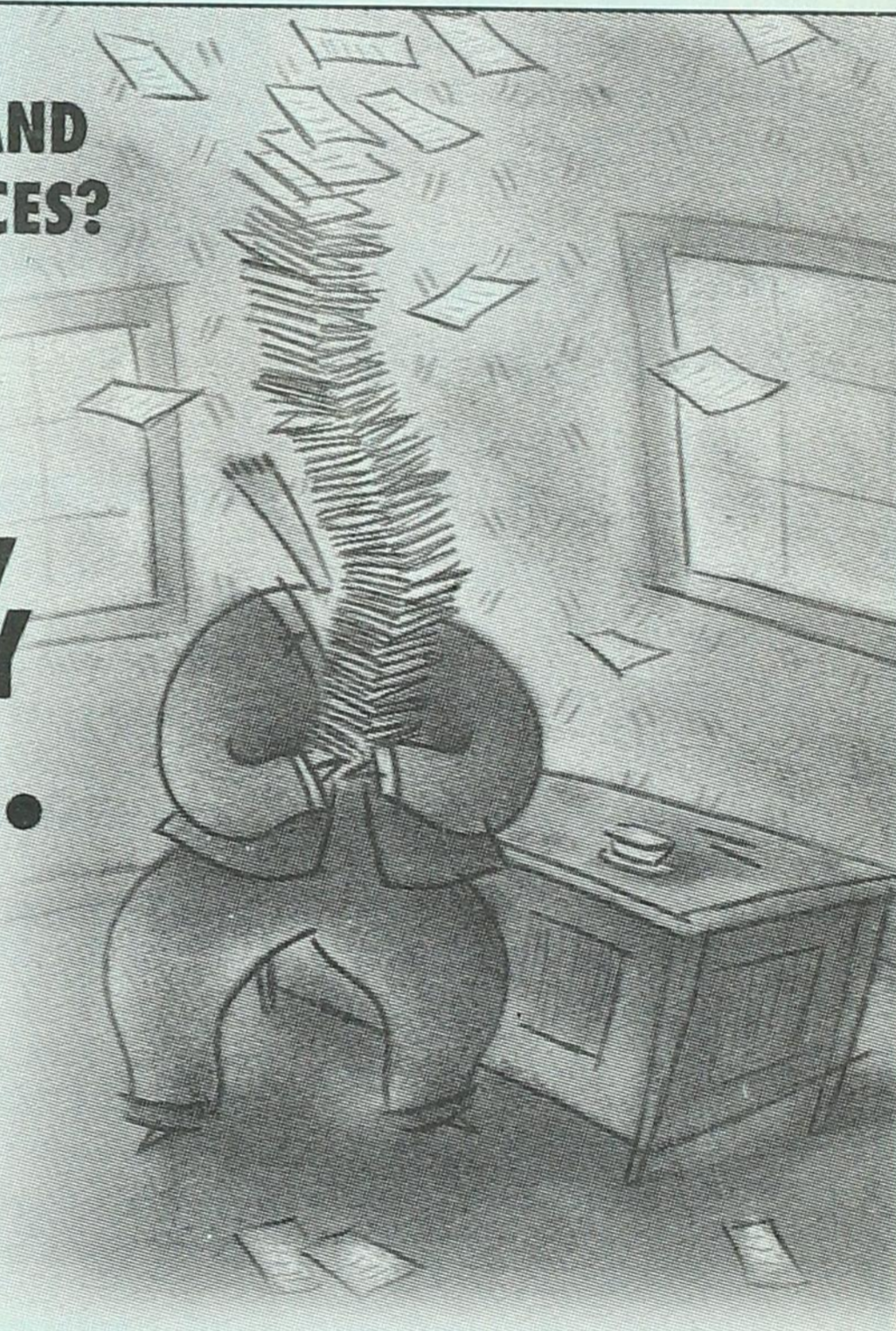
Wareforce – one of the nation's leading providers of computer hardware, software, peripherals and technical support – offers comprehensive solutions for county governments' information technology needs. The highly experienced government support team at **Wareforce** will help you benefit from single-source unlimited procurement, fast order fulfillment and guaranteed discount pricing.

The National Cooperative Purchasing Agreement with **Wareforce** meets all legal purchasing requirements and guarantees competitive pricing for every computer-related solution.

HP 9100C Digital Sender

"Turns paper into e-mail." The leader in innovative technologies, HP brings you the world's first digital sender. A simple, fast, inexpensive way to send paper documents to any fax number via Internet fax or LAN fax systems. The Hewlett Packard digital sender provides high fidelity .pdf or .tif files for universal file access.

To sum up, pick the purchasing partner that will make your Total Cost of Ownership a lot lower and your job a lot easier: **Wareforce!**



Wareforce

County Governments' Single Source for Computer Solutions and Technical Services

For more information, please call
888-442-NACO (6226)
www.wareforce.com

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PACKARD**



You Are

The Answer.

It's a fact.

The more you get involved in the lives of children, the less likely they are to use alcohol, tobacco, and illicit drugs.

Positive, healthy activities help kids build skills, self-discipline, and confidence.

Get into the act. Call 1.800.729.6686. Se habla español.

Your Time. Their Future. Let's Keep Our Kids Drug Free.

TDD 1.800.487.4889. <http://www.health.org>



U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
 Substance Abuse and Mental Health Services Administration
 Center for Substance Abuse Prevention

County News, June 26, 2000

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Ad
 Council

NOMINATING COMMITTEE APPOINTMENTS

2000

NACo President C. Vernon Gray has made the following appointments to the Nominating Committee:

CHAIR: Angelo Kyle, commissioner, Lake County, Ill.

PAST PRESIDENT: John H. Stroger, Jr., president, County Board, Cook County, Ill.

COMMITTEE MEMBERS:

Bill Hansell	Umatilla County, Ore.	commissioner
Ron Kouchi	Kauai County, Hawaii	council chair
Jean Raymond	Saratoga County, N.Y.	supervisor
Noah Woods	Robeson County, N.C.	commissioner

The committee meets on Monday, July 17 at 11 a.m.

HELP WANTED

IMMEDIATE OPPORTUNITIES TO HELP KIDS

For some of the most important jobs in America, all you need is the determination to make the world a better place for kids. And some time and talent. With this winning combination, you can fill an important job in a working mom's life by driving a sick child to the doctor. Or use your parenting skills to check on latchkey kids for a worried parent. Or put your letter-writing talents to work by sharing your perspective with a public official. You can help a child learn to read or mentor a math whiz. Organize a teen center or support a foster father with a gift of sports equipment.

We all know families everywhere are doing the best they can but need our help. Because it's tougher than ever to raise a child right. We're the **Coalition for America's Children**—more than 350 organizations united to help families be stronger than the problems they face. We know hundreds of ways you can take their side in your community. Call us at 1-888-544-KIDS about volunteering for these jobs and more. Or find us online at www.kidscampaigns.org.

Whatever you have to give—time, talent, leadership, emotional or financial support—there's a family that could use your help. We're fighting for the children—whose side are you on?

LITTLE PATIENTS, BIG BENEFITS

Read to a sick child, help a children's hospital set up and maintain a library of books and videos, recruit arts and crafts helpers to entertain chronically ill and recovering children. For more information, call your local children's hospital and ask for the volunteer coordinator.

STOP WASTING TIME MAILING TOO MANY RESUMES

Make new contacts get practical, on-the-job experience with hundreds of local children's service and advocacy groups. Find out who needs your talents by calling toll free 1-888-544-KIDS or reach us online at www.kidscampaigns.org/connect.html.

POLITICIANS

who care for kids long after election day and offer solutions, not just promises. Contact your local child advocacy organization and offer to hold a town forum, to write an article on meeting children's needs or get ideas online of 10 things you can do to show you're accountable to kids at www.usakids.org/html/plate/brochure.html#candidates.

LEADERS

Get ideas of how to show you're accountable to kids online at www.usakids.org/html/plate/brochure.html#candidates.

FATHER ROLE MODELS SOUGHT

Learn everything you need to know on the Internet to help young men be better fathers (www.kidscampaigns.org/whoside/president/fathers.html).

COURT ADVOCATES

to work on behalf of abused and neglected children, visiting them, writing reports to court, advocating services, etc. Great training for those with legal aspirations. Learn more about becoming a Court Appointed Special Advocate (CASA) volunteer at www.nationalcasa.org/volunteer.htm or call 1-800-628-3233 to find the CASA program nearest to you.

COMMITTED INDIVIDUALS

Call The Volunteer Center of the United Way/ Crusade of Mercy at 1-800-916-3111. Callers are voice-mail routed to the volunteer center nearest to the geographic area in which they want to volunteer.

MENTORS NEEDED

Caring, responsible adults needed to aid children in reaching their full potential by becoming mentors. Flexible hours, great benefits. For more information, access The National Mentoring Partnership's website: www.mentoring.org or contact America's Promise at 1-888-55-YOUTH.

Golf challenge awaits

Tanglewood Park's freshly trimmed greens and plush fairways that twist and turn through an array of pine trees will be available when you visit this year's NACo 2000 Annual Conference in Charlotte, N.C. Of course, you should visit often while you're here, but if you only have one

played for less than \$30.

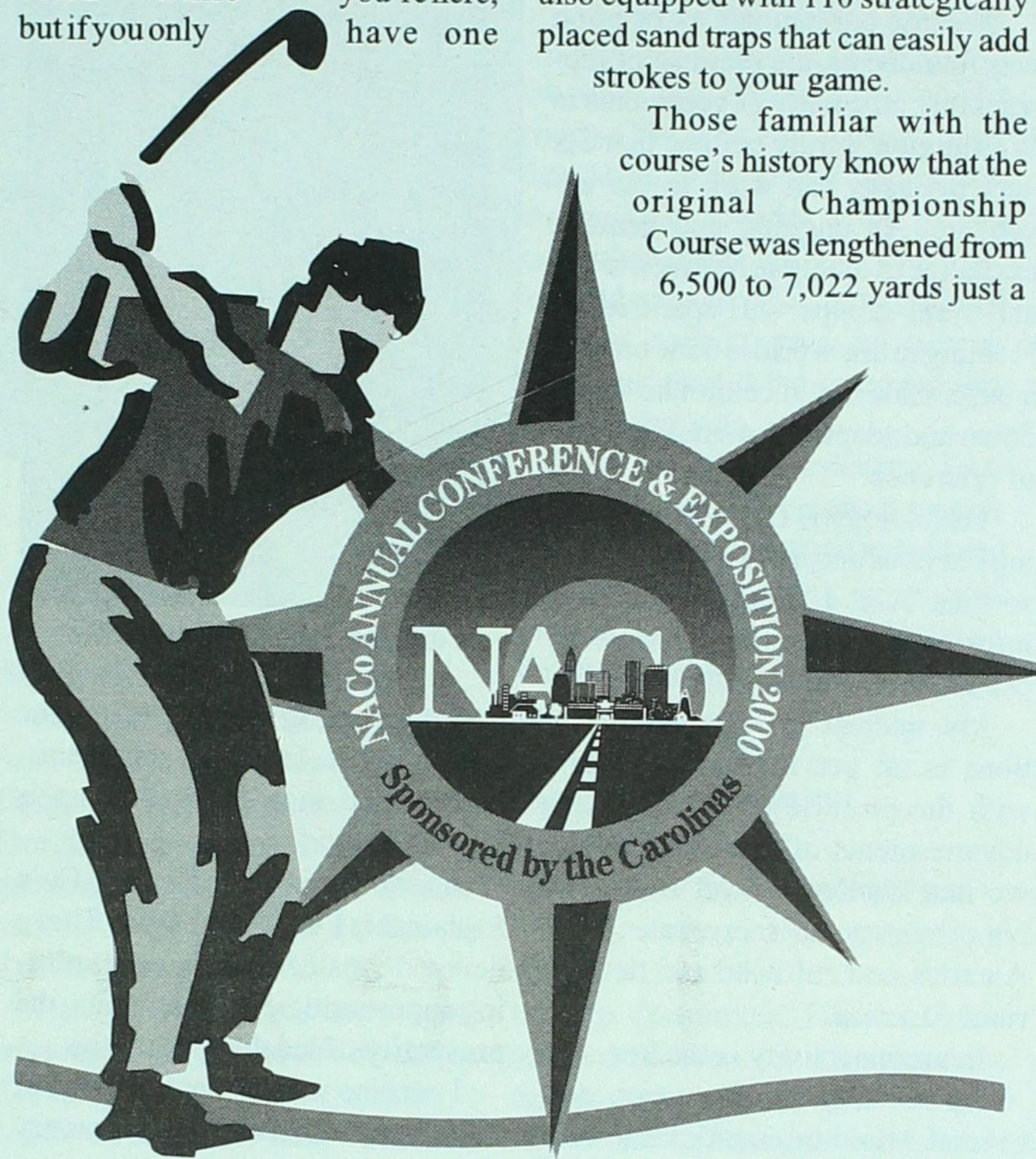
The Championship Course, measuring 7,022 yards, was constructed in 1957 and was the site of the 1974 PGA Championship. The course demands accurate shots off the tees and onto the greens. The course is also equipped with 110 strategically placed sand traps that can easily add strokes to your game.

Those familiar with the course's history know that the original Championship Course was lengthened from 6,500 to 7,022 yards just a

Lee Trevino and Gary Player make frequent showings.

Golfers also can choose from Tanglewood's Reynolds Course, which measures 6,495 yards. The course, equipped with narrow fairways lined with trees, is just as demanding as the Championship Course. Water hazards are also on several of the holes. Tanglewood Park also offers a putting green, two driving ranges and an 18-hole par-3 course that welcomes golfers of all ages. Recreational activities such as fishing at Mallard and Skilpot Lakes, boat rentals, and swimming are available for those who don't want to golf. Trail rides and carriage rides are available and large groups can take an old-fashioned hayride to see the natural beauty and history of Tanglewood Park, which dates back to the early 1500s.

For more information about the golf courses and other activities available at Tanglewood Park, log onto www.tanglewoodpark.org.



shot, you should sign up for the conference-sponsored golf outing on Saturday, July 15, 10 a.m.—6:30 p.m.

Located in Winston-Salem and designed by the legendary Robert Trent Jones, Sr., Tanglewood is the home to two golf courses that are ranked with some of the premier public golf facilities in the nation. Tanglewood's courses, the Championship and Reynolds, can be

few years after opening. Along with the length came 45 new sand traps, the enlargement of the existing 65 sand traps, a new lake at the 12th hole and the reduction of the size of the greens from 10,000 to 8,000 square feet.

The Championship Course is also home to the Vantage Golf Championship, one of the richest events on the Senior PGA Tour, where golf professionals such as Arnold Palmer,

How to Register

To register for the conference golf outing at Tanglewood, send your check for \$26 made out to "PGI" to:
PGI
Attention: NACo 2000
Tours
Mecklenburg County
Manager's Office
P.O. Box 31787
Charlotte, NC
28231-1787

2000 public-private partnerships award nominations sought

In its 12th year, the Council for Public-Private Partnerships' Awards Program continues to raise the awareness of and encourage the best in public-private partnerships.

The Partnerships Awards recognize projects and programs that embody the effectiveness and value of partnerships between governmental agencies and private companies to provide public services or public facilities.

The awards will be presented dur-

ing the council's 15th anniversary meeting in Washington, D.C., Oct. 26.

Case studies of the Project/Program Awards' winners will also be placed on the council's Web site.

The following is a description of the awards category open to both council members and nonmembers:

Project/Program Awards recognize outstanding projects or programs that demonstrate model public-private partnerships through in-

novation, initiatives, cost savings or improvement of service delivery.

Nominations are encouraged in all categories/ industries, including but not limited to environment; health care; human services; education; transportation; and criminal justice.

To request a copy of the Awards Nomination Application and criteria for qualification, please contact the council at 202/467-6800 or e-mail to ncppp@ncppp.org. Nominations must be received by Aug. 25.

1-888-544-KIDS

www.kidscampaigns.org

Ad
Council

Coalition for America's Children

Understanding Both Urban & Rural Needs

If I am elected 2nd vice president to represent *all* counties and *all* county officeholders, my awareness of local government problems from two perspectives is a definite asset I feel I can bring to the NACo leadership. Hailing from "the Heartland" – the very pulse of America – affords me the unique opportunity of understanding the diversity between urban and rural needs.

My home county serves as a perfect example because it is dramatically changing from rural to urban. Located on I-70, the nation's main economic and tourism corridor, Boone County has the University of Missouri, 3M, Quaker Oats, Lowe's and Home Depot, a large regional airport, mall sprawl, medical complexes, and the state cancer center. Surrounding the City of Columbia, however, is the vast unincorporated area of the county, which is larger, by population, than the majority of incorporated cities in the state. Boone County's unincorporated area is chiefly agricultural with fire protection districts, soil conservation programs, and university extension services.

My activities at the national level have further increased my awareness of governing challenges at both ends of the spectrum.

As past vice chair of the Transportation & Telecommunications Steering Committee and current chair of its Highway/Highway Safety Subcommittee, I have come to understand the metropolitan dependence on transit mobility, problems with traffic congestion/mitigation, and the heavy reliance on telecommunications networks.

Over the years, I received three presidential appointments to the NACo board of directors. These were minority appointments designed to afford representation for the rural segment of our country.

Also, from 1996-97, I served as a member of the Rural Renaissance Task Force that recommended establishment of the Rural Action Caucus.

So to all of you, I want to explain that life in my Missouri microcosm mirrors all of yours in the American macrocosm where, despite our diversity, counties share common responsibilities. As long as the population remains so widely distributed in some areas and so concentrated in others, basic services must be delivered accordingly. Counties were created to allow access to government, and this principle will override any action I take as a NACo executive committee officer.

Using Technology to Lessen the Gap ...

Because our national association was founded on the premise of representing all county governments in Washington, I truly believe that our very diversity can work to our advantage. An ongoing and genuine exchange of dialogue between urban and rural groups will spark ideas. Nothing in this world is done on such a large scale that it cannot be drawn down and adapted to a smaller frame of reference.

Technology is constantly changing our lives and, perhaps, now more so than ever. I firmly believe that information and interconnectivity can lessen the urban/rural gap.

My interest in telecommunications is all pervasive. Particularly with the promise of the high-tech advancements of the 21st century, we face challenges, yet wonderful opportunities, to rejuvenate urban America and cultivate and develop rural America.

Interconnectivity is the key.

As recently as five years ago, several Missouri counties had only one fax machine and it was located in the sheriff's office. In this type of situation, staying in touch with other elected officials meant relying on a deputy's delivering the fax to the designated recipient. Since then, we've come a long way. The Secretary of State's office has provided a computer and Internet access to every county clerk/election authority. Larger 1st-class counties, like mine, were happy to receive an add-on to networks already in place. Smaller 3rd-class counties, like my father's on the Missouri/Iowa border, accepted the computer with great appreciation.

In the coming years, information and interconnectivity will equal power.

If we can communicate easily with each other, we can learn easily from each other – what works and what doesn't for local government service delivery.

"E-government" is the next Internet frontier. It provides a cost-efficient means of operating the people's business.

Maintaining and Enhancing the Prosperity of Local Communities ...

Sustainability is another key tenet of my platform.



Commissioner Karen Miller

Safeguarding what we have – our infrastructure, facilities, and institutions – and then improving upon them is a priority.

As the current chair of NACo's Sustainable Leadership Team, I have devoted considerable time to exploring opportunities for maintaining the prosperity of local communities.

I am also very proud to be one of 25 county officials in the country who has been appointed to serve on the Advisory Committee to the Joint Center on Sustainable Communities, a combined effort between NACo and the U.S. Conference of Mayors to act as a clearinghouse for best practices, ordinances, and intergovernmental cooperation.

These national resources have already proved to be invaluable in my own area. Boone County and its nine entities have embarked on the task of creating an integrated countywide plan, a wonderful opportunity for growing in the direction our constituents desire.

Reaching Out to Non-Member Counties ...

The National Association of Counties is a member-driven organization.

In my home state, for instance, there are 114 counties. Despite all of NACo's efforts, there are still a few Missouri counties who say they can't afford to belong to NACo or don't understand the value of national membership.

While membership in Missouri has dramatically increased in the past few years, the budgetary restraints of some non-members are real and it's tough to argue that point. But the question of worth, the value of belonging, is another matter. That we

can deal with!

To encourage non-member counties to join, active members need to share their NACo experiences. A prime example is the tangible savings counties realize from utilizing the cooperative contracts. Most importantly, membership recruitment efforts should be conducted simultaneously with the county budget cycles in each state. If computers, office supplies, furniture, etc. are in the proposed budget, providing the governing body with comparative data to prove the real dollar savings highlights the value of NACo.

Continuing Education with a Peer-To-Peer Travel Program ...

I would like to explore the possibility of supplementing international travel with a domestic hands-on training initiative, an idea that was sparked by Kaye Braaten at the WIR conference in May. A former NACo president, Kaye was escorting an international delegation from China on a tour of America. She remarked to me, "If only *our* people could have this opportunity!"

NACo is a continuing education organization. Every profession in the world has one. I propose that we evaluate the practicality of an educational "Peer-To-Peer Travel Program," one that is oriented in the U.S. The international exchange has been very valuable for our counties who are trying to access the global marketplace. However, many elected officials, particularly those in rural areas, have a difficult time with day-to-day operations and the ever-growing demand for services. These people could glean great benefits from a hands-on training experience right here in the United States.

NACo is full of members who are leaders; all of whom I believe would welcome the opportunity to share their successes with their peers around the country. Another positive outgrowth of the program is that it could bring the NACo staff and leadership even closer to the people who are its members.

Taking on the "Quality-of-Life" Issues ...

All of what I have said thus far pertains largely to "in-house" issues. There are other things, however, that may be a bit more outside NACo's immediate control, but they are not things that are impervious to its

fluence.

I seek election as the 2nd vice president in an effort to improve the quality of life for the American citizenry. The issues that I find are particularly important in undertaking this task are sizeable:

- Simplifying the tax collection system to deal effectively with the "e-commerce" problem and the subsequent preservation of the local tax base.
- Preventing the circumvention of local control.
- Seeking equitable block grant funding formulas for county governments.
- Improving our transportation infrastructure.
- Protecting our land use and environmental policies.

Committing to the Job ...

A colleague of mine recently told me about an impressive statement made by Mike Stewart, a former NACo president who attended one of Missouri's annual conferences nearly a decade ago. Stewart said, "The world is run by those who show up!" NACo needs people in leadership positions who attend meetings, who are accessible, and who are approachable. "Leadership reduces uncertainty," said Stewart. "And we get certainty by coming and listening and talking and being instructed." He said the people who do the planning and who try to get us from this point to that point must be fully committed to the job.

From Middle America, with an understanding of the urban/rural diversities, I am a candidate for NACo 2nd vice president who has strong convictions. I feel I have the energy to do the job, the commitment to follow through, and the willingness to involve all of you by listening to your concerns.

I am very excited about my candidacy.

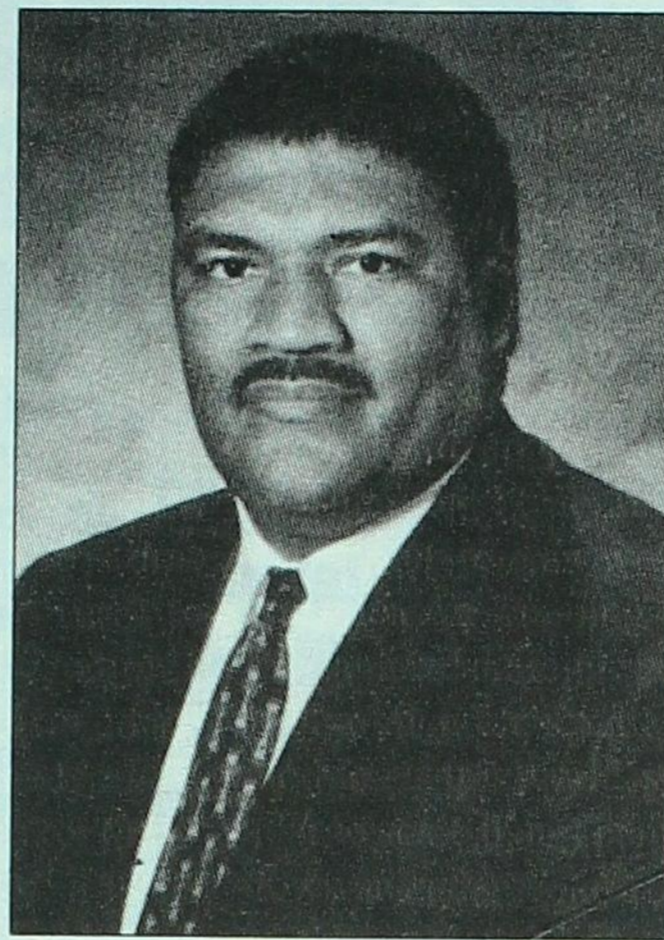
As a cost-effective means of conducting my campaign, I prepared a video that was mailed to each of your state delegations so you might be better informed of my qualifications and my involvement with county government on the local, state, and national levels.

I have also visited with hundreds of you via e-mail, as well as personally at NACo's March Legislative Conference in Washington and the Western Interstate Region Conference in Boise, and have appreciated the many kindnesses extended to me by county officials across the country.

I ask now that you give me the opportunity to serve on the NACo leadership committee.

Come July 18, I would be truly honored to be elected as your 2nd vice president.

A True Statesman



Commissioner Rudy Maloy

75 percent margin. In 1994 Rudy served as chairman of the Leon County Board of County Commissioners. Now in his eighth year, Rudy is the most senior Board member and is positioned to serve as chairman again next year.

Earlier this year, the at-large commissioner was courageous enough to pass the deciding vote to site a solid waste transfer facility in town although the issue was extremely controversial. Although his decision would anger some members of the community, Rudy realized that if the Board failed to site the facility, it could have cost the community more than \$56 million dollars if the county had to renegotiate its solid waste contract. It could have also made the difference in tipping fees for residents. Residents could have easily went from paying \$29 per ton, to close to \$85 per ton.

Although Rudy was opposed to the site personally, "I couldn't allow the community to bare that type of financial burden," he said.

"Those decisions are never easy, but I was elected to make the tough ones too," Rudy said. "It's not always popular, but this community depends on their elected officials to do what's right, and what's right isn't always popular."

The Leon County Tourist Development Council has continued to increase its revenue dollars over the past four years as a result of Rudy's direction as chairman, said Kaye Strong, assistant to the TDC director.

"He has encouraged us to tap into markets that had not been explored in the past," she said. "As a result, we have experienced an increase in visitation, creating an economic benefit for the community."

Statewide Involvement

Rudy is the immediate past president of the Florida Association of Counties (FAC), a member of the Florida Metropolitan Planning Organization and the Florida Department of Transportation's statewide liaison to the Florida MPO.

Half of his life has been spent working in the public sector. Of the 22 years of public service, most have come through working with the Florida Department of Transportation (FDOT) as a transportation planner.

Rudy is also the FDOT liaison for the Florida Metropolitan Planning Organization. His experience as a county commissioner and a state transportation planner served him well in his presidency of the FAC.

Last year, the Florida Association of Counties made history under Rudy's leadership. The association was victorious in a historic battle that counties have fought for more

than 26 years. As president, Rudy led the charge to finally have the Florida Constitution amended to mandate that the state assume the responsibility for the cost of its court system.

For more than 26 years, counties have lobbied unsuccessfully to have the state pay its share to run the courts. The cost had risen to more than \$1 billion annually. Of that dollar amount, counties were paying more than \$600 million. The FAC took advantage of a constitutional revision cycle to push an amendment that placed the responsibility back on the state.

During Rudy's presidency, FAC also experience the highest participation ever rate at both its annual and legislative conferences, largely due to the significance of the Constitutional Revision known in Florida as Revision 7.

NACo Involvement and Vision as Second Vice President

Rudy is currently a member of NACo's Board of Directors, Membership Committee, Finance Committee and Economic Development Committee.

As NACo's second vice president, Rudy wants to work hard to increase the association's membership through NACo's strategic planning and programs. He believes that by doing this, NACo will ultimately strengthen its presence in Washington, D.C.

"There is strength in numbers, and that gives us a stronger voice on the Hill," Rudy says. "By increasing our membership, we truly span nationwide and are able to touch members of Congress from wherever they are from."

Rudy would also like to promote and assist in the implementation of a Commissioner Lobbying Program. The program calls for county commissioners nationwide to commit to spending a week on the Hill lobbying key Congressmen on behalf of the association during different stages of the session.

"That's the way to get Congress informed about what the counties in their districts are doing," Rudy says. "Individual members of Congress tend to be more responsive from their own people."

Rudy would also like to help NACo to enhance its efforts as a nationwide clearinghouse for best county practices. This would better facilitate the use of successful programs by other counties nationwide. This would further assist counties in policy analysis efforts for tough policy decisions such as land use policy and something as controversial as siting a landfill.

"That gives us a better pool of resources from counties nationwide," he said. "At least you will have a starting point that can be tailored to fit your own community. Beats trying to reinvent the wheel."

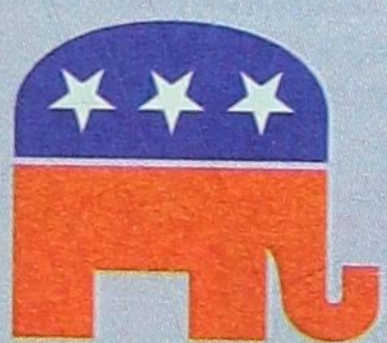
Personal Information

In his hometown of Frostproof, Fla., he holds high school sports records that have withstood nearly 30 years, including most points scored in a basketball game with 54. He moved to Tallahassee where he became a four-year starter for the Florida State University Football team, which was a recently crowned national champion.

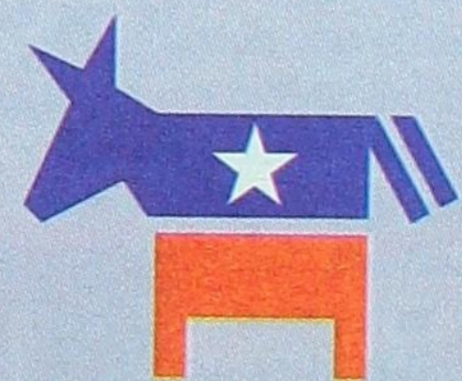
Rudy married his college sweetheart Doris Harris after graduate school at Florida State University. They have been married for 15 years and have two children, Jarrett and Erin.

Just as in Frostproof, Rudy soon established himself as a winner in the capital county of the Sunshine State.

Going to Those Other Conventions ?



Let NACo Know.



See back page for details

HELP WANTED

IMMEDIATE OPPORTUNITIES TO HELP KIDS

For some of the most important jobs in America, all you need is the determination to make the world a better place for kids. And some time and talent. With this winning combination, you can fill an important job in a working mom's life by driving a sick child to the doctor. Or use your parenting skills to check on latchkey kids for a worried parent. Or put your letter-writing talents to work by sharing your perspective with a public official. You can help a child learn to read or mentor a math whiz. Organize a teen center or support a foster father with a gift of sports equipment.

We all know families everywhere are doing the best they can but need our help. Because it's tougher than ever to raise a child right. We're the **Coalition for America's Children**—more than 350 organizations united to help families be stronger than the problems they face. We know hundreds of ways you can take their side in your community. Call us at 1-888-544-KIDS about volunteering for these jobs and more. Or find us online at www.kidscampaigns.org.

Whatever you have to give—time, talent, leadership, emotional or financial support—there's a family that could use your help. We're fighting for the children—whose side are you on?

WEB SURFERS

Part time. Get job satisfaction from your midnight browsing! Become the information hub for your block, car pool, or lunch group. Log on to KidsCampaigns (www.kidscampaigns.org) each week. Download and share the news that your community needs to work smarter for kids.

VOLUNTEER ONLINE

through Youth Service America (www.servenet.org).

EMPLOYERS

to create family-friendly workplaces. Take the test (www.kidscampaigns.org/Start/101workplace53.html) online and see how your business measures up.

LITTLE PATIENTS, BIG BENEFITS

Read to a sick child, help a children's hospital set up and maintain a library of books and videos, recruit arts and crafts helpers to entertain chronically ill and recovering children. For more information, call your local children's hospital and ask for the volunteer coordinator.

OUTSPOKEN PARENTS NEEDED

Seeking concerned, outspoken parents willing to talk to other parents and public officials about problems in their communities affecting kids and ways to solve these problems. Will train. Contact your local PTA at www.pta.org or call 1-800-328-1897.

RAISE YOUR KID IQ

with KIDSCOUNT data. Find out how children are faring in your city and state. Contact your local KIDSCOUNT group (www.aect.org).

CHIEF COOKS & BOTTLE WASHERS

needed to prepare and serve meals for the millions of children and their families who are hungry. Contact your local foodbank or soup kitchen.

NEED A JOB OVER

SEMESTER OR SUMMER BREAK?

Put public service on your resume while helping a children's service or advocacy organization. Find a group near you by calling toll-free 1-888-544-KIDS or browse online at Kids Campaigns (www.kidscampaigns.org/connect.html) or at Youth Service America (www.servenet.org).

COMMITTED INDIVIDUALS

Call The Volunteer Center of the United Way/Crusade of Mercy at 1-800-916-3111. Callers are voice-mail routed to the volunteer center nearest to the geographic area in which they want to volunteer.

LEADERS

Get ideas of how to show you're

accountable to kids online at www.usakids.org/html/platbrochure.html#candidates.

STOP WASTING TIME MAILING TOO MANY RESUMES

Make new contacts, get practical, on-the-job experience with hundreds of local children's service and advocacy groups. Find out who needs your talents by calling toll-free to 1-888-544-KIDS or reach us online at www.kidscampaigns.org/connect.html.

GUIDES TO THE FUTURE WANTED

Supervise study sessions, coach sports, teach arts and crafts or drama to children. Contact your local Boys and Girls Club.

MOMS WITH MOXY

Help other moms get access to the information they need to advocate for their children's health, education, safety and financial security. Build a bridge between your own child's future and other families. Join Moms Online (www.momsonline.com). Also find them on America Online (keyword: momsonline).

POLITICIANS

who care for kids long after election day and offer solutions, not just

promises. Contact your local child advocacy organization and offer to hold a town forum, to write an article on meeting children's needs or get ideas online of 10 things you can do to show you're accountable to kids at www.usakids.org/html/platbrochure.html#candidates.

COURT ADVOCATES

to work on behalf of abused and neglected children, visiting them, writing reports to court, advocating services, etc. Great training for those with legal aspirations. Learn more about becoming a Court Appointed Special Advocate (CASA) volunteer at www.nationalcasa.org/volunteer.htm or call 1-800-628-3233 to find the CASA program nearest to you.

FATHER ROLE MODELS SOUGHT

Learn everything you need to know on the Internet to help young men be better fathers (www.kidscampaigns.org/whoside/president/fathers.html).

STUDENTS: MINOR IN COMMUNITY SERVICE

Check out the work-study, volunteer and public service center at your college or high school and ask about opportunities with kids.

1-888-544-KIDS

www.kidscampaigns.org



Coalition for America's Children

Nation's streams and wetlands to be restored

By SWATI SHELADIA
ENVIRONMENTAL ASSISTANT

NACo, along with the National Fish and Wildlife Foundation and Wildlife Habitat Council, recently awarded more than \$575,000 to 55 conservation projects throughout the country in conjunction with the Five Star Restoration Partnership.

Grants of \$5,000-\$20,000 will be distributed to community-based partnerships for support of wetland and streamside restoration activities. Winning projects were selected from nearly 200 applications.

This year's winners committed more than \$4.4 million of additional funding, materials, land and technical assistance and labor for their projects — nearly eight times the amount awarded.

"We are very proud to be a part of the Five Star Restoration Partnership," said NACo President C. Vernon Gray. "These grants will help counties across the country take positive actions to restore and protect their local wetlands and streams. Preserving our communities' natural heritage is crucial to preserving our sense of community."

With partnership and community education as the cornerstone, Five Star Restoration projects seek to foster natural resources stewardship in the community. Many projects involve young people. In Washington State, the Methow Summer Restoration Team Project will match high school students with experienced restoration professionals to form a summer restoration crew that will complete a range of activities in the Methow watershed.

The Okanogan County Job Corps, Methow Natives, Pacific Watershed Institute, the Methow Valley School District and other government and

non-profit organizations are involved.

Other projects involve a broad cross section of community participants such as landowners, schools and volunteers in restoration activities. For example, the Elk Creek Restoration Project in Lewis and Clark County, Mont., involves a large community education component. As part of the project, ranchers and landowners will be educated on long-term grazing management techniques to protect Elk Creek. Restoration ecology will be incorporated into local school class discussions. In addition, students and volunteers will be directly involved in restoration activities.

Five star projects provide an opportunity to train and educate youth on restoration, foster natural resources stewardship and complete needed restoration work.

"This important initiative demonstrates the benefits of innovation in government and the power of public-private partnerships to address environmental challenges facing our country," said Carol M. Browner Environmental Protection Agency's administrator.

The Five-Star Restoration Program is funded by the Office of Wetlands, Oceans and Watersheds of the EPA Office of Water and the National Marine Fisheries Service Community-Based Restoration Program for select grants in coastal communities.

Additional funding is provided by EPA's Gulf of Mexico Program Office, the National Wildlife Service and Lockheed Martin Corporation. For more information, visit <http://www.naco.org/programs/environ/wetlands/grants.cfm>, or contact Swati Sheladia at 202/942-4252 or ssheladi@naco.org.

FINANCIAL SERVICES NEWS

Financial Services News will return next issue.

Every year, your heart pumps 2,625,00 pints of blood. Surely, you can spare a few.

 American Red Cross

Give blood again. It will be felt for a lifetime.



Hats off to... County Public Education Programs

STOP Fraud Program Boulder County, Colo.

Each year the Boulder County District Attorney's Consumer Division fields thousands of complaints from consumers who have given money to dishonest telemarketing firms that claim to have prizes for consumers or claim to be soliciting for a worthy cause. In July 1999, the county began a campaign to discourage people from giving money to fraudulent telemarketing and mail campaigns.

The county designed and gave out stickers that provided the phone number of the Consumer Division and the words, "Stop! Do not give \$\$ or information to solicitors. Call District Attorney's Consumer Office first!"

The stickers can be placed on phones and in checkbooks to encourage people to call the office before writing a check or giving out a credit card number. Because senior citizens and homebound residents are the most vulnerable to these types of frauds, the stickers, in addition to brochures and newsletters, were distributed through senior centers, the Retired Senior Volunteer program, Meals on Wheels, the county's Aging Services Division and other outreach programs throughout the county.

The campaign has been very successful. The month prior to the implementation of the program, the Consumer Division received 11 calls pertaining to telemarketing, the month after the campaign started, staff received 233 calls. The number of calls to date totals more than 900.

The cost of the program was approximately \$600. All the information materials, with the exception of the stickers, were printed in-house.

Family Ties and Knots: Children of Divorce Maricopa County, Ariz.

In 1998, staff of the Maricopa County Family Court developed two educational videos in a series titled Family Ties and Knots, to support judicial officers in their efforts to redirect parents who interfere with court-ordered access or are so entrenched in high conflict behaviors that their children are critically affected. The first video, *Children of Divorce*, is 16 minutes long and features interviews with children, teenagers and young adults who share examples of their parents' persistent high conflict and alienating behaviors and how they become caught up in the parents' conflict. Addition-

ally, a commentary from the Family Court presiding judge, the clerk of superior court, counselors and a local television news anchor complete the presentation.

The second video, *Helping Children of Divorce: A View for the Bench*, is a 42-minute training resource for judicial officers. It includes the first video, followed by comprehensive interviews with a psychiatrist, a psychologist and the Family Court presiding judge, who identifies mild, moderate and severe forms of alienating or polarizing parental behaviors, so that parents involved in these dynamics can be helped through constructive interventions.

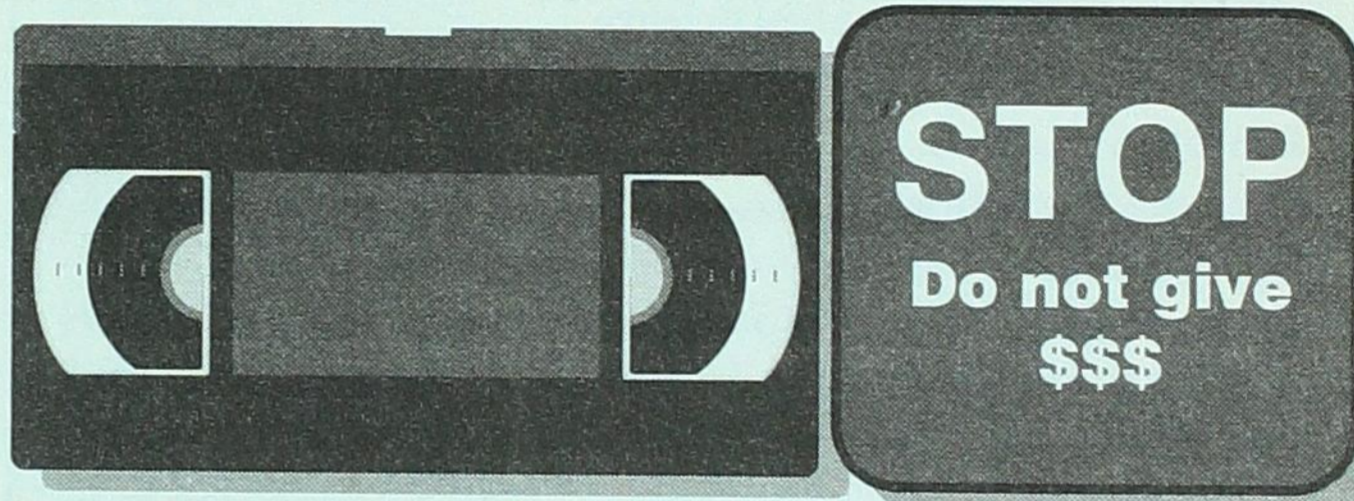
The videos have been well received in the family court community. Judicial officers, county and court administrative staff, attorneys and mental health court advisors from all over the country have been requesting/purchasing the videos for use in similar programs they would like to develop. In addition, there has been an ongoing stream of expressed interest from court-related entities

can be overwhelming. Citizens often become frustrated as they and their community associations work to protect the quality of life in their neighborhoods.

This dilemma becomes more urgent every four years when the county begins its Comprehensive Zoning Map Process, a process that allows for every parcel of land to be considered for rezoning.

To address this situation, the Baltimore County Office of Planning developed *A Citizen's Guide to Zoning in Baltimore County* to encourage citizen understanding and involvement in the comprehensive zoning process.

The guide explains the uses and standards for each zoning classification and also presents tables that compare various components of the different zones. It also includes an explanation of the different processes that are available for use in rezoning property as well as a history of zoning and definitions for selected terminology. The Office of Planning also developed a 30-minute visual presentation to further explain zon-



for articles and presentations that outline the purpose and use of the videos.

The program was funded through a Federal Welfare Reform Block grant and took approximately eight months to complete. Family Court staff, community and university representatives, mental health practitioners and Clerk of Court staff were involved in some aspect of consultation, design and development of the project or were directly involved in interviews or video segments.

Citizen's Guide to Zoning Baltimore County, Md.

The *Baltimore County Zoning Regulations* is comprised of 841 zoning maps and hundreds of pages of regulatory text. Even experienced professionals find it difficult to fully understand the requirements contained within this document.

For the general public, the task of understanding zoning regulations

ing and to introduce the comprehensive zoning process.

The program has been very successful. Both the presentation and guide were presented at various workshops, community meetings and to other groups throughout the county. In addition, the county has seen a 50 percent increase in the number of zoning issues raised as opposed to four years ago. County officials attribute a substantial part of this increase to better-informed citizens.

The cost involved in establishing this program was minimal as it entailed compiling existing information into a user-friendly format and reproducing the publications.

(Programs described in "Hats off" are winners of 2000 NACo Achievement Awards. For more information on these programs, contact the NACo Research Division by calling 202/393-6226. Hats Off was compiled by Peggy Beardslee, research associate.)

RESEARCH NEWS

Beach Week Anyone?

Has your county had difficulty attracting and keeping good employees in certain positions? This is a national problem that is affecting not only local governments, but also many other businesses. In a recent article published in the May issue of *American Demographics*, employers are going to great lengths to recruit the newest college graduates. During spring break this year, many recruiters were setting up tents on the beach, hoping to get access to the "best and the brightest." In Panama City, Fla., recruiters conducted a job fair at the beach. With private sector employers going to these extremes to recruit new hires, is it any wonder that counties are having trouble? Will we be able to attract these young people to the public sector?

The recent upswing in the country's economy and the lowest unemployment rate in decades have all worked against county governments. Counties never offered high

paying jobs as compared to the private sector, but could always point to the job benefits and excellent retirement programs as well as working in public service as an incentive to work for local government. Now, with younger people changing jobs an average of once every five years (more frequently in high demand fields associated with information technology) and private IRA accounts, stock portfolios, annuities and other personal retirement investments, those benefits are no longer great incentives to many people.

Studies are showing that even graduates with liberal arts degrees, which generally get the lowest starting salaries, are in a position to ask for higher salaries. The shortages in computer science and engineering are starting to leak over into other areas. Starting salaries for new graduates are moving higher and higher, with this year's crop getting an aver-

age of nearly \$5,000 more a year than last year's.

These new college graduates are the first graduating class of Generation Y, all children of baby boomers who have had more advantages than many of this age group in the past. Also called "echo boomers," they have reached maturity during the nine years that the economy has been strong and they are accustomed to many luxuries. Although these are the sons and daughters of boomers they are a much more diverse group and represent a wider diversity of races and ethnicity than baby boomers.

More are children of mixed marriages and have lived through divorces, drugs, gay lifestyles, guns and gangs. More of this generation have held part-time jobs in high school to buy the things they want rather than out of need. This is the generation that was raised on video games and PCs and helped their parents get on the Internet. This generation has no stereotypes about women in the workplace since all their lives, many have had working mothers. These young people also believe that education is the key to economic security and will continue to go to school for much of their lives.

Can local governments make public service attractive to "echo boomers" as a career option? That remains to be seen. Maybe county governments will have to market to them, much like the private sector has started doing. Beach week anyone?

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

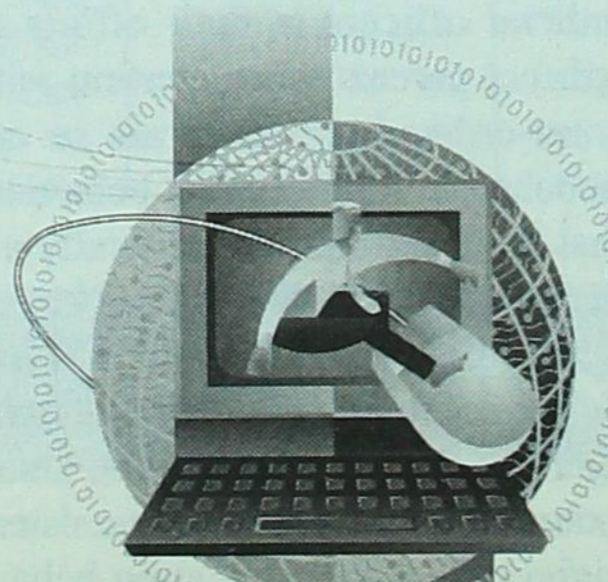
How do counties recruit for entry-level and mid-management positions paying up to \$50,000 a year when college graduates can find these starting salaries, as an average, in the private sector?

Computers and Information Science	\$44,722
Engineering	\$43,740
Education	\$38,898
Sales and marketing	\$35,746
Business and management	\$35,452
Accounting and Finance	\$35,104
Public Affairs and Social Services	\$29,535
Communications/Media	\$28,446

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THE H.R. DOCTOR IS IN 'Rust in Peace'

The behavior and performance weaknesses of a relatively small percentage of employees drains an organization of supervisory time. These employees seem to take more from the organization than they return in productive work. The good news is this percentage is considerably smaller than the "80/20" rule (described in the HR Doctor's article of Feb. 1, 1999). It is perhaps five percent of the workforce — the "frustrating five."

The bad news is that this five percent, often clothed in the protective Teflon coated armor of civil service "property rights" or labor contract restrictions, is very hard to manage. Supervisors are hard pressed to deal with the behavior, attitude and marginal or poor performance displayed by this group of employees.

In this situation a form of inertia sets in. By default the organization puts up with, tolerates or accepts the presence of this marginally productive group. By its inaction, the agency is not only "walking by" behavior and performance problems, it is setting a negative example that will encourage the next generation of problematic behavior and performance.

The default response is to reassign or transfer these employees. Perhaps a fresh start or a different supervisor will cause a behavioral brain transplant. Interestingly, sometimes this is exactly what happens.

The employee sees that work life in this new environment is more to his or her liking and that the manager has a lower tolerance for inappropriate behavior. The employee's peers help reinforce the no more nonsense atmosphere of the new workplace and performance improves while poor behavior reduces — at least for a while.

Unfortunately, more often than not, the change in assignment only changes the location of the problem. A new group of employees and supervisors now confronts the dilemma passed to them by someone else in the organization.

This pass the five percent behavior has led the HR Doctor to consider what it would be like if every county created a "Department of Grazing" in which assigned employees would be permitted to loiter in a relatively controlled environment.

In the Department of Grazing the organizational damage they can do would be restricted. By clustering together the five percent, the organization might be better served and the frustrating five percent would merely "rust in peace."

However, it does not take long for the HR Doctor to realize that this approach is only the logical extension of the "pass the buck" mentality. In fact the organization might be better served if the Department of Grazing were staffed, not by the five percent of employees whose behavior or performance is problematic, but the greater percentage (approaching the Pareto Principle's 20 percent) of supervisors who are not actively addressing ways to improve employee behavior, performance, recognition and sense of contribution.

If every supervisor practices the philosophy of not walking by a problem, and of seeking help from human resources, employee assistance, risk management or other support units, the organization would be far better off than by establishing a Department of Grazing. If the organization itself supported employee development efforts such as a training academy for new supervisors, performance evaluation processes that link supervisory skills and performance with financial and peer group recognition rewards, the idea of a Department of Grazing would never have come up.

In reality, the organization's greatest employee problems are not in the five percent group, but are among supervisors who don't practice corrective action planning, and who are not consistent, job-related and proactive in how they make expectations clear to the employees. Follow the sound practices in the prior sentence, get a little help from your friends such as HR for coaching and training, and the Department of Grazing can be the first agency eliminated in a county business excellence plan.

Don't forget to "visit" the HR Doctor Office at www.hrdr.net. Best wishes!

The HR Doctor
Phil Rosenberg

NEWS FROM THE NATION'S COUNTIES

CALIFORNIA

The CALIFORNIA STATE ASSOCIATION OF COUNTIES is encouraging its members to get the message out sooner rather than later this session. Political campaigns for the fall are likely to shorten the legislative session and speed it up. CSAC wants the state to address: \$1 billion backlog in street and county road repairs; a redesign of the state-local financial relationship to include reliable funding streams; reform of the trial court personnel system; and a secure, permanent source for funding flood control projects. "There are many ways to get your points across, but nothing can take the place of personal visits with state legislators," CSAC President Steve Perez, a KERN COUNTY supervisor, wrote in the May/June issue of *California County*.

FLORIDA

MIAMI-DADE COUNTY officials are debating what should be done about the Miami International Airport. The commission controls the airport and its \$500 million annual budget. A panel appointed by Mayor Alex Penelas to study the issue has recommended that the airport should be run by an independent panel. This would free the airport from politics. Penelas and Commissioner Miguel Diaz de la Portilla have competing plans of how best to formulate a panel to run the airport. The two men are both vying for the mayor's office in September.

NEBRASKA

You are getting sleepy. eeeeeepyyyy. Now, when I snap my fingers, you will discuss LB 628, legislation that addresses accessing public documents filed with government offices. LB 628 ... When the NEBRASKA ASSOCIATION OF COUNTIES held its annual workshop for clerks, treasurer, election commissioners and registrars of deeds in June, they broke up the full agenda of official business with a performance by Ray Thompson, hypnotist. No word from the Nebraska association if any of the clerks left for the clucking like chickens...

NORTH CAROLINA

Those who meditate in WICKLENBURG COUNTY can focus on two things now. Add to "the sound of one hand clapping," "the sound of a no-flush toilet flushing." The county's parks department is installing 10 waterless, no-flush urinals at Memorial Stadium. Its part of a bigger effort to get citizens to conserve water.

Each toilet stands to save the county 45,000 gallons of water a year. If they work out well, no-flush toilets could be showing up in all the parks department's facilities.

PENNSYLVANIA

They haven't lost their marbles in ALLEGHENY COUNTY. If anything, they're in complete control of them.

The county has produced 28 national marbles champions since 1923 and officials have high hopes that number 29 is on his or her way to Wildwood, New Jersey, home of the Marbles Hall of Fame.

Andrew Stoyer, 11, and Larin Miler, 12, both won a trip to the national tournament by besting more than 250 other players in the county parks division's marbles tournament in the courtyard of the County Courthouse.

This is the 77th annual tournament, which means the county has been home to more than one-third of all national marbles champs.

TENNESSEE

County officials in the state are watching as two locomotives approach each other at full speed. Estimated time of impact? July 1.

That's when the state will shut down if some sort of compromise isn't reached over the state's budget. The sticking point is a proposed state income tax. The revenue would be used to balance the \$18 billion budget.

There's talk of using the \$202 million the state is expecting from the national tobacco settlement to balance the budget, but state Attorney General Paul Summers is balking at that idea. An appeal could delay the money, he said.

Meanwhile, legislators are split about whether they should work on an interim budget to avert a train wreck if a larger compromise can't be found.

VIRGINIA

Fetal library cards? Where else but FAIRFAX COUNTY, one of the wealthiest, most highly educated counties in the nation. The card is registered to "Baby Young," the soon-to-be daughter of Robert and Christine Young of Herndon.

So, how does a fetus go about applying for a library card? Turns out Louise Young, the paternal grandmother to be, applied for the card. She had the idea when she read about the county's Millennium Baby Project, which gave library cards to the first 5,000 babies to arrive this year.

"It shows how much the library cares about its community," Louise Young said.

Baby Young is expected to enter

the world on July 14, when her library privileges will officially begin.

"Although Fairfax County Public Library has no minimum age for obtaining a card, this is the youngest person I have ever registered," said Sharon Scott, the library's circulation manager. "As far as I know, it is the first issued to a child before birth."

Not all water fights happen on playgrounds, and probably few of them go to the Supreme Court for resolution. But that's not the case in a standoff between Virginia and the State of Maryland over a FAIRFAX COUNTY water plan.

The U.S. Supreme Court has agreed to become involved in a dispute that pits the two states in a fight over water rights in the Potomac River. The Potomac, which forms the boundary between Maryland and Virginia, was given to the State of Maryland in 1632 by King Charles I of England.

Maryland has refused to grant permission to the Fairfax County Water Authority to build a pipeline to the middle of the river. The Fairfax authority, which draws water from a pipe closer to the river's edge, says it needs the pipe to access better quality water.

Underlying the dispute is a clash in philosophies over growth in the two states. Maryland's Gov. Parris Glendening has made a name for himself as a champion of "smart growth." Meanwhile, Virginia's Gov. Gilmore has discouraged curbs on development.

And speaking of the Fairfax County Water Authority, it recently became the first water authority in the country to receive a AAA bond rating.

WASHINGTON

The PIERCE COUNTY Council just turned up the heat on criminals running methamphetamine labs. The council unanimously passed an ordinance declaring meth labs an epidemic.

The ordinance has bite to go with its bark. The county authorized \$1 million to beef up the team that busts the labs and prosecutes the meth makers.

"This ordinance is a major step forward to help us meet this most critical need of our community," said Sarah Casada, who chairs the council.

The county is already busting a lab "every other day," Councilmember Wendell Brown said, adding that "this is a war situation."

News From the Nation's Counties is compiled by Kevin Wilcox, senior staff writer. If you have news for this column, send it to kwilcox@naco.org, or fax it to 202/393-2630.

NACo ON THE MOVE

NACo OFFICERS/COUNTY OFFICIALS

◆ Second Vice President **Ken Mayfield** traveled to Scottsdale, Ariz. to address delegates the general session of the Arizona Association of Counties meeting, June 22. **Andrew Goldschmidt**, director of membership and marketing, promoted NACo and the benefits of Financial Services Center programs.

◆ President **C. Vernon Gray** spoke at the 1:30 p.m. general session of the Florida Association of Counties meeting, June 21 in Orlando.

◆ First Vice President **Javier Gonzales** addressed delegates at a banquet at the New Jersey Association of Counties meeting, June 15 in Atlantic City. **Goldschmidt** also represented NACo, promoting the benefits of NACo membership.

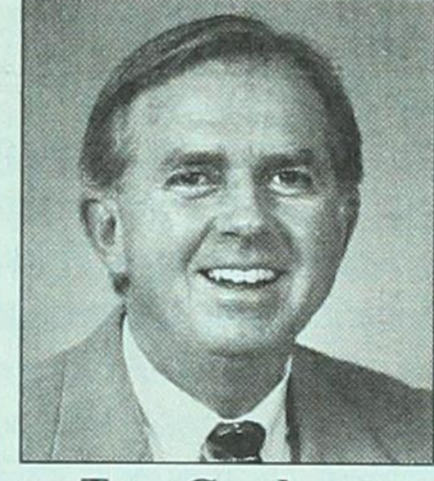


Javier Gonzales

◆ Supervisor **Patricia O'Bannon** from Henrico County, Va., was one of 10 women given the Good Housekeeping Award for Women in Government. You can read about her in the July 2000 issue (page 30) of *Good Housekeeping*.

NACo STAFF

◆ **Kaye Braaten**, county services representative, represented NACo at the Florida Association of Counties Annual Conference, June 21-23, in Orange County (Orlando, Fla.), where she promoted membership benefits.



Tom Goodman

◆ **Tom Goodman**, Public Affairs director, attended the Colorado Counties, Inc. Annual Summer Meeting June 12-14 in Routt County (Steamboat Springs), Colo., where he promoted the value of NACo membership.

◆ **Goodman and Liz Galewski**, media relations coordinator, represented NACo at a June 1 breakfast WETA held for corporate members at the Georgetown Four Seasons.

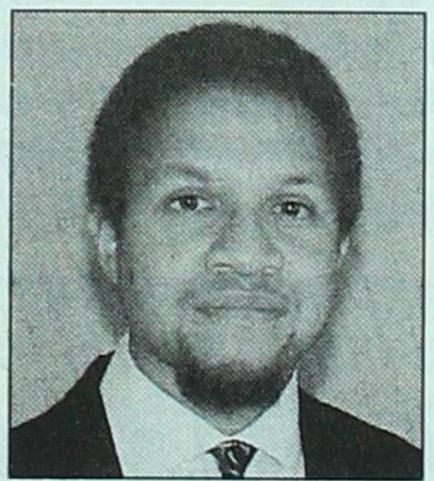
Gwen Ifill, a frequent contributor to the NewsHour with Jim Lehrer and host of Washington Week in Review, spoke on journalistic responsibility. The breakfast reaffirmed NACo's positive working relationship with WETA.

◆ NACo recently welcomed two new staff members to assist with meetings and conventions. **Tim Walker** is NACo's new meetings associate. He most recently worked as the education and meetings manager for the Association of Air Medical Services.



Tim Walker

Patrick Cokley joined NACo as a meetings assistant. He just graduated from Howard, cum laude, in political science.



Patrick Cokley

◆ NACo also welcomed two interns to the legislative department. **Tayra Antolick** attends Santa Fe Community College in Gainesville, Fla. **Jennifer Diggs** attends McClennan Community College in Waco, Texas. Both are honors students.

NACo On The Move is compiled by Kevin Wilcox, senior staff writer. If you're a county official on the move working on important projects in your state, send the news to kwilcox@naco.org.

NEAL PEIRCE COMMENTARY

All-America Cities Mirror Civic U.S.A.

BY NEAL R. PEIRCE
WASHINGTON POST WRITERS GROUP

(Neal Peirce is a syndicated columnist who writes about local government issues. His columns do not reflect the opinions of NACo or County News.)

A tumultuous scene of banners, placards and bands. A crowd of cheering delegates. Suspense, decision and then an outpouring of emotion.

No, this isn't a political convention. It's the final session of the All-America City Awards, the nation's premier contest to identify and honor top examples of civic action.

It happened in Louisville June 3. Some 2,400 activists and civic supporters from 30 finalist communities packed the hall as the 10 All-America Cities for 2000 were announced.

Rarely is such a cross-section of America seen in one place — from little kids to seniors, whites to blacks to Hispanics to Asians and Native Americans. All were cheering and hugging, many in tears, as Jury Foreman Dorothy Ridings, president of the Council on Foundations, announced winners from Worcester, Mass., to Clinton, Mo., Lancaster, Pa., to the twinned cities of Fargo, N.D. and Moorhead, Minn.

The famed pollster George Gallup, who served a quarter century as foreman of the All-American City awards jury, told me one could "trace the whole history of this country's civic improvements" from the yearly competitions. Last week I got to serve on the 51st All-American City jury and found he's still right.

The pressing issue of the '40s, for example, was government reform. In the '70s, it was resurgent neighborhoods. Today one finds civic America busily focusing on programs for youth — creating safe places, courses, career chances for the emerging generation that today's national and state

politics largely ignores.

A second priority: multiculturalism, making polyglot America function at the grass roots.

Coming on fast is regionalism — strategies to break down the rigid lines that hinder unified action by neighboring cities, towns and counties.

Take the Lower Naugatuck Valley — seven southern Connecticut towns now combining their energies on health initiatives, brownfield cleanups, anti-crime projects and sharing leads for recruiting firms.

Last June the towns opened a joint \$4.5 million Boys and Girls Club, paid for by PTA penny drives, kids' car washes, bake sales, business donations, town and state funds and a \$1 million bond issue. Four hundred children come daily for games, tutoring, a gym, homework and computer rooms. Area schools send busloads; a van goes from town to town scooping up kids.

That's remarkable collaboration for New England, where towns have historically shown stony indifference to each other. Delirious joy erupted among delegates from the seven towns — Ansonia, Beacon Falls, Derby, Naugatuck, Oxford, Seymour and Shelton — as their All-American City award was announced. "We've had an inferiority complex," said Bill Bowanda, vice president of Griffin Community Hospital. "Now this seven-town region has put that to bed forever."

A new face for America's big suburban counties is emerging in Montgomery County, Md., traditionally an affluent bedroom area for Washington, D.C. Montgomery's stronger than ever economically, generating most of its own jobs.

But it's bursting with so many immigrants that one of four residents was born outside the United States. Natives of 185 countries speak 125 languages.

So Montgomery has set up a Language Bank composed of volunteers who serve as on-call translators. Fluent in 33 languages, they help immigrants who need help with medical care, legal advice, social service applications, even locating housing.

The Language Bank impressed the jurors as a model for increasingly multicultural communities nationwide. So did Montgomery's BROTHERS program of mentoring and education for minority and at-risk males who often fall victim to negative peer pressure to join street gangs or use drugs. BROTHERS has a simple design: College students mentor high school youth, who in turn mentor middle school and elementary children.

Ingenuity marks the All-American Cities and runners-up too. Clinton, Mo., tackled its biggest killer — cardiovascular disease — with a center featuring fitness training, nutrition, weight control and counseling to stop smoking. Appropriately adjacent: Clinton's new rails-to-trails walking path.

The post-World War II town of Park Forest, Ill., boldly demolished its dilapidated retail mall and is creating a full Main Street center with shops, stores and new housing. Gastonia, N.C., boasts of Unity Place — "a parable of art'n'heaven" — an historic church building that now houses the town's United Arts Council's shows and performances plus regular services for St. Stephens AME Zion Church.

What virtually every All-American City demonstrates is boundary crossing — citizen activists, local governments, nonprofits, businesses assuming a kind of collective responsibility. Such partnerships may not be easy. But civic America seems to believe that in today's world there's no other choice.

(c) 2000, The Washington Post Writers Group



Many firms monitor employee Web, e-mail

More and more major U.S. firms are monitoring their employees' communications, a recent survey by the American Management Association finds.

Nearly 75 percent of U.S. firms keep a close eye on workers. For instance, 54 percent track Internet connections; 38 percent review e-mail.

More than half the firms surveyed use software to block phone calls to unauthorized numbers. About 30 percent of firms using blocking software for Web surfers.

For more information, go to www.amanet.org/index.htm.

Nebraska association building Web site

The value of the Web hasn't been lost on the Nebraska Association of County Officials. The organization recently developed a Web presence at www.nacone.org.

"The Internet offers boundless potential in promoting the work of county government," Jack Mills, NACO executive director said in the May issue of the organization's *Countyline* magazine.

If you surf to the site, wear a hardhat. It's still under construction.

Fire dispatch site draws a crowd in Calif.

The fire department in San Mateo County, Calif. is developing a following on the Internet. The county is logging more than 1 million hits a month at www.firedispatch.com.

People are surfing to the site to

see information about fire and medical calls the department receives. The site includes maps of the emergency location and information about each fire station.

Already Santa Cruz and San Clara counties want to use the site, well. Firedispatch.com is run by Daryl Jones. He provides the service for free, hoping to eventually recoup the "six figure" expense through advertising.

That raises some sticky issues with county officials, who don't want to be seen as profiting from the human misery of 9-1-1 calls. Any plan for paid advertising will have to withstand vigorous scrutiny, they vow.

e-philanthropy available for Head Start programs

The Robert Wood Johnson Foundation's Free to Grow national demonstration program will provide support to a diversity of urban, rural and suburban Head Start sites to add and evaluate four distinctive substance abuse prevention models.

This program will award \$4 million in matching grants averaging \$200,000 per site over four years (\$50,000 per year) to up to 20 Head Start agencies. All grants must be matched dollar for dollar by local sources. Preference will be given to larger organizations, such as community action programs, settlement houses, or school systems. The deadline for receipt of letters of intent is August 15, 2000.

For an abstract or the full text of the Call for Proposals, visit The Robert Wood Johnson Foundation Web site at www.rwjf.org. Once at the site, click on "Applying for a Grant" then "List of Open Calls for Proposals."

Web Watch is compiled by Ken Wilcox, senior writer. If you have some news for this column, e-mail to kwilcox@naco.org, or fax it to 202/393-2630.

NOTICES

CONFERENCES

■ "Bridging the Millennium with New Ideas" to be held July 30-Aug. 2, in Boise, Idaho will explore the affects technology has on the work world via three concurrent session tracks: managerial, technical and administrative.

For more information, contact the University of Idaho, Conferences and Events, P.O. Box 441205, Moscow, ID 83844-1205; phone: 208/885-4335 or e-mail: ecalvert@uidaho.edu.

PUBLICATIONS

■ Get a free catalog filled with games designed to help mental health professionals who work with children and teens. The catalog, distributed by Childwork/Childplay (CWCP), has more than 90

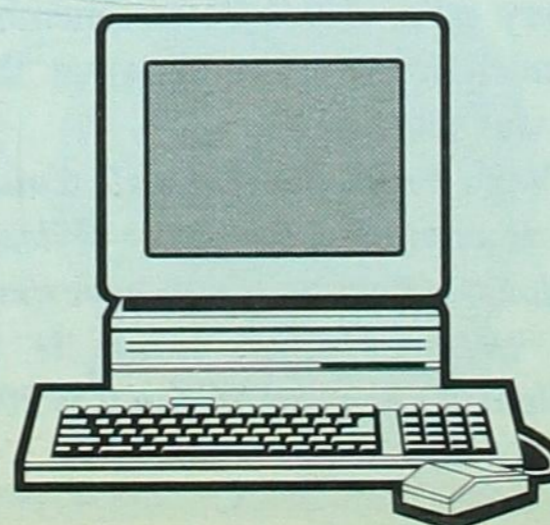
products grouped into five categories: anger, conflict resolution and behavior problems; social and life skills, attention deficit and impulsivity; and counseling therapeutic.

To receive a free copy, call 800/811-1141; fax: 516/349-5521 or write CWCP, P.O. Box 760, Plainview, NY 11803-0760.

■ "Care Coordination and Medicaid Managed Care: Emerging Issues in States and Managed Care Organizations," a policy brief that examines potential of care coordination, an innovative approach to comprehensive care for patients with disabilities and special needs under Medicaid managed care, now available from Mathematica Policy Research, Inc. by calling 609/275-2200.

County News

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JOB MARKET/CLASSIFIEDS

ASSISTANT COUNTY MANAGER — COCONINO COUNTY, FLAGSTAFF, ARIZ.:

Beautiful Coconino County is one of the most unique counties in the country. With 18,608 square miles, it is the second largest county in the U.S., some areas very rural, some areas particularly around Flagstaff (County Seat) and Sedona, urbanizing rapidly. In this vast space, there are air, hiking trails and splendid scenery including rugged mountains, deep canyons and thick forests. It is home to a culturally diverse community and many scenic areas, some of the most famous being the Grand Canyon, Lake Powell, Oak Creek Canyon and the world's largest Ponderosa Pine forest. With this diversity of land and culture comes many management challenges and we are currently seeking an **Assistant County Manager** to assist us in meeting those challenges. The ideal candidate will have a broad knowledge of local government, preferably but not necessarily county government, carry out special projects for the County Manager, as well as serve as legislative liaison to local, state, federal and tribal organizations on operational and legislative matters. This assistant will act as the County's representative in working with the County's departments and committees to analyze complex and sometimes controversial, management and budgetary issues and prepare reports and recommendations to the manager and may supervise county department; may act as County Manager in person's absence; may lead organization development efforts, and of course, perform other duties as assigned. Examples of projects of some immediacy in Coconino County include: establishment of impact fees, implementation of regional transportation, land use and drainage plans, implementation of new water legislation, investigation of a preventive quality program, coordination of criminal justice integration projects, and human services one-stop application processes, to name a few. The ideal candidate must be self-directed; be able to work at processes and ask if there is a better way; be a creative problem solver with a positive "can-do" attitude and able to work in a cooperative spirit with numerous persons of differing philosophies and cultures. Requires Bachelor's Degree in Public Administration, Business Administration or related field and five years progressively responsible administrative or supervisory experience in a political/governmental environment; or, any equivalent

combination of education, training or experience which demonstrates the ability to perform the duties of the position. A Master's degree in Public or Business Administration is preferred, but "comes in second to a better idea." Hiring Range: \$64,000-\$84,640/annually DOQ; Compensation Range \$64,000-\$105,280. EOE. Filing deadline: August 15, 2000. Call 520-779-6702 for application packet or visit our website at <http://co.coconino.az.us>.

AUDITING DEPUTY — BERKS COUNTY, PA.:

(\$220M entity): Supervises 6 internal audit staff, preps & reviews internal audit reports and F/S. Develops/implements annual audit plan/program. Extensive oral/written communication skills, problem solving, and PC skills required. BS in acctg or related field w/6 yrs auditing exper, w/3 of those yrs in govt. acctg/auditing at mgmt level. CPA is required. Salary commensurate w/ exper. Send resume to: County of Berks, Personnel Department, 633 Court Street, Reading, PA 19601 Attn: Audit Ad or fax to: 610-478-6084. EOE. M/F/D/V.

CHIEF CLERK — LANCASTER COUNTY, PA.:

The County of Lancaster, Pennsylvania, is seeking a Chief Clerk. This position, appointed by the County Commissioners, has responsibility for keeping the records and accounts of the Board of County Commissioners in accordance with the County Code, Section 521, Duties and Powers of Chief Clerk. Essential functions include, but are not limited to, supervision of both professional and support staff, budget preparation, overview of County insurance programs, review of contracts and preparation of motions for adoption, preparation of resolutions and ordinances, schedules and attends Commissioners' meetings and work sessions, chairs public bid openings, coordinates tax collectors and monitors annual tax settlements. Individuals with a Bachelor's Degree in public administration and 5 years of related experience which provides appropriate knowledge, skills and abilities are encouraged to apply. Selection criteria includes the ability to demonstrate strong communication competency, both written and oral; interpersonal, customer service, accounting, organizational and planning skills; and successful completion of the interview process. Salary range: \$43,264 - \$70,228 Send resume including salary history and references to J. Thomas Myers, Personnel Director, County of

Lancaster, 50 N. Duke Street, Lancaster, PA 17603 or FAX: 717-293-7269. Application Deadline: August 31, 2000. For other opportunities within County government contact our Voice Bulletin Board, 717-291-8888, Code 9515, or visit our website www.co.lancaster.pa.us. EOE.

CITY MANAGER — CITY OF PUEBLO, COLO.:

(Population: 104,000) **Compensation:** Salary and Benefits are negotiable and are anticipated to be highly competitive.

Pueblo, located 110 miles south of Denver, has served as a transportation center and transportation crossroads for more than 150 years. The population is 104,000 and growing and is economically, culturally and ethnically diverse. As the Pueblo County seat and a stand-alone city, Pueblo is a center for employment, government, business, education, transportation, medicine and culture and is a commercial hub for the region. It is home to several major employers. The Colorado State Fairgrounds, University of Southern Colorado, Pueblo Community College, excellent public and private schools. Lake Pueblo and other outstanding recreational amenities and respected major medical facilities. The cost of living is very reasonable by national and local standards.

The City is a full service government, employing about 710 employees with a current general fund budget of nearly \$56 million. The City Manager reports to a City Council consisting of the seven Councilmembers — three at-large: four from districts. All serve 4-year overlapping terms. Looking for an experienced local government manager (or full breadth assistant) with experience and

skill in staff leadership, infrastructure/capital project financing and construction, economic development, neighborhood revitalization and quality of life issues. Requires the equivalent of a Bachelor's Degree (Master's preferred) in Public or Business Administration plus significant, successful broad range management experience in a comparable local government. Experience in a full service and free standing community is a plus.

Please send your confidential resume by July 27, 2000 to:

Robert E. Slavin, President
SLAVIN MANAGEMENT CONSULTANTS
3040 Holcomb Bridge Road
Suite B-1
Norcross, Georgia 30071
Phone: (770) 449-4656
Fax: (770) 416-0848
E-mail: rsalvin101@aol.com
Pueblo is an Equal Opportunity Employer

DEPUTY COUNTY ADMINISTRATOR — JOHNSON COUNTY, KAN.:

(population 430,000 & growing). Starting salary range: \$86,281 - \$107,851 DOQ. The Deputy County Administrator serves as the principal deputy to the County Administrator, serves as Acting County Administrator when necessary and will directly supervise multiple department directors (specific departments to be designated based on successful applicant's experience, skills and knowledge). This will be a high visibility position with complex responsibilities to the Administrator, community, staff and elected officials. The Deputy will also be responsible for the strategic development of countywide

administrative systems and will serve as a senior member of the County's team-oriented management style.

This is an exciting opportunity to live and work in one of the nation's premier counties. Johnson County provides a full range of services to its citizens and is the leader in the Kansas City Metropolitan area. Johnson County is a family-oriented community with outstanding educational, residential and cultural opportunities.

The position requires Master's degree in public administration, business or closely related field and 5+ years of progressively responsible experience of varied and complex administrative work including 3 years in a supervisory position or equivalent level of experience. Please submit confidential resumes to, Johnson County Government, Human Resources, 111 South Cherry Street, Suite 2600, Olathe, KS 66061-3441 by July 31. EOE m/f/d

DIRECTOR, DEPARTMENT OF SUPPORT SERVICES (\$73,454-

\$102,835, starting salary DOE, Plus Excellent Benefits Package) — **MULTNOMAH COUNTY, ORE.** (Portland, Ore., pop. 641,900): seeks seasoned, innovative leader with outstanding communications/consensus building skills to direct divisions of Human Resources, Finance, Budget/Quality, Information Services, Risk Management, Affirmative Action, Organization Learning, Labor Relations and Emergency Management (\$75 Million Budget; 214 FTEs). Reports to Chair of the Board of County Commissioners. Unique opportunity to enhance effectiveness of progressive government recognized nationally for continuous quality improvement. Requires at least five years' increasingly responsible managerial experience, preferably at executive level; Bachelor's degree, preferably post-graduate work in business or public administration. Brochure and application form available at: www.co.multnomah.or.us/jobs.html or call (503) 988-5015. Closes Friday, July 21.

ECONOMIC DEVELOPMENT DIRECTOR — CAROLINE COUNTY, VA.:

The County of Caroline, Virginia, a developing locality of 22,000 located along the I-95 corridor between Richmond and Washington, D.C. is accepting resumes for the position of Economic Development Director. This is a department head position responsible for developing and directing a program designed to foster and encourage economic development, increase job opportunities and capital investment and maximize the county's business, industrial, commercial and tourism potential. Works with tourism advisory committee and paid staff to develop and implement tourism related goals and manage tourism budget. Communicates regularly with the public and local businesses on community and economic development related issues.

A thorough knowledge of the principles and practices of economic, industrial, commercial and tourism develop-

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DIRECTOR OF INFORMATION SERVICES McLEAN COUNTY, ILL. \$54,831-\$82,247

Located 135 miles southwest of Chicago and 180 miles northeast of St. Louis, our rapidly growing population of 140,000 resides in the twin cities of Bloomington (55,000) and Normal (42,000), and several rural communities. County businesses include the world headquarters of State Farm Insurance Companies, a state-of-the-art Mitsubishi Motors manufacturing plant, Illinois State University and Illinois Wesleyan University. Excellent K-12 systems. A wide array of cultural and recreational activities as well as excellent health care facilities afford our residents an outstanding quality of life.

The Director of Information Services supervises 14 professional and support positions, and reports directly to the appointed County Administrator. The previous incumbent had a 10-year tenure. We seek a highly motivated leader who possesses a four-year degree in Information Technology or a related field; a Master's Degree is preferred. Qualified candidates will have five to seven years of information services success and three to five years of technology supervision experience.

We want a proven administrator who can plan and organize the department's work, communicate effectively with a diverse group of users and vendors, recruit, retain and motivate a high quality staff, and bring an exceptional level of energy and integrity to the County's technology programs. A nationally recognized integrated justice information system is nearing completion. Other systems, including general ledger, fixed assets and office systems need to be reviewed and modernized. We also want to be positioned to take full advantage of Internet technologies to communicate and transact business with our citizens and other clients.

A job description and additional information about McLean County can be found at mclean.gov.

Applicants should submit a letter of interest, resume, professional references and salary history to Walter F. Lindberg, Assistant to County Administrator, McLean County Law & Justice Center, Room 701, P.O. Box 2400, 104 W. Front Street, Bloomington, Illinois 61701, or e-mail to lindberg@mclean.gov. Submission deadline is July 28, 2000. EOE/AA.

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.
- 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, call **Victoria Vickers**, County News, National Association of Counties, 202/942-4256.

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ment is required along with considerable knowledge of the techniques used in business and industry recruitment and the Commonwealth of Virginia's business assistance/incentive programs. Bachelor's degree in marketing, planning, business or public administration, public relations or a related field and at least three years increasingly responsible experience in a related position preferred. Salary range \$40,382 to \$58,831. Starting salary is dependent on qualifications. Reports to County Administrator.

Applicants should send a cover letter and resume by July 17 to the County Administrator's Office, P.O. Box 447, Bowling Green, Virginia 22427. A copy of the job description for the position may be obtained by contacting County Administrator's Office at (804) 633-5380 or by accessing the County's website at www.co.caroline.va.us. The County of Caroline is an Equal Opportunity Employer.

ECONOMIC AND FISCAL POLICY ANALYST, COMMISSION ON LOCAL GOVERNMENT — COMMONWEALTH OF VIRGINIA: State agency seeks applicants for position with responsibility for the comparative analysis of the social, economic and fiscal attributes of localities. Duties will include the design, construction, and administration of microcomputer data systems relative to the characteristics of localities in Virginia and the nation at large; and the conduct of quantitative research pursuant to agency requirements, including the production and analysis of tables and graphics using the software applications specified below.

Applicants should possess job-related experience in the MS-Windows environment with the following: SPSS, Stata, Visual FoxPro, Access, and Excel (concurrent experience with the desired computer applications is acceptable); and familiarity with the electronic datasets and technical documentation issued by the U.S. Census Bureau, state and local governments and institutions of higher education with respect to the social, economic and fiscal characteristics of counties, cities and towns. Advanced degree in political science, public administration, economics, sociology, statistics, or applied research discipline is preferred. Relevant training and experience evincing the desired knowledge, skills, and ability may be substituted for the academic degree.

Starting salary range: \$36,962 — \$45,000. Initial salary commensurate with qualifications and previous experience.

Please submit all letters of interest with resume and state application form to:

Stephen Ziony, Economist
Supervisor
Commission on Local Government
900 E. Main Street, Suite 103
Richmond, VA 23219

All applications must be received no later than 5:00 p.m. on July 14, 2000. An Equal Opportunity/ Affirmative Action Employer.

Phone: 804-786-6761
FAX: 804-371-7999
E-mail: sziony@clg.state.va.us

FINANCE MANAGER — BOULDER COUNTY, COLO.: (Population: 280,000) \$65,484–\$91,020 / DOQ. Requires bachelor's degree in business or public administration, or finance (Master's preferred), and 5 years increasingly responsible professional governmental accounting experience, including 3 years supervisory experience. C.P.A. desirable. Responsible for accounts payable and receivable, fixed assets, financial accounting system, purchasing, grant account-

ing, mill levy certification, and annual audit. Apply to Boulder County Human Resources, P.O. Box 471, Boulder, CO 80306. Open until filled. For more information, see web site at www.co.boulder.co.us. EOE

MANAGER, COMMISSION ON AFFORDABLE HOUSING — PALM BEACH COUNTY, FLA.: \$45,348. Develops & coordinates affordable housing policies & programs

mandated by the PBC Affordable Housing Ordinance & Comp. Plan. Plans, organizes, promotes & monitors programs & policies designed to implement the State Housing Initiatives Partnership Prog. (SHIP). MS/MA Urban/Reg. Planning, Pub./Bus. Adm./related; 3 yrs. professional exp. in planning & managing affordable housing programs. (or MS/MA in Pub. Policy, Pol. Sci. or Mgmt. & 4 yrs. exp.). Prefer exp. working with county affordable housing is-

suess/comp. plans; providing info. To gen. public, dev. community, local lending industry/media; writing conditions for approval of projects; underwriting dev. projects in pub./private sectors. Appl./resumes must include. SS#, photo, title, any Vet. Pref. Doc. & be recd. by 5 pm 7/7/00. Palm Beach County Personnel, 50 S. Military Tr. #210, W. Palm Beach, FL 33415 Fax 561/233-4604 616-6893; www.co.palm-beach.fl.us EOE/AA M/F/D/V (DFWP)



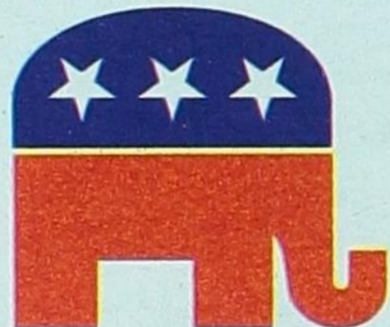
Are You Attending the Republican or Democratic National Convention?

If so, be sure to take advantage of NACo's hospitality!

NACo officers and staff will be attending both the Republican Convention, July 29–Aug. 3, in Philadelphia, and the Democratic Convention, Aug. 14–17, in Los Angeles.

NACo is holding receptions for all county officials attending the conventions. (We are also providing press and other types of support for county officials.) **But**, we need to know whom to invite.

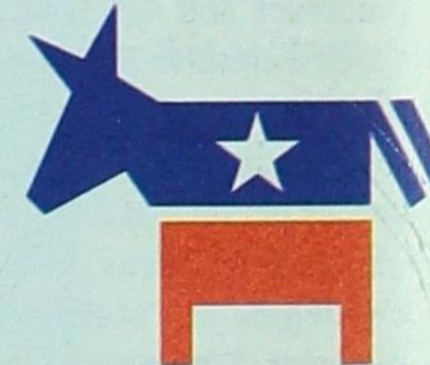
So,



If you are attending — or know of other county officials who are attending — the Republican Convention, submit your or their name, title, address, phone, and e-mail address to Andrea Fisher at NACo: 202/942-4237 or afisher@naco.org.

And,

If you are attending — or know of other county officials who are attending — the Democratic Convention, submit your or their name, title, address, phone and e-mail address to Bob Fogel at NACo: 202/942-4217 or bfogel@naco.org.



Or,

Fill out the form below and fax it to "Conventions 2000" at 202/393-2630.

I am attending, or someone I know, is attending:

Republican Convention Democratic Convention

Name: _____ Title: _____

County: _____

Address: _____

Street _____

City _____ Zip _____

Phone No: _____ E-mail: _____