



FATHER, SON SHARE COUNTY MISSION IN MINNESOTA. **PG. 9**



HOW TO VOTE AT THE NACo ANNUAL BUSINESS MEETING IN JULY. **PG. 12**



CONGRATULATIONS TO THE 2023 ACHIEVEMENT AWARD WINNERS! **PG. 12**

Lack of mental health specialists limits treatment

by **Charlie Ban**
senior writer

With more focus on the scope and scale of the national mental health crisis, counties are pointing to the dearth of trained personnel as the linchpin to tackling the growing problem.

A NACo survey found that 71% of county respondents said that lack of direct service providers was a primary barrier to providing or expanding access to behavioral health systems, with as many indicating that workforce shortage was a major problem. Three-quarters of responding counties saw an increase in incidence of behavioral health conditions over the past year, with nearly 90% noting an increase over five years.

Even in the most populous county in the country, staffing remains challenging.

“We’re competing with ourselves,” Los Angeles County, Calif. Supervisor Kathryn Barger said May 10 at a White House mental health summit of federal and local officials.

“We’re trying to recruit mental health experts, psychiatrists, psychologists, nurses in our jails, and our department of mental health is trying to hire those same people,” she noted. “Our educational sys-

tem is trying to hire those same people.”

The county is building a recruitment system, which will include loan forgiveness with a commitment to work for the county.

Barger and King County, Wash. Executive Dow Constantine serve as co-chairs of NACo’s Mental Health and Well-being Commission, a 14-person group of county officials that visited Washington, D.C. May 10-11 to meet with Biden Administration officials and members of Congress to share their perspectives on the crisis. The mental health summit convened by the Biden administration is the first such meeting in decades.

It took place amid a rising pressure on people’s mental health across the country. The increasing workload on mental and behavioral health clinicians has compounded over the past few years. In Macon County, N.C., the county is seeing increased turnover in the field, attributed to low pay, a high cost of living and high patient loads. McLean County, Ill.’s behavioral healthcare agencies total more than 100 job openings. That leads to situations like in Roscommon

See **MENTAL HEALTH** page 2



The 2023-2024 WIR officers: (L-r): Immediate Past President Dan Joyce, Malheur County, Ore. ; President John Espy, Carbon County, Wyo. ; First Vice President Wes McCart, Stevens County, Wash. ; Second Vice President John Peters, Mono County, Calif. Photo by Joe Newman

WIR showcases Utah counties

by **Charlie Ban**
senior writer

A hand is stronger than a single finger, and that’s the message Utah and its counties sent as hosts of the Western Interstate Region (WIR) Conference May 17-19 in Washington County (St. George), Utah.

As the only state that requires

2023 NACo
WESTERN INTERSTATE REGION CONFERENCE

resource management plans, Utah has set its 29 counties in a stronger position when interacting with federal land-owning agencies, which manage two-thirds of Utah.

Redge Johnson, who led the

effort to get every county of the Beehive State planning ahead, shared that vision during the WIR Board of Directors meeting. He is now executive director of the state’s Public Lands Policy and Coordinating Office.

“If every county in the West were doing this, it would give a

See **WIR** page 3

NACo forms AI exploratory committee

by **Seamus Dowdall**
and **Rita Reynolds**

The time it took for the mobile phone to reach 100 million users was 16 years. For the internet, it was seven years. ChatGPT, on the other hand, is a different story — one not only of remarkable speed in end-user adoption, but one that serves as a testament to the rapidly advancing presence of Artificial Intelligence

(AI) in our world today. The ChatGPT service, which can best be summarized as a chatbot utilizing computing power to mimic human-like intelligence in generated responses, reached 100 million global users in only two short months.

While the age for Artificial Intelligence or AI for short, started over a decade ago, it has now reached a more mature state.

So what is AI, anyhow? AI

represents the next step in computing power and capability, where the technology utilizes a generative model to “learn” and perform activities that can mirror human intelligence. Far more than a merely playful service in the case of querying ChatGPT on trivial topics, AI technology is poised to offer real-world, problem-solving applications

See **AI** page 5

'Within our jails, we have the sickest of the sick — we can't continue to warehouse'

From MENTAL HEALTH page 1

County, Mich., where two to three-month waits for appointments with mental health care specialists are becoming the norm, with residents unable to access care within a reasonable amount of time.

Constantine described King County's new behavioral health apprenticeship program that it designed with its behavioral health workers union. Combining flexible course requirements and on-the-job training, it provides financial incentives to employers. The county invested \$4 million in the program, along with \$1.5 million from the state and \$5 million from the Ballmer Group.

"We knew from our discussions with our labor partners that our workers are really living on the edge," Constantine said. "They're undercompensated historically, and we have a high cost of living. We have behavioral healthcare workers who themselves are on the

verge of becoming homeless. Obviously, that is unsustainable."

That prompted the county's Crisis Care Centers Levy, a nine-year initiative that will raise \$1.25 billion to fund five crisis care centers, offering same-day access to care for a person in crisis and diverting many from the county jail and rebuilding community-based residential treatment.

"Of course, this should be statewide and of course, it should be nationwide, but like many of you, we don't feel we can wait, so we're moving forward now," Constantine said. The levy passed with more than 56% approval in April.

"Making workforce a central issue in this levy helped with its success," he said. "People understood that it takes people to treat people. As we take the next steps forward, we're committed to ensuring this measure delivers by promoting career pathways across higher



education, credentialing, training and wrap-around supports for these employees."

And, as the labor force braces for growing adoption and adaptation of artificial intelligence, Constantine stressed that the work of mental and behavioral health workers will always be relevant.

"Treatment can't happen without access, engagement and diagnosis and in behavioral health, those things are intensely human endeavors," he said. "So much depends on someone bringing their experience and their skills to identify sometimes unseen needs and develop a treatment plan."

Mental and behavioral health issues are especially prevalent in jails, where counties carry the bill for treatment even before adjudication.

"Within our jails, we have the sickest of the sick," Barger said. "We recognize that it's not sustainable to continue to warehouse."

Los Angeles County has worked to expand the reach of its Office of Diversion and Reentry, with the Board of Supervisors voting in May to add 1,750 new beds.

Los Angeles County has benefited from the Centers for Medicare and Medicaid Services waiver that now covers services in California jails 90 days prior to release. That relief from providing services is allowing the county to take the \$455 billion it had allocated for those services to fill in other gaps in services.

"With this waiver, we're going to be able to build that continuum of care," Barger said. **CN**

SNAP/STATS

MEN'S HEALTH MONTH

Top 5 leading causes of death: *

CAUSE	PERCENT
Heart disease:	24.2%
Cancer:	22.5%
Accidents:	7.4%
Respiratory disease:	5.2%
Stroke:	4.2%

* Male, all ages, all races
Source: Centers for Disease Control and Prevention



Members of NACo's Mental Health and Wellbeing Commission meet with Rep. Grace Napolitano (D-Calif.). Facing camera, from left: Allen County, Ind. Commissioner Therese Brown; Los Angeles County, Calif. Supervisor Kathryn Barger; Douglas County, Neb. Commissioner Mary Ann Borgeson and Will County, Ill. Board Member Denise Winfrey, NACo president. Photo by T.J. Kirkpatrick

CountyNews

President
Denise Winfrey

Publisher
Matthew Chase

Chief Public Affairs Officer
Brian Namey

Public Affairs Coordinator
Alyxa Hawkins

Editor and Senior Writer
Mary Ann Barton

Digital Editor and Senior Writer
Charlie Ban

Junior Staff Writer
Meredith Moran

Design Director
Leon Lawrence III

ADVERTISING STAFF

Job Market/Classifieds representative
National Accounts representative

Mary Ann Barton
202.942.4223
FAX 866.752.1573

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

The appearance of paid advertisements in County News in no way implies support or endorsement by the National Association of Counties for any of the products, services or messages advertised. Periodicals postage paid at Washington D.C. and other offices.

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

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

(USPS 704-620) n (ISSN: 0744-9798)
© National Association of Counties
Research Foundation, Inc.

We are committed to getting County News on your desktop ASAP. Send your address corrections to cnews@naco.org.

WIR attendees get out and explore Washington County, Utah's public lands

From WIR page 1

lot more impact to what we're going to get into with FLPMA (the Federal Land Policy and Management Act) and NEPA (the National Environmental Policy Act)," he said.

Not only is it a good internal process for counties, but it can also be effective in dealing with the federal government.

"The federal planning process is supposed to be as consistent as possible with our local plans," he said. "It's the strongest language we have in federal legislation. Anytime you're working with BLM (Bureau of Land Management), you can really hold their feet to the fire and make them consistent with your plans."

In doing so, Johnson recommended resource plans be founded in incontrovertible science and coordinated through a single state agency. He recommended developing goals, policies and objectives for 29 different resources, including wilderness, water, agriculture, plants, unique wildlife, wild horses and more.

"Anything that touches on federal ownership or federal land management, we wanted to make sure that our resource management plans had something to say about the management," he said.

"We make sure that the state is speaking with one voice," he noted. "Our office is able to speak for every agency in the state. We speak for most of the counties and we speak for the governor's office and the state government. That's been really effective because the Department of Environmental Quality might say something on a water issue and the Department of Agriculture might say something different. We're not giving the federal agencies an opportunity to take one agency's point over another agency's."

Troy Timmons, policy director for the Western Governors Association, seconded that.

"Where you can be involved in those federal processes, you need to be," he said. "Collective officials count more than the general public when you're engaging with these federal officials on things that they're going to affect your ability to



Lincoln County, Nev. Commissioner Varlin Higbee accepts the Dale Sowards Outstanding Public Lands Official Award. Photo by Joe Newman

manage that land."

Timmons was wary of the BLM's proposed rule prioritizing the health and resilience of ecosystems and how that would affect established uses of BLM land.

"If we can't do multiple-use management, then that shreds your economy," Timmons said. "If it doesn't take care of wildfire, it does not produce a good habitat for all those critters."

"I think for a lot of people, there's a lot of people that hear 'multiple use' that think that is 'multiple abuse' and that is not the case at all," he said. "We need to make sure we're differentiating between the two in the minds of policymakers and people that are executing that policy."

Timmons also encouraged counties to be proactive when thinking about housing affordability as more state governments turn their attention to the issue.

"I know that's a really hard one to come together, but if you guys don't do it, somebody's going to do it to you," he said. "I'd rather have you guys in the driver's seat on that than anyone else."

WIR takes care of business

Carbon County, Wyo. Com-

missioner John Espy was elected WIR president and Stevens County, Wash. Commissioner Wes McCart was elected first vice president. John Peters, a Mono County, Calif. supervisor, won the second vice president position over Fremont County, Colo. Commissioner Dwayne McFall. Malheur County, Ore. Judge Dan Joyce became immediate past president.

Varlin Higbee, a Lincoln County, Nev. commissioner, had planned to move away from county service, after

His uncle, Alan Gardner, a former Washington County commissioner previously served as WIR president, also received the Dale Sowards Award.

Mobile workshops included a vigorous hike of Snow Canyon led by Washington County Commissioner Gil Almquist, a hike through Zion National Park and a trip to the Best Friends Animal Sanctuary, a 3,700-acre sanctuary for more than 1,500 animals that leased an additional 33,000 acres from BLM.

environmental resilience near military installations and county workforce development.

Utah Gov. Spencer Cox (R) and Lt. Gov. Deirdre Henderson (R) delivered video greetings to conference attendees.

Next year's WIR Conference will be held May 8-10 in Mariposa County, Calif.

Fire warden lends insight

Ryan Riddle illustrated how relationships have fueled his success as Iron County, Utah's fire warden. The start of summer represents a long stretch of stress for personnel like Riddle across the West. He's responsible for wildland fire suppression in unincorporated, private and state lands, and is on-call 24 hours a day from June 1 to Oct. 31.

"I learned how important it is to be firm, fair and friendly — I apply it to everything that I do," he said. "It's very important to me to ensure that, especially on the fire line when I'm giving direction, that I'm firm, that I'm providing the firefighters on the ground what they need to be successful."

In addition, his relationship with his family is both what keeps him moored but is the

2023 NACo

WESTERN INTERSTATE REGION CONFERENCE

three decades on the county's planning commission, once he retired from the state department of transportation to focus on his ranching. Then family called, and his cousin suggested Higbee run for Lincoln County commissioner, and after nearly two terms, he was named Dale Sowards Outstanding Public Lands Official Award winner. He's currently serving as president of the Nevada Association of Counties.

The Environment, Energy and Land Use Steering Committee toured diversion dams and reservoirs managed by the Washington County Conservancy District and the Public Lands Steering Committee toured Red Cliffs National Conservation Area.

Educational workshops covered advances in forecasting and its application for drought management, wildfire mitigation, energy management,

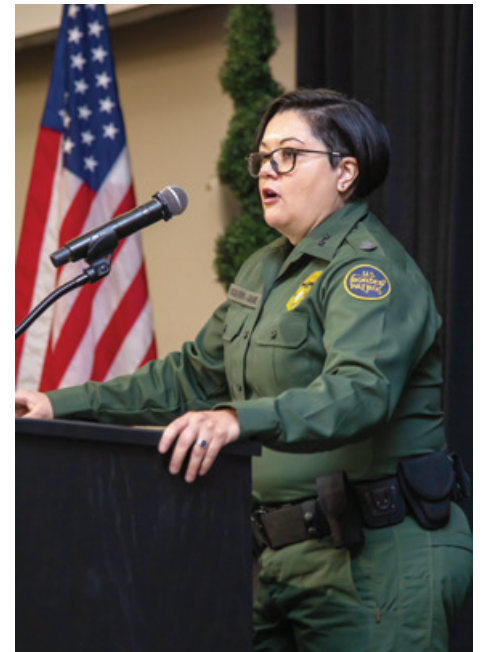
See WIR page 5

WESTERN INTERSTATE REGION CONFERENCE IN PICTURES

PHOTOS BY JOE NEWMAN



Carbon County, Wyo. Commissioner John Espy rides the desert tortoise statue, which has been baking in the sun of the Red Cliffs National Conservation Area throughout the afternoon.



Chief Patrol Agent Patricia McGurk-Daniel lays out the daunting challenge that Customs and Border Protection undertakes in securing the U.S. borders.



Beaver County, Utah Commissioner Tammy Pearson describes the Five and Six county associations of government congressional delegation tours that immerse professional staff in public lands issues in southern Utah.



NACo Board Member Edwin Booth, a Beaufort County, N.C. commissioner, enjoys the chance to get out and see how counties in another part of the country manage themselves.



Mack McDonald, of San Juan County, Utah; Michele Lieberman, of Alachua County, Fla. and Dallin Kimble, of Mariposa County, Calif. loosen up before discussing opportunities to use federal funding to help build sustainable county workforces.



Iron County, Utah Fire Warden Ryan Riddle describes his family lineage, including both his father and grandmother, that drew him into firefighting.



Redge Johnson explains to the WIR Board of Directors how Utah counties assembled their natural resource plans.

NACo exploratory committee on AI will help maximize opportunities, minimize risks

From AI page 1



through the medium of accelerating computing power.

To address this emerging technology, NACo recently announced the formation of the AI Exploratory Committee, whose goals will include assessing the state of AI and how AI policies, practices and potential use relate to county governance and operations. The AI Exploratory Committee will be comprised of 15 elected and appointed county officials, county policymakers and department heads, as well as state association representatives and affiliates.

The AI Exploratory Committee is chartered to assess both the benefits and risks associated with the rapidly adapting technology and explore how counties should be prepared to respond in national, state and local discussions about the technology.

“This exploratory committee

will help us maximize opportunities and minimize risks as we leverage this technology to benefit our residents,” said Travis County, Texas Judge Andy Brown, co-chair of the committee.

Although the breathtaking technology has awed the world since the debut of ChatGPT in

November 2022, the ChatGPT debut only represents the beginnings of how the generative technology can be applied.

“By leveraging AI, we can make data-driven decisions to tackle local issues, from public health to environmental management,” said Palm Beach County, Fla. Mayor Gregg

Weiss, co-chair of the committee.

The adaptability that AI technology offers can include an incredible amount of time savings and productivity in repetitive tasks, improved data analytics and research and faster constituent services.

County leaders recognize that, like emerging technologies of the past, there will be inherent risks to mitigate and manage over time as innovation drives forward adoption to the technology.

It will remain imperative for counties to closely monitor AI innovations and applications in the short-term as well as the long-term.

The AI Exploratory Committee will formally meet for the first time at NACo’s 2023 Annual Conference and commence on a yearlong term to conclude in the summer of 2024. Throughout the year, there will be updates and various guidance for local government. In the interim, NACo has produced a tech brief for county technology leaders. **CN**

Seamus Dowdall is an associate legislative director, telecommunications and technology at NACo. Rita Reynolds is chief information officer at NACo.

‘When we partner with local communities we make progress,’ federal official says

From WIR page 3

most at risk during fire season. Riddle’s wife is a state trooper, and she understands, and has her own commitments.

“It’s very easy for her to understand when I get called away to a fire,” he said.

“I can’t say that for my kids. They don’t understand, especially at a young age, when the phone call comes in on their birthday that Dad’s got to go to work.”

Although Riddle said 98% of fires in Utah are extinguished before they grow to more than 10 acres, the devastation from that 2% lasts for a long time.

“I can’t express how devastating it is to any firefighter when you’ve been hired to do a job to protect communities and protect property and you’re not able to do that,” he said.

“It’s very difficult to see somebody’s house go up in flames or to hear of the loss of life. It’s even worse when it’s an entire community.

“I’m proud to say, but not happy to say, that I’ve spent weeks in therapy. I’m dealing with PTSD, unfortunately.”

He challenged county officials to be proactive in building relationships with their fire-fighting personnel.

“I’m very fortunate, because of my background and because of my ability to build relationships,” he noted.

“I have an excellent relationship with my elected officials and continue to communicate with them on a regular basis and I’m very proud of that relationship.”

“I would recommend to you to do the same, because this is not your problem, this is not the federal government’s problem, this is not the private landowners problem,” he said.

“This is all of our problems, and together we can work toward a common goal to come up with a strategy to protect ourselves and the people that we serve from the effects of wildland fire.”

University of Wyoming researcher Travis Brammer encouraged counties to contribute their efforts to serve wildlife migration, acknowledging that they are often overlooked in the intergovernmental network.

Successfully planning

2023 NACo WESTERN INTERSTATE REGION CONFERENCE

around seasonal wildlife migration can reduce wildlife collisions up to 90%, Brammer said, noting that there are usually 2 million such collisions annually.

“With all these federal efforts underway, there is a lot of research already being done on those federal efforts and nobody has really taken a hard look at the state and local efforts,” noting that counties are usually responsible for half of the cost of cleanups from collisions.

Those costs to counties typically total \$5,000 per deer, \$12,000 per elk and \$20,000 per moose.

He said most policies designed to help connect wildlife habitats are done via executive order, which is not as durable as locally passed policies. Counties can address connectivity through their zoning plans, enacting speed lines and incorporating fencing in transportation planning.

“When a county has some-

thing on the books, it makes it much easier to request funding from the feds or the states and then if they have something on the books they can use that in that coordination process,” he said.

Chief Patrol Agent Patricia McGurk-Daniel described the challenges facing the country’s 20,000 border patrol agents, particularly those in the Yuma sector in Arizona, which is responsible for 167 miles of the U.S.-Mexico border.

She noted that the agency’s work goes beyond strictly border protection.

“We’re often the first ones that respond to wildfires, we’re the first ones there for drunken disorderlies, we’re the first ones there for domestic [disturbances], we’re the first ones there to protect our tribal lands,” she said.

Federal assistance

Joan Mooney, principal deputy assistant secretary for policy, management and budget at the Department of Interior, updated attendees via video recording on programming germane to Western counties,

particularly relating to water resources.

She mentioned the \$8.3 billion included in the Bipartisan Infrastructure Law for water infrastructure programs through the Bureau of Reclamation, including for reuse and rural water projects, dam safety and watershed health initiatives. One such program is \$140 million for water conservation and efficiency projects through reclamation waterSMART program supporting 84 projects across 15 Western states.

When completed, she said, the projects would conserve 77 billion gallons of water, enough water for more than 940,000 people. That follows \$585 million in reclamation funding for 83 projects in 11 states.

All was possible thanks to intergovernmental cooperation, she said.

“When we partner with local communities who have done the heavy lifting who know what their backyards really need,” she said, “we make progress that benefits crucial species and the folks who depend on these regions to survive.” **CN**

Counties invest opioid settlement funds to save lives

by Liz Ward

Every 5 1/2 minutes. That's how often someone dies from a preventable drug overdose in the United States.

In recent years, multiple pharmaceutical companies have settled lawsuits to address their harmful role in the overdose epidemic.

Since the 2022 settlement with opioid distributors and a manufacturer was finalized, NACo has been convening county leaders across 15 states as they deliberate how best to use these funds to save lives and curb the overdose epidemic.

The Opioid Solutions Leadership Network (OSLN), supported by Vital Strategies and the Pew Charitable Trusts, consists of county elected officials and health officials, many with lived and professional experience as health care providers.

Some have personal experience with the opioid crisis, either through their own struggles or those of loved ones.

Others have developed expertise in the field through their work in law enforcement, public health or social services. Others aren't yet sure where the dollars will make the greatest impact but are committed to working across agencies and with community-based organizations to find effective solutions.

These county leaders are united in their determination to make a positive impact in their communities and to break down the stigma that has hindered progress in the fight against the opioid epidemic. This group gathered for the first time in April in Granville and Vance counties, in North Carolina, to learn from experts, share their local strategies and observe the region's opioid solutions in action.

A leader in opioid abatement

Granville Vance Public Health (GVPH), the local health department serving the two-county area, is a leader in opioid abatement.

In 2018, GVPH became the first health department in



Nidhi Sachdeva leads a problem-solving session for the Opioids Solutions Leadership Network.

Photo by Samantha Karon



Dr. Shauna Guthrie, medical director, Granville Vance Public Health, discusses how to define treatment for opioid use disorder. Serves on a panel on defining and delivering evidence-based treatment for opioid use disorder Photo by Amma Agyemang-Duah, Gillings School of Global Public Health, Public Health Communications Fellow

the state to provide medications for opioid use disorder (MOUD).

The need for care was so great, that within a year, the primary care provider at the clinic, Dr. Shauna Guthrie, was dedicating her full work week to seeing patients for MOUD. On the success of the program, Guthrie said, "patients are staying alive, they're coming back."

Lisa Macon Harrison, the health director of GVPH noted that "the opioid crisis is demanding that we change...we don't have a choice, we have to solve this."

OSLN participants had the opportunity to learn from more than 15 local stakeholders in Granville and Vance, as well as state and local partners working in the region.

The convening was a critical opportunity to understand more deeply the role these individuals play in the challenges and solutions to providing integrated care in rural areas.

After two days of hearing from GVPH stakeholders, OSLN participants shared the challenges and barriers they are facing in their home counties and solicited feedback from their counterparts across

"We're not going to turn anyone away and we haven't."

– Tory Childress-Lassiter, COO, Vision Behavioral Health Services, Granville and Vance counties, N.C.

the country.

One member noted that in her county, there is a challenge in getting people truly involved in a continuum of care.

In response, another member presented a unique approach her home community is using to address the issue: A community case work process.

In this approach, multiple stakeholders and service providers come together to address the essential services required by a single person who requires additional support. This process is designed for individuals facing especially complex challenges and facilitates open lines of communication among service providers.

Fighting stigma, building compassion

Stigma, as a pervasive issue in addressing addiction and substance abuse, was a recurring theme throughout the event.

Despite the evidence that addiction is a disease, many people still see it as a moral

failing, which can create significant barriers to effective service delivery.

OSLN members reported encountering stigma and resistance at all levels to implementing best practices.

However, county leaders are finding ways to work around this issue by leveraging creative funding solutions, implementing communication campaigns and using Americans with Disabilities Act regulations to ensure that evidence-based practices are in place.

To counter the effects of stigma, Granville-Vance service providers are intentionally building peer support strategies into their provision model and crisis center.


A representative of Vision Behavioral Health Services noted the immense value of peer support specialists in their care model; peer support specialists often use their own time, money and vehicles to make sure that folks make it to their appointments, to court and to navigate the social security and other service systems.

At their grand opening of a treatment center in Granville County, a client testified that her peer support specialist helped her save for and afford her own vehicle.

Now, she's getting her own peer support certification to give back.

The OSLN convening hosted by Granville and Vance counties provided a platform for local leaders to share their experiences, learn from each other and collaborate on solutions to the opioid crisis.

While there is still much work to be done, there is hope that the face of this issue is changing, and county leaders are playing a critical role in driving that change forward.

By building relationships, sharing solutions and working together, they are making progress in the fight against the opioid crisis and creating a brighter future for their communities. The OSLN will convene again in August in Milwaukee County, Wis. 

Liz Ward is the program associate for NACo's Opioids Solution Center.

SPONSORED CONTENT

Not Knowing These Five Things Could Cost Public Workers

There are many misconceptions and gaps of knowledge about Social Security that can prove costly. This list will help clarify those misconceptions and fill in those gaps.



Nationwide[®]
is on your side

1. Your government job may not provide Social Security coverage

Some state and local government employees aren't eligible for Social Security benefits. Government employers may exclude some employees from coverage if they are enrolled in a retirement plan that meets federal regulations.

reduce benefits for some employees who qualify for a pension from work that did not pay into Social Security. These provisions were designed to prevent a windfall from collecting both Social Security and public sector pensions.

2. Your private-sector Social Security benefit may be reduced if you qualify for a public pension

The Windfall Elimination Provision (WEP) and Government Pension Offset (GPO)

3. The Windfall Elimination Provision may reduce your Social Security benefit by as much as \$512 per month

The reduction cannot be more than half of your pension amount, and \$512 is the maximum reduction amount in 2022. Social Security ben-

efits are based on your work history and wages in jobs that were not paid into Social Security. The monthly amount you receive at your full retirement age is known as your primary insurance amount (PIA). For those subject to the WEP, the formula to calculate your PIA is adjusted and reduces monthly benefits by up to \$512 per month.

4. The GPO may reduce spousal and/or survivor benefits

A dollar amount equal to two-thirds of your government pension may be subtracted from your spousal or survivor benefit. If that dollar amount

exceeds the value of your spousal or survivor benefit, the entire benefit may be eliminated.

- Spousal benefits pay up to 50% of a spouse's Social Security benefit and survivor benefits pay up to 100% of a deceased spouse's Social Security benefit, in most situations. But these benefits are reduced if you qualify for a government pension for work in which you did not pay into Social Security through FICA taxes.

5. You might not qualify for full government pension benefits

Studies by the Center for Retirement Research have found that many state and local government workers leave their jobs before they qualify for full pension benefits, suggesting that they should carefully consider how well they are preparing for retirement readiness.

Consider this: You should start preparing a Social Security strategy at age 55

Your situation is unique. In addition to the factors discussed above, other factors that may impact your decision include, but are not limited to, whether you are married, divorced or widowed; your current health; your family history of longevity and other sources of retirement income.

1 "Pensions for State and Local Government Workers Not Covered by Social Security: Do Benefits Meet Federal Standards?" Social Security Administration (January 2020).

2 "How prepared are state and local workers for retirement?" Alicia H. Munnell, Jean-Pierre Aubry, Josh Hurwitz and Laura Quinby, Trustees of Boston College, Center for Retirement Research (October 2011).





Saving on health costs feels better.

NACo's **Live Healthy Discount program** delivers health savings to county residents at NO COST to the county.

Live Healthy has saved residents more than \$720 million on their prescriptions.

Enroll now at NACo.org/Health

*The Live Healthy program is not insurance. Prescription savings may vary by drug and pharmacy; discounts are only available at participating pharmacies. Health and dental discounts are subject to coverage and are available in every state except Washington. MinuteClinic discounts are available in 33 states and the District of Columbia



Prescriptions

Up to 80% savings on generics and up to 40% on name brand medications at more than 65,000 pharmacies across the nation



Health Costs

Save on vision care, hearing, prepaid lab work, imaging and a 24/7 telemedicine service with a low monthly fee



Dental Costs

Save on dental procedures including check-ups, cleanings, x-rays, fillings, root canals and more with a low monthly fee



MinuteClinic® Savings

Save 15% at the medical walk-in clinic located in select CVS Pharmacies® using the Live Healthy Prescription Discount Card

Father, son share county service mission in Minnesota

by **Charlie Ban**
senior writer

Joe Nagel and his father Doug are both county commissioners in Minnesota — Joe in McLeod County, Doug in Pipestone County.

The twist is that Joe has a good bit more tenure than his old man, taking office in 2015, whereas Doug started his first term in January.

“We kind of flipped that over a little bit,” Joe said.

Snowy winter weather kept the pair from meeting in a professional setting at this year’s Association of Minnesota Counties’ Legislative Conference, but they don’t have to stand on formality when it comes to sharing experiences with the job.



Joe Nagel

Joe moved to McLeod County from his native Pipestone County when he took a job with the Huntington Police Department, where he is a sergeant.

A friend of his who is a predecessor on the county Board encouraged him to run, and while he demurred in 2012, he gave it a shot in 2014.

Doug, meanwhile, spent his career working for Pipestone County’s highway department, reaching superintendent, where he spent his fair share of days appearing in Board of Commissioners meetings.

“I guess I always considered in the back of my mind the county commissioner position just because of my employment with the county highway department,” he said.

“I got a little involved with some of the meetings in the budgeting process and some involvement with the government part of it.”

Likewise, Doug had a friend

on the Board who encouraged him to run after he retired in 2021, and he learned from his son’s two-year regret and went for it in 2022.

Joe saw his skills in public safety apply to a broad array of county responsibilities.

“What I do translates pretty closely to health and human services, and I certainly picked up road and bridge issues from my dad,” he said.

He added that a teenage summer working for his dad on a road crew gave them a little more quality time together than they had bargained for.

His father’s small farm, too, helped him prepare.

“It wasn’t a big farm, but I had a good basic understanding of agricultural issues coming into office that gave me



Doug Nagel

a head start, learning about what counties do. It gave me a lot of helpful exposure. We have a pretty extensive ditch system that would have taken a lot of people by surprise that’s just part of our infrastructure.”

Doug looks up to his son’s time management skills and stamina handling his job on the police force and the county Board.

“I know he works a lot of odd hours, so he can put in his time as county commissioner, so that takes a lot of dedication,” he said. “He doesn’t miss many meetings and I know that takes sacrifice.”

Joe sees the same in his dad.

“There’s a different level of accountability when you’ve got to be the guy people come to with all of their complaints rather than just being about the roads,” he said.

Joe is confident that Doug will get the hang of the county responsibilities he’s learn-

ing now, and so far, he hasn’t turned the tables and doled out any major life advice to his dad.

“We’re only probably 2.5

hours apart, but you know, our counties are different,” he said. “He’s got a hospital, I’ve got a recycling center. My population is much larger than his,

I’m an hour from the metro area.

“We’re in different situations, but the job’s not that different.” **CN**

GET TO KNOW...

Hemphill County, Texas

Welcome,

Hemphill County, Texas

Hemphill County, Texas was established in 1876 by the Texas Legislature, according to the Texas State Historical Association. The county was named for John Hemphill, a jurist and Confederate congressman.

The Hemphill County seat, Canadian, held the first rodeo in Texas — and potentially the world, as it was the first-ever recorded public rodeo performance — in 1888 on its main street. The annual Frank Phillips College Rodeo includes goat tying; steer wrestling; bareback, bull and saddle bronc riding and break away, tie down and team roping.

Located in the Texas Panhandle, Hemphill County’s population is 3,382, according to the 2020 census. It peaked in the 1980s during the oil boom, at 5,304.

The county’s River Valley Pioneer Museum holds artifacts from when it was inhabited by the Apache, Comanche and Kiowa tribes. Canadian, which was the



county’s first settlement, was originally called “Hogtown,” in reference to the hogs that roamed the streets. Hogtown famously had 13 saloons and the majority of its residents were railroad workers, gamblers and saloon keepers. Hemphill County has been “dry” since 1903 and is one of five remaining counties in Texas where the selling of alcohol, tobacco products and drugs is prohibited.

Canadian, which has upgraded its nickname to “the oasis of the High Plains,” is home to **“Aud the Dinosaur,” a one-ton, 17-foot-tall dinosaur made out of**

steel and concrete that was named for the artist Gene Cockrell’s wife Audrey. The “guardian of Canadian river valley” was originally painted black and gold in honor of the Canadian High School Wildcats but was repainted green in 2015 when she received a makeover.

“Get to Know” features new NACo member counties.



SPONSORED CONTENT

How to win at strategic planning, community engagement

Elected officials work tirelessly to create policies that will help their constituents. However, it can be challenging to measure the impact of these policies. When residents are involved in the strategic planning process, they can see how their government is working on their behalf. But creating, executing on and measuring the success of plans can be challenging, especially with the traditional way of doing things.

Envisioning a future for your community through strategic planning

Policymakers create rules and guidelines that direct decision-making and behavior in a particular area. Economic, social and political factors are considered when creating policies and policies are more successful when supporting an overall strategic plan. For example, if a county sets a goal to reduce crime, officials may create policies to expand early childhood intervention, improve public schooling, and reduce poverty.

Modernizing your strategic planning process

In today's rapidly changing world, it is more important than ever to have a strategic planning process that is flexible, actionable and achievable. In the past, strategic planning was often seen as a top-down process, with senior executives developing the plans and then communicating them to the rest of the organization. However, this approach is not actionable or measurable. A modern approach to strategic planning includes:

- Involving employees at all levels of the organization.
- Breaking down the plan into smaller, more manageable tasks.
- Setting clear milestones for each task.
- Tracking progress and making adjustments as needed.
- Revisiting and updating the plan regularly.



Build a consensus through collaboration

Citizens want to know that their tax dollars are being used in a way that benefits them. By providing feedback on the services and projects funded by their taxes, they ensure that their government is meeting their needs. Start by gathering open-ended input on important issues and identifying common themes. Next, develop goals and measurable action items for your top priorities and implement an action plan to track and communicate progress.

Keep it simple and focused

Keep your community in mind when communicating your plan. Use simple language and communication strategies to ensure everyone understands the plan. Internally, keep tasks focused and achievable, starting with the areas needing improvement. Divide your plan into three simple areas: High-level focus areas, overarching goals and specific action items to help you reach your goals.

Stay flexible and adapt

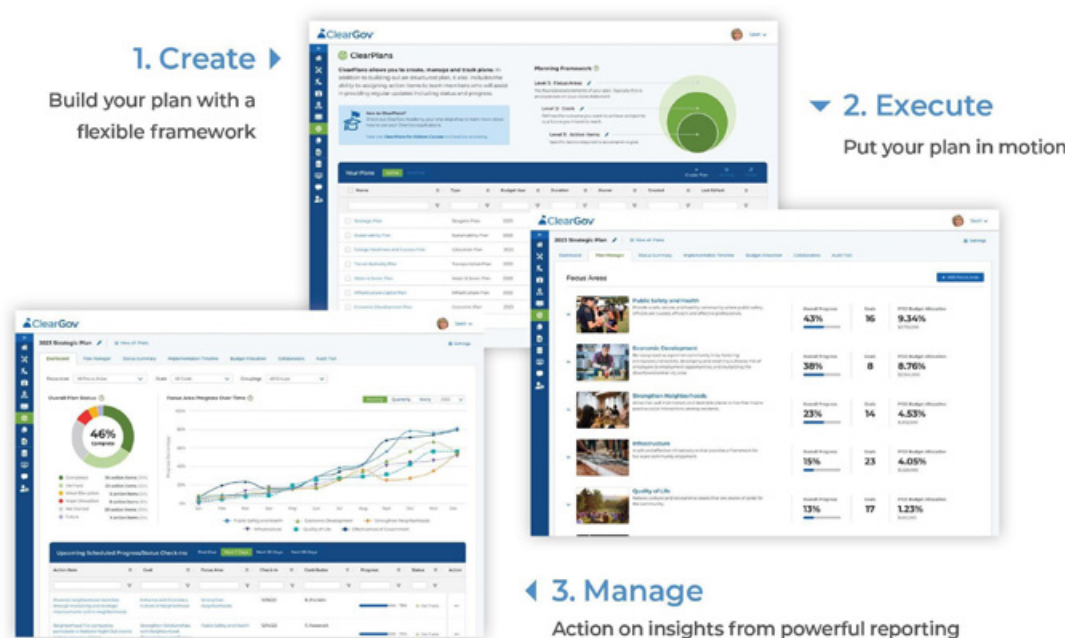
Agile methodology for planning is an ideal strategy for governments because it allows you to stay flexible and plan for the "what ifs." It helps you identify viable tactics in the one to two-year short-term that will guide your strategy over the next two to four years as your work toward your ultimate vision for the community over the next four to 10 years.

Keep your plan alive

Don't let your plan stagnate. Revisit it often and tweak as needed so that it remains viable and completable. Continually update progress and share internally and with constituents so they see the work being done to improve their community.

Connect the dots to the budget

Make it clear how your budget, and therefore tax dollars, are being used to support your plan — down to the action item, ideally. For example, if your school district plans to partner with a consultant to improve their hiring strategy, detail that in the budget so that residents know it supports your strategic goal of reducing crime by improving the quality of education in schools.



Download the Driving Results Through Strategic Planning eBook to learn more about the foundations of a successful strategic plan.



ON THE MOVE

NACo STAFF

Government Finance Officers Association Annual Conference in Multnomah County, Ore.

- **Megan Siwek** has joined NACo as a program manager for justice. She was previously a program associate at the Pedagogy of Play and earned a Masters of Global Affairs in International Negotiation and Conflict Resolution from Tufts University.
- Chief Research Officer **Teryn Zmuda** attended the ESRI CIO Summit in San Bernardino County, Calif.
- Director of Government Affairs **Eryn Hurley** and Membership Director **Kim Hall** attended the Colorado Counties Inc. Summer Conference in Eagle County.
- National Director of Financial Partnerships **Kyle Cline** attended the



Siwek



Karon



Hunt




Hawkins

in Sangamon County.

- Senior Program Manager **Sammy Karon** attended the Iowa State Association of Counties' Opioid Settlement Funds Strategic Planning Summit in Polk County. She also attended the Open Society Foundations' convening of overdose prevention grantees in New York County, N.Y.
- Program Manager **Ashley Hunt** attended the American Hospital Association's Advancing Health Equity Conference in Hennepin County, Minn.
- Public Affairs Coordinator **Alyxa Hawkins** attended the Illinois State Association of County Officials Spring Conference

Hire
Quality
Staff @ Jobs
Online



PROFILES IN SERVICE



CARSON

KEITH CARSON

NACo Board Member
Supervisor
Alameda County, Calif.

Number of years active in NACo: 29

Years in public service: I was first elected in 1992.

Occupation: Alameda County supervisor

Education: BA, UC Berkeley; MPA, Cal State Hayward

The hardest thing I've ever done: Attending the funerals of my mother, father, relatives and personal friends.

Three people (living or dead) I'd invite to dinner: My dad, mother and aunt (on my dad's side). Both dad and mom raised me and my sisters, but we never talked about their past and their upbringing. I would like them to tell me everything about their lives from childhood to adulthood.

A dream I have is to: Get to know my relatives better on both sides of my family.

The most adventurous thing I've ever done is: Spend a month in Russia in 1982.

My favorite way to relax is: Go for a long walk with my wife and/or friends.

I'm most proud of: My relationship with my family: my wife, children, in-laws and their families, and the relationship I had with my mom and dad when they were alive.

Every morning I read: The Wall Street Journal

My favorite meal is: Salads and soups (all kinds).

My pet peeve is: People who never really take the time to listen and who always cut you off with a response without hearing you out.

My motto is: Do unto others as you would have them do unto you.

The last book I read was: The 1619 Project

My favorite movie is: The Godfather — elements of that story are in every element of life, from relationships to how organizations operate.

My favorite music is: Gospel

My favorite U.S. president is: President Barack Obama

My county is a NACo member because: Alameda County receives real-time information on all things federal, state, local, programmatic and access to possible solutions, options and best practices.

YOU'D BE SURPRISED TO LEARN THAT I:
Sang in a gospel choir that recorded several albums.



WORD SEARCH COCONINO COUNTY, ARIZ.

Created by Mary Ann Barton

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

FOUNDING: The county was created Feb. 18, 1891, carved out of Yavapai County.

JOSEPHINE: Housed in a 1911 Craftsman bungalow, local restaurant Josephine's is at the top of most lists as the area's best restaurant.

LARGE: At 18,661 square miles, the county is the second largest in the country, just behind San Bernardino County, Calif., excluding boroughs in Alaska.

METEOR: Meteor Crater is a site in the county that was hit by a meteor about 50,000 years ago; the crater measures 560 feet deep and 3,900 feet across. Researchers suggest the meteor was traveling at 29,000 MPH when it hit.

OBSERVATORY: Sitting on top of Hill Mesa, Lowell Observatory was established in 1894 and is a national historic landmark.

PEAK: The highest point in the county is Humphreys Peak, at 12,637 feet above sea level.

RESERVATIONS: The county is home to five federally recognized Indian reservations.

SEDONA: This artsy and scenic town is partly located in Coconino County.

ARIZONA: The county is located in the north-central part of Arizona.

CANYON: The Grand Canyon is located in Coconino and Mohave counties in Arizona.

COHONINA: The county name comes from the name of a culture that thrived there from the 8th to 11th centuries.

COMICS: The county was the setting for the comic strip Krazy Kat by cartoonist George Herriman that ran from 1913 to 1944.

COURTHOUSE: The county courthouse was built in 1894; the red sandstone structure was built in the Richardsonian Romanesque style.

FAIR: The Coconino County Fair began in 1949 and continues today every September.

FLAGSTAFF: Flagstaff is the county seat of Coconino County. The Flagstaff name comes from a flagpole made from a pine tree created to celebrate the nation's centennial in 1876.

Designate your voting delegate for Annual Business Meeting

by John Losh

The NACo 2023 Annual Business Meeting and Election will be held in-person Monday, July 24 in Travis County, Texas. During the meeting, credentialed NACo members elect NACo officers, set our national policy agenda and conduct other association business.

Voting credentials verify a member county, parish or borough's eligibility to vote and the number of votes available to cast at the meeting. **To be eligible to vote, please:**

- Register for the 2023 Annual Conference
- Pay 2023 NACo membership dues in full and
- Designate one voting delegate by Monday, July 17 at 5 p.m. EDT at NACo.org/voting-credentials.

After paying your 2023 NACo membership dues in full and registering for the Annual Conference, there are two ways your county, parish or borough can cast votes at the Annual Business Meeting:

1. Appoint a delegate to participate in-person or
2. Proxy your county's vote(s) to your state association or another registered member county from your state.

Members are encouraged to authorize one primary voting delegate per county and must provide the cell phone number of the voting delegate. County chief elected officials, clerks to the county board and conference registrants can visit the voting credentials portal at NACo.org/voting-credentials to assign a primary voting delegate or proxy.

Paper voting credential forms will not be mailed to member counties but can be accessed electronically by visiting NACo.org/VotingCredentials.

Any changes to a county's primary voting delegate can be made using the online voting credentials portal by Monday, July 17 at 5 p.m. EDT. Should any changes be required during the conference, members can visit the on-site credentials desk before Sunday, July 23 at 5 p.m. CDT.

All primary voting delegates and proxies will cast their votes



NACo Second Vice President Mary Jo McGuire chats with other officials at the NACo Annual Business Meeting and Election in Adams County, Colo.

Photo by Denny Henry


during the business meeting electronically using a secure system called Election Buddy. Primary voting delegates and proxies will be invited to several training webinars to learn how to access Election Buddy and practice casting votes.

Primary voting dele-

gates can register for the training webinars by visiting NACo.org/Webinars. Trainings are scheduled for:

- Monday, July 10: 12-1 p.m. EDT
- Wednesday, July 12: 4-5 p.m. EDT
- Thursday, July 13: 12-1 p.m. EDT
- Monday, July 17: 4-5 p.m. EDT

EDT

More information about the voting credentials process and delegate appointment can be accessed at NACo.org/voting-credentials or by emailing credentials@naco.org. 

John Losh is the associate membership director in the Public Affairs Department at NACo.



CONGRATULATIONS TO OUR 2023

ACHIEVEMENT AWARDS

WINNERS



Best In Category

Arts, Culture and Historic Preservation

Fashion, Art, Culture & Entertainment (F.A.C.E.)
Fulton County, Ga.

Children and Youth

Enhanced Mentoring Engagement (Level Up)
Palm Beach County, Fla.

Civic Education and Public Information

Election Command Center
Maricopa County, Ariz.

Community and Economic Development

Lease2Home: Matching Customers with Affordable Housing Opportunities
Wake County N.C.

County Administration and Management

Equitable Administration of American Rescue Plan Resources
Los Angeles County, Calif.

County Resiliency: Infrastructure, Energy and Sustainability
Bison Reintroduction
Dakota County, Minn.

Criminal Justice and Public Safety

The Tap In Center
St. Louis County, Mo.

Financial Management

Continuous Auditing: Automating Property Tax Refund Audit
Travis County, Texas

Health

ALL IN Recipe4Health
Guilford County, N.C.

Human Services

Family Stabilization Unit
Scott County, Minn.

Information Technology

Public Safety Assessment
Miami-Dade County, Fla.

Libraries

Library Connections at the Salt Lake County Jail
Salt Lake County, Utah

Parks and Recreation

Holiday Park Senior Center Outdoor Fitness Equipment
Montgomery County, Md.

Personnel Management, Employment and Training
Saratoga County EMT Career Pathway for Youth
Saratoga County N.Y.

Planning

James City County Comprehensive Plan
James City County, Va.

Risk and Emergency Management

Firewise Communities Microgrant Program
Nevada County, Calif.

Transportation

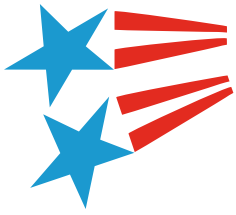
Community Outreach on the Oakland Mills Road Complete Streets Project
Howard County, Md.

Volunteers

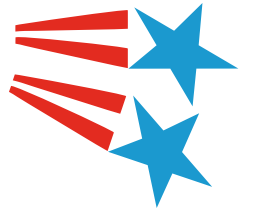
Mobile Food Program and Volunteer Response
Gwinnett County, Ga..

Scan to read more about these winners





2023 NACo ELECTION



During NACo's 2023 Annual Conference in Travis County, Texas, delegates from member counties will cast votes for a new executive leadership team and new policy positions for the American County Platform. The following are the vote totals for each member county. The number of votes assigned to each county is based on a formula that awards one vote for every \$1,200 (or fraction thereof) paid in NACo dues. County delegates must be present at the Annual Business Meeting Monday, July 24. **See page 12 for more information.**

Alabama

Autauga County	1
Baldwin County	3
Barbour County	1
Bibb County	1
Blount County	1
Bullock County	1
Butler County	1
Calhoun County	2
Chambers County	1
Cherokee County	1
Chilton County	1
Choctaw County	1
Clarke County	1
Clay County	1
Cleburne County	1
Coffee County	1
Colbert County	1
Conecuh County	1
Coosa County	1
Covington County	1
Crenshaw County	1
Cullman County	2
Dale County	1
Dallas County	1
DeKalb County	2
Elmore County	2
Escambia County	1
Etowah County	2
Fayette County	1
Franklin County	1
Geneva County	1
Greene County	1
Hale County	1
Henry County	1
Houston County	2
Jackson County	1
Jefferson County	11
Lamar County	1
Lauderdale County	2
Lawrence County	1
Lee County	3
Limestone County	2
Lowndes County	1
Macon County	1
Madison County	6
Marengo County	1
Marion County	1
Marshall County	2
Mobile County	7
Monroe County	1
Montgomery County	4
Morgan County	2
Perry County	1
Pickens County	1
Pike County	1

Randolph County	1
Russell County	1
Shelby County	3
St. Clair County	2
Sumter County	1
Talladega County	2
Tallapoosa County	1
Tuscaloosa County	4
Walker County	2
Washington County	1
Wilcox County	1
Winston County	1

Total 113

Alaska

Aleutians East Borough	1
Anchorage Municipality	5
Bristol Bay Borough	1
City and Borough of Juneau	1
City and Borough of Sitka	1
City and Borough of Wrangell	1
City and Borough of Yakutat	1
Denali Borough	1
Fairbanks North Star Borough	2
Haines Borough	1
Kenai Peninsula Borough	1
Ketchikan Gateway Borough	1
Kodiak Island Borough	1
Lake And Peninsula Borough	1
Matanuska-Susitna Borough	2
North Slope Borough	1
Northwest Arctic Borough	1
Petersburg Borough	1
Skagway Borough	1

Total 25

Arkansas

Arkansas County	1
Ashley County	1
Baxter County	1
Benton County	3
Boone County	1
Bradley County	1
Calhoun County	1
Carroll County	1
Chicot County	1
Clark County	1
Clay County	1
Cleburne County	1
Cleveland County	1

Columbia County	1
Conway County	1
Craighead County	2
Crawford County	1
Crittenden County	1
Cross County	1
Dallas County	1
Desha County	1
Drew County	1
Faulkner County	2
Franklin County	1
Fulton County	1
Garland County	2
Grant County	1
Greene County	1
Hempstead County	1
Hot Spring County	1
Howard County	1
Independence County	1
Izard County	1
Jackson County	1
Jefferson County	2
Johnson County	1
Lafayette County	1
Lawrence County	1
Lee County	1
Lincoln County	1
Little River County	1
Logan County	1
Lonoke County	1
Madison County	1
Marion County	1
Miller County	1
Mississippi County	1
Monroe County	1
Montgomery County	1
Nevada County	1
Newton County	1
Ouachita County	1
Perry County	1
Phillips County	1
Pike County	1
Poinsett County	1
Polk County	1
Pope County	2
Prairie County	1
Pulaski County	7
Randolph County	1
Saline County	2
Scott County	1
Searcy County	1
Sebastian County	3
Sevier County	1
Sharp County	1
St. Francis County	1
Stone County	1

Union County	1
Van Buren County	1
Washington County	3
White County	2
Woodruff County	1
Yell County	1

Total 94

Arizona

Apache County	2
Cochise County	3
Coconino County	3
Gila County	1
Graham County	1
Greenlee County	1
La Paz County	1
Maricopa County	42
Mohave County	3
Navajo County	2
Pima County	16
Pinal County	3
Santa Cruz County	1
Yavapai County	3
Yuma County	3

Total 85

California

Alameda County	26
Alpine County	1
Amador County	1
Butte County	4
Calaveras County	1
Colusa County	1
Contra Costa County	18
Del Norte County	1
El Dorado County	3
Fresno County	16
Glenn County	1
Humboldt County	3
Imperial County	3
Inyo County	1
Kern County	13
Kings County	3
Lake County	2
Lassen County	1
Los Angeles County	51
Madera County	3
Marin County	5
Mariposa County	1
Mendocino County	2
Merced County	4
Modoc County	1
Mono County	1
Monterey County	7
Napa County	3
Nevada County	2

Orange County	42
Placer County	5
Plumas County	1
Riverside County	29
Sacramento County	24
San Benito County	1
San Bernardino County	33
San Diego County	42
San Francisco City and County	14
San Joaquin County	11
San Luis Obispo County	5
San Mateo County	12
Santa Barbara County	8
Santa Clara County	30
Santa Cruz County	5
Shasta County	3
Sierra County	1
Siskiyou County	1
Solano County	7
Sonoma County	9
Stanislaus County	9
Sutter County	2
Tehama County	2
Trinity County	1
Tulare County	8
Tuolumne County	1
Ventura County	14
Yolo County	4
Yuba County	2

Total 505

Colorado

Adams County	7
Alamosa County	1
Arapahoe County	10
Archuleta County	1
Baca County	1
Bent County	1
Boulder County	5
Broomfield City and County	1
Chaffee County	1
Cheyenne County	1
Clear Creek County	1
Conejos County	1
Crowley County	1
Custer County	1
Delta County	1
Denver City and County	11
Dolores County	1
Douglas County	3
Eagle County	1
El Paso County	10
Elbert County	1
Fremont County	1

Garfield County	1
Gilpin County	1
Grand County	1
Gunnison County	1
Hinsdale County	1
Huerfano County	1
Jackson County	1
Jefferson County	9
Kit Carson County	1
La Plata County	1
Lake County	1
Larimer County	5
Las Animas County	1
Lincoln County	1
Logan County	1
Mesa County	3
Mineral County	1
Moffat County	1
Montezuma County	1
Montrose County	1
Morgan County	1
Otero County	1
Ouray County	1
Park County	1
Phillips County	1
Pitkin County	1
Prowers County	1
Pueblo County	3
Rio Blanco County	1
Rio Grande County	1
Routt County	1
Saguache County	1
San Juan County	1
San Miguel County	1
Sedgwick County	1
Summit County	1
Teller County	1
Weld County	4
Yuma County	1

Total 120

District of Columbia

District of Columbia	11
----------------------	----

Total 11

Delaware

Kent County	3
New Castle County	9
Sussex County	3

Total 15

Florida

Alachua County	5
Baker County	1
Bay County	3
Bradford County	1

Brevard County	10
Broward County.....	30
Calhoun County	1
Charlotte County	3
Citrus County	3
Clay County.....	3
Collier County.....	5
Columbia County.....	2
DeSoto County.....	1
Dixie County.....	1
Duval County/City of Jacksonville	15
Escambia County	5
Flagler County	1
Franklin County	1
Gadsden County	1
Gilchrist County.....	1
Glades County	1
Gulf County.....	1
Hamilton County	1
Hardee County	1
Hendry County	1
Hernando County	3
Highlands County.....	2
Hillsborough County	19
Holmes County.....	1
Indian River County	3
Jackson County.....	1
Jefferson County	1
Lafayette County	1
Lake County.....	4
Lee County.....	9
Leon County.....	5
Levy County	1
Liberty County.....	1
Madison County.....	1
Manatee County.....	5
Marion County	5
Martin County	3
Miami-Dade County	42
Monroe County	2
Nassau County.....	2
Okaloosa County.....	4
Okeechobee County	1
Orange County	16
Osceola County.....	3
Palm Beach County	21
Pasco County	7
Pinellas County	16
Polk County.....	10
Putnam County	2
Santa Rosa County.....	3
Sarasota County	7
Seminole County.....	7
St. Johns County	3
St. Lucie County	4
Sumter County	1
Suwannee County	1
Taylor County	1
Union County	1
Volusia County	9
Wakulla County.....	1
Walton County.....	1
Washington County	1

Total 329

Georgia

Appling County.....	1
---------------------	---

Athens-Clarke County.....	2
Atkinson County	1
Augusta-Richmond County.....	4
Bacon County	1
Baker County	1
Baldwin County	1
Banks County.....	1
Barrow County	1
Bartow County	2
Ben Hill County	1
Berrien County	1
Bleckley County	1
Brantley County.....	1
Brooks County.....	1
Bryan County	1
Bulloch County.....	2
Burke County	1
Butts County	1
Calhoun County	1
Camden County	1
Candler County	1
Carroll County	2
Catoosa County	1
Charlton County	1
Chatham County	5
Chattooga County	1
Cherokee County.....	3
Clay County.....	1
Clayton County.....	5
Clinch County.....	1
Cobb County	11
Coffee County	1
Colquitt County	1
Columbia County.....	2
Columbus-Muscogee County.....	4
Cook County	1
Coweta County.....	2
Crawford County	1
Crisp County	1
Cusseta-Chattahoochee County.....	1
Dade County	1
Dawson County	1
Decatur County	1
DeKalb County	12
Dodge County	1
Dooly County	1
Dougherty County	2
Douglas County.....	2
Early County.....	1
Echols County	1
Effingham County.....	1
Elbert County	1
Emanuel County.....	1
Evans County	1
Fannin County.....	1
Fayette County.....	2
Floyd County	2
Forsyth County	2
Franklin County	1
Fulton County.....	16
Georgetown-Quitman County.....	1
Gilmer County	1
Glascocock County	1
Glynn County	2
Gordon County.....	1

Grady County	1
Greene County	1
Gwinnett County.....	10
Habersham County	1
Hall County	3
Hancock County.....	1
Haralson County.....	1
Harris County	1
Hart County.....	1
Heard County	1
Henry County	2
Houston County	3
Irwin County.....	1
Jackson County.....	1
Jasper County	1
Jeff Davis County.....	1
Jefferson County	1
Jenkins County.....	1
Johnson County.....	1
Jones County	1
Lamar County.....	1
Lanier County.....	1
Laurens County	1
Lee County.....	1
Liberty County.....	2
Lincoln County	1
Long County.....	1
Lowndes County.....	2
Lumpkin County	1
Macon County.....	1
Macon-Bibb County	3
Madison County	1
Marion County	1
McDuffie County.....	1
McIntosh County	1
Meriwether County	1
Miller County.....	1
Mitchell County	1
Monroe County	1
Montgomery County.....	1
Morgan County.....	1
Murray County.....	1
Newton County	2
Oconee County	1
Oglethorpe County	1
Paulding County.....	2
Peach County.....	1
Pickens County	1
Pierce County.....	1
Pike County.....	1
Polk County.....	1
Pulaski County	1
Putnam County	1
Rabun County	1
Randolph County	1
Rockdale County	2
Schley County	1
Screven County	1
Seminole County.....	1
Spalding County.....	2
Stephens County.....	1
Stewart County	1
Sumter County	1
Talbot County	1
Taliaferro County	1
Tattnall County	1
Taylor County	1
Telfair County	1

Terrell County	1
Thomas County	1
Tift County	1
Toombs County	1
Towns County	1
Treutlen County	1
Troup County.....	2
Turner County.....	1
Twiggs County	1
Union County	1
Upson County	1
Walker County.....	2
Walton County.....	1
Ware County	1
Warren County	1
Washington County	1
Wayne County	1
Webster County.....	1
Wheeler County.....	1
White County	1
Whitfield County.....	2
Wilcox County	1
Wilkes County	1
Wilkinson County	1
Worth County	1

Total 248

Hawaii

Hawaii County.....	3
Honolulu City and County	16
Kauai County	2
Maui County.....	3

Total 24

Iowa

Adair County	1
Adams County.....	1
Allamakee County	1
Appanoose County.....	1
Benton County	1
Black Hawk County.....	3
Bremer County	1
Buchanan County.....	1
Buena Vista County	1
Butler County	1
Calhoun County	1
Carroll County	1
Cedar County	1
Cerro Gordo County.....	1
Cherokee County.....	1
Chickasaw County.....	1
Clarke County.....	1
Clay County.....	1
Clayton County.....	1
Clinton County	1
Crawford County	1
Dallas County.....	1
Davis County.....	1
Des Moines County	1
Dickinson County	1
Dubuque County	2
Emmet County	1
Franklin County	1
Fremont County.....	1
Greene County	1
Grundy County	1
Hamilton County	1

Hardin County	1
Harrison County	1
Henry County	1
Howard County.....	1
Humboldt County	1
Jackson County.....	1
Jasper County	1
Jefferson County	1
Johnson County.....	3
Jones County	1
Keokuk County.....	1
Kossuth County.....	1
Lee County.....	1
Linn County.....	4
Lucas County	1
Lyon County	1
Mahaska County	1
Marion County	1
Marshall County.....	1
Mills County	1
Mitchell County	1
Monona County.....	1
Montgomery County.....	1
Osceola County.....	1
Page County.....	1
Palo Alto County.....	1
Plymouth County.....	1
Pocahontas County	1
Polk County.....	8
Pottawattamie County.....	2
Poweshiek County	1
Ringgold County.....	1
Sac County	1
Scott County	3
Shelby County	1
Sioux County.....	1
Story County	2
Tama County	1
Taylor County	1
Union County	1
Van Buren County.....	1
Wapello County.....	1
Warren County	1
Washington County	1
Wayne County	1
Webster County.....	1
Winnebago County	1
Winneshiek County.....	1
Woodbury County.....	2
Worth County	1
Wright County	1

Total 103

Idaho

Ada County	6
Adams County.....	1
Bannock County.....	2
Bear Lake County	1
Benewah County	1
Bingham County.....	1
Blaine County	1
Boise County.....	1
Bonner County	1
Bonneville County	2
Boundary County	1
Butte County	1
Camas County.....	1
Canyon County.....	3

Caribou County	1
Cassia County.....	1
Clark County	1
Clearwater County.....	1
Custer County	1
Elmore County.....	1
Franklin County	1
Fremont County.....	1
Gem County	1
Gooding County	1
Idaho County	1
Jefferson County	1
Jerome County	1
Kootenai County.....	2
Latah County	1
Lemhi County.....	1
Lewis County.....	1
Lincoln County	1
Madison County	1
Minidoka County	1
Nez Perce County	1
Oneida County	1
Owyhee County	1
Payette County.....	1
Power County	1
Shoshone County.....	1
Teton County	1
Twin Falls County	2
Valley County	1
Washington County	1

Total 55

Illinois

Adams County.....	2
Alexander County	1
Bond County	1
Boone County	1
Brown County.....	1
Bureau County	1
Calhoun County	1
Carroll County	1
Cass County.....	1
Champaign County.....	4
Christian County.....	1
Clark County	1
Clay County.....	1
Clinton County	1
Cook County	49
Crawford County	1
Cumberland County	1
De Witt County	1
DeKalb County.....	2
DuPage County	16
Edgar County	1
Edwards County	1
Effingham County.....	1
Fayette County	1
Fulton County.....	1
Gallatin County	1
Grundy County	1
Hamilton County	1
Henderson County.....	1
Henry County	1
Iroquois County.....	1
Jackson County.....	2
Jasper County	1
Jefferson County	1
Jo Daviess County	1

Johnson County.....1
 Kane County8
 Kankakee County2
 Kendall County.....1
 Knox County.....1
 Lake County12
 LaSalle County.....2
 Lawrence County.....1
 Lee County.....1
 Livingston County.....1
 Logan County1
 Macon County.....2
 Madison County5
 Marion County1
 Marshall County.....1
 Mason County.....1
 Massac County1
 McDonough County.....1
 McHenry County.....5
 McLean County3
 Menard County1
 Monroe County1
 Montgomery County1
 Morgan County.....1
 Moultrie County.....1
 Ogle County1
 Peoria County4
 Perry County1
 Piatt County1
 Pike County.....1
 Pope County1
 Pulaski County1
 Putnam County1
 Randolph County1
 Richland County.....1
 Saline County.....1
 Schuyler County1
 Shelby County.....1
 St. Clair County5
 Stark County1
 Stephenson County.....1
 Tazewell County.....3
 Union County1
 Wabash County.....1
 Warren County1
 Washington County1
 Wayne County1
 White County1
 Whiteside County1
 Will County.....9
 Williamson County2
 Winnebago County5
 Woodford County1

Total 210

Indiana

Adams County.....1
 Allen County.....6
 Bartholomew County.....2
 Benton County1
 Blackford County.....1
 Boone County1
 Brown County.....1
 Clinton County1
 Daviess County1
 Dearborn County.....1
 Decatur County1

DeKalb County1
 Dubois County1
 Elkhart County4
 Floyd County2
 Fountain County.....1
 Franklin County1
 Fulton County.....1
 Greene County1
 Hamilton County3
 Harrison County1
 Hendricks County.....2
 Henry County1
 Huntington County1
 Indianapolis and
 Marion County16
 Jay County1
 Jennings County1
 Johnson County.....3
 Knox County.....1
 Kosciusko County.....2
 Lake County9
 LaPorte County2
 Madison County3
 Marshall County1
 Monroe County3
 Montgomery County1
 Morgan County.....2
 Newton County1
 Noble County1
 Ohio County1
 Owen County.....1
 Parke County.....1
 Perry County1
 Pike County.....1
 Porter County.....3
 Posey County1
 Pulaski County1
 Putnam County1
 Randolph County1
 Rush County.....1
 Shelby County.....1
 Spencer County.....1
 Starke County1
 Steuben County1
 Sullivan County1
 Switzerland County1
 Tipton County.....1
 Vanderburgh County.....3
 Vermillion County1
 Vigo County.....2
 Warrick County.....1
 Washington County1
 Wayne County2
 Wells County1
 White County1

Total 116

Kansas

Allen County.....1
 Atchison County1
 Barber County.....1
 Barton County.....1
 Bourbon County1
 Brown County.....1
 Butler County2
 Chase County.....1
 Cloud County1
 Coffey County.....1

Crawford County1
 Decatur County1
 Dickinson County1
 Douglas County.....2
 Elk County.....1
 Ellis County1
 Ellsworth County1
 Finney County1
 Ford County1
 Franklin County1
 Geary County1
 Gove County1
 Graham County1
 Grant County.....1
 Greeley County.....1
 Greenwood County.....1
 Harvey County.....1
 Haskell County1
 Jackson County1
 Jefferson County1
 Jewell County1
 Johnson County.....9
 Labette County1
 Leavenworth County.....2
 Linn County.....1
 Marion County1
 Marshall County.....1
 McPherson County1
 Meade County.....1
 Miami County.....1
 Mitchell County1
 Montgomery County1
 Morris County.....1
 Nemaha County1
 Neosho County1
 Ness County1
 Osage County.....1
 Ottawa County1
 Pawnee County1
 Phillips County1
 Pottawatomie County1
 Pratt County.....1
 Rawlins County1
 Reno County2
 Republic County.....1
 Rice County.....1
 Riley County.....2
 Rooks County.....1
 Russell County1
 Saline County.....1
 Sedgwick County.....9
 Seward County.....1
 Shawnee County3
 Sherman County1
 Smith County1
 Stafford County.....1
 Stanton County1
 Stevens County1
 Trego County1
 Unified Government of
 Wyandotte County/
 Kansas City.....3
 Washington County1
 Wilson County1

Total 97

Kentucky

Adair County1
 Allen County.....1
 Anderson County.....1
 Ballard County1
 Barren County1
 Bath County.....1
 Bell County1
 Boone County2
 Bourbon County.....1
 Boyd County1
 Boyle County.....1
 Bracken County.....1
 Breathitt County.....1
 Breckinridge County1
 Bullitt County2
 Butler County1
 Caldwell County1
 Calloway County.....1
 Campbell County.....2
 Carlisle County1
 Carroll County1
 Carter County.....1
 Casey County1
 Christian County.....2
 Clark County1
 Clay County.....1
 Clinton County1
 Crittenden County1
 Cumberland County1
 Daviess County2
 Edmonson County1
 Elliott County1
 Estill County.....1
 Fleming County1
 Floyd County.....1
 Franklin County1
 Fulton County.....1
 Gallatin County1
 Garrard County.....1
 Grant County.....1
 Graves County.....1
 Grayson County.....1
 Green County1
 Greenup County1
 Hancock County.....1
 Hardin County2
 Harlan County1
 Harrison County1
 Hart County.....1
 Henderson County.....1
 Henry County1
 Hickman County.....1
 Hopkins County.....1
 Jackson County.....1
 Jessamine County1
 Johnson County.....1
 Kenton County3
 Knott County.....1
 Knox County.....1
 LaRue County.....1
 Laurel County.....1
 Lawrence County.....1
 Lee County.....1
 Leslie County1
 Letcher County1
 Lewis County.....1
 Lexington-Fayette County .5
 Lincoln County1

Livingston County.....1
 Logan County1
 Louisville Jefferson County
 Metro Government13
 Lyon County1
 Madison County2
 Magoffin County.....1
 Marion County1
 Marshall County.....1
 Martin County1
 Mason County.....1
 McCracken County2
 McCreary County.....1
 McLean County1
 Meade County.....1
 Menifee County.....1
 Mercer County.....1
 Metcalfe County1
 Monroe County1
 Montgomery County1
 Morgan County.....1
 Muhlenberg County1
 Nelson County.....1
 Nicholas County1
 Ohio County1
 Oldham County1
 Owen County.....1
 Owsley County1
 Pendleton County.....1
 Perry County1
 Pike County.....2
 Powell County1
 Pulaski County2
 Robertson County1
 Rockcastle County.....1
 Rowan County1
 Russell County1
 Scott County1
 Shelby County.....1
 Simpson County.....1
 Spencer County.....1
 Taylor County1
 Todd County.....1
 Trigg County1
 Trimble County1
 Union County1
 Warren County2
 Washington County1
 Wayne County1
 Webster County.....1
 Whitley County1
 Wolfe County.....1
 Woodford County1

Total 149

Louisiana

Acadia Parish.....2
 Allen Parish.....1
 Ascension Parish.....2
 Assumption Parish1
 Beauregard Parish.....1
 Bienville Parish.....1
 Bossier Parish2
 Caddo Parish5
 Calcasieu Parish4
 Caldwell Parish.....1
 Cameron Parish1
 Claiborne Parish.....1

Concordia Parish.....1
 DeSoto Parish1
 East Baton Rouge Parish...8
 East Feliciana Parish1
 Evangeline Parish1
 Franklin Parish1
 Grant Parish1
 Iberia Parish.....2
 Iberville Parish1
 Jackson Parish1
 Jefferson Davis Parish.....1
 Jefferson Parish.....8
 Lafayette Consolidated
 Government4
 Lafourche Parish2
 LaSalle Parish1
 Lincoln Parish1
 Livingston Parish2
 Madison Parish1
 Natchitoches Parish1
 Orleans Parish.....8
 Ouachita Parish.....3
 Pointe Coupee Parish1
 Rapides Parish3
 Red River Parish1
 Sabine Parish.....1
 St. Bernard Parish2
 St. Charles Parish.....1
 St. Helena Parish.....1
 St. James Parish.....1
 St. John The Baptist
 Parish1
 St. Landry Parish2
 St. Martin Parish1
 St. Mary Parish.....1
 St. Tammany Parish.....4
 Tangipahoa Parish.....2
 Terrebonne Parish
 Consolidated Government 2
 Union Parish1
 Vermilion Parish1
 Vernon Parish Police Jury..1
 Washington Parish1
 Webster Parish1
 West Baton Rouge Parish..1
 West Feliciana Parish1
 Winn Parish.....1

Total 104

Massachusetts

Barnstable County1
 Bristol County1
 Nantucket County.....1
 Norfolk County1
 Plymouth County1

Total 5

Maryland

Allegany County2
 Anne Arundel County.....9
 Baltimore City11
 Baltimore County14
 Calvert County2
 Caroline County1
 Carroll County3
 Cecil County.....2
 Charles County.....3

Dorchester County	1
Frederick County	4
Garrett County	1
Harford County.....	5
Howard County.....	5
Kent County	1
Montgomery County.....	17
Prince George's County ..	15
Queen Anne's County	1
Somerset County.....	1
St. Mary's County.....	2
Talbot County	1
Washington County	3
Wicomico County	2
Worcester County	1

Total 107

Maine

Androscoggin County	2
Aroostook County.....	2
Cumberland County	5
Franklin County	1
Hancock County.....	1
Kennebec County.....	3
Knox County.....	1
Lincoln County	1
Oxford County	1
Penobscot County	3
Piscataquis County	1
Sagadahoc County.....	1
Somerset County.....	1
Waldo County.....	1
Washington County	1
York County.....	4

Total 29

Michigan

Alger County	1
Allegan County.....	2
Antrim County	1
Bay County	2
Benzie County	1
Berrien County	3
Branch County	1
Calhoun County	3
Cass County.....	1
Charlevoix County.....	1
Cheboygan County	1
Clare County	1
Clinton County	2
Crawford County	1
Delta County	1
Dickinson County	1
Emmet County	1
Genesee County.....	8
Gogebic County.....	1
Grand Traverse County.....	2
Houghton County	1
Huron County	1
Iosco County	1
Iron County	1
Isabella County	2
Jackson County	3
Kalamazoo County	5
Kent County	11
Lake County	1
Leelanau County	1
Lenawee County.....	2

Mackinac County	1
Macomb County.....	15
Manistee County	1
Marquette County	2
Mason County.....	1
Midland County.....	2
Missaukee County.....	1
Montcalm County.....	2
Muskegon County.....	3
Newaygo County	1
Oakland County	21
Oceana County	1
Ontonagon County	1
Osceola County.....	1
Oscoda County.....	1
Otsego County	1
Ottawa County	5
Saginaw County	4
St. Clair County	3
Tuscola County.....	1
Van Buren County.....	2
Washtenaw County.....	6
Wayne County.....	32
Wexford County.....	1

Total 173

Minnesota

Aitkin County.....	1
Anoka County.....	6
Becker County.....	1
Beltrami County	1
Benton County	1
Big Stone County.....	1
Blue Earth County	2
Brown County.....	1
Carlton County	1
Carver County	2
Cass County.....	1
Chippewa County	1
Chisago County.....	1
Clay County.....	1
Clearwater County.....	1
Cook County	1
Cottonwood County.....	1
Crow Wing County	2
Dakota County	7
Dodge County	1
Douglas County.....	1
Faribault County.....	1
Fillmore County	1
Freeborn County.....	1
Goodhue County	1
Grant County.....	1
Hennepin County	20
Houston County	1
Hubbard County.....	1
Isanti County.....	1
Itasca County.....	1
Jackson County	1
Kanabec County.....	1
Kandiyohi County	1
Kittson County	1
Koochiching County.....	1
Lac Qui Parle County	1
Lake County	1
Lake Of The Woods County.....	1

Le Sueur County.....	1
Lincoln County	1
Lyon County	1
Mahnomen County.....	1
Marshall County.....	1
Martin County	1
McLeod County	1
Meeker County	1
Mille Lacs County	1
Morrison County.....	1
Mower County	1
Murray County.....	1
Nicollet County.....	1
Nobles County	1
Norman County	1
Olmsted County	3
Otter Tail County.....	1
Pennington County.....	1
Pine County	1
Pipestone County	1
Polk County.....	1
Pope County	1
Ramsey County	9
Red Lake County	1
Redwood County.....	1
Renville County	1
Rice County.....	2
Rock County.....	1
Roseau County.....	1
Scott County	2
Sherburne County	2
Sibley County.....	1
St. Louis County	4
Stearns County	3
Steele County	1
Stevens County	1
Swift County.....	1
Todd County.....	1
Traverse County.....	1
Wabasha County.....	1
Wadena County.....	1
Waseca County	1
Washington County	4
Watsonwan County	1
Wilkin County	1
Winona County.....	1
Wright County	2
Yellow Medicine County	1

Total 142

Missouri

Adair County	1
Andrew County.....	1
Atchison County.....	1
Audrain County	1
Barry County	1
Barton County.....	1
Bates County	1
Benton County	1
Boone County	3
Buchanan County.....	2
Caldwell County	1
Callaway County.....	1
Camden County	1
Cape Girardeau County	2
Carroll County	1
Carter County.....	1
Cedar County	1

Chariton County	1
Christian County.....	1
Cole County	2
Cooper County	1
Dallas County.....	1
DeKalb County	1
Dent County.....	1
Franklin County	2
Gentry County	1
Greene County	5
Grundy County	1
Henry County	1
Hickory County.....	1
Holt County	1
Howard County.....	1
Howell County	1
Jackson County.....	12
Jasper County	2
Johnson County.....	1
Lafayette County	1
Lincoln County	1
Linn County.....	1
Livingston County.....	1
Macon County.....	1
Madison County.....	1
Marion County	1
Miller County.....	1
Moniteau County.....	1
Monroe County	1
Morgan County.....	1
Nodaway County	1
Ozark County.....	1
Perry County	1
Pettis County	1
Phelps County.....	1
Pike County.....	1
Polk County.....	1
Pulaski County	1
Ralls County.....	1
Randolph County	1
Ray County.....	1
Reynolds County	1
Saline County.....	1
Scotland County.....	1
Scott County	1
Shannon County	1
St. Clair County	1
St. Francois County	2
St. Louis County	17
Ste. Genevieve County.....	1
Stone County	1
Sullivan County	1
Taney County.....	1
Texas County.....	1
Vernon County.....	1
Warren County	1
Washington County	1
Wayne County	1
Webster County.....	1
Wright County	1

Total 116

Mississippi

Adams County.....	1
Alcorn County	1
Attala County	1
Benton County	1
Bolivar County.....	1

Calhoun County	1
Carroll County	1
Choctaw County	1
Claiborne County	1
Clarke County.....	1
Coahoma County	1
Copiah County	1
Covington County	1
DeSoto County.....	2
Forrest County.....	2
Franklin County	1
George County	1
Greene County	1
Grenada County	1
Hancock County.....	1
Harrison County	4
Hinds County	5
Holmes County.....	1
Humphreys County.....	1
Itawamba County	1
Jackson County.....	3
Jasper County	1
Jefferson County	1
Jefferson Davis County	1
Jones County	2
Kemper County	1
Lafayette County	1
Lamar County.....	1
Lauderdale County.....	2
Lawrence County.....	1
Leake County	1
Lee County.....	2
Leflore County.....	1
Lincoln County	1
Lowndes County.....	1
Madison County	2
Marion County	1
Marshall County.....	1
Monroe County	1
Montgomery County.....	1
Neshoba County	1
Newton County	1
Oktibbeha County	1
Pearl River County	1
Perry County	1
Pontotoc County.....	1
Prentiss County.....	1
Quitman County	1
Rankin County.....	3
Scott County	1
Sharkey County.....	1
Simpson County.....	1
Smith County	1
Stone County	1
Sunflower County	1
Tate County.....	1
Tippah County.....	1
Tishomingo County.....	1
Tunica County	1
Union County	1
Warren County	1
Washington County	1
Wayne County	1
Webster County.....	1
Wilkinson County	1
Yalobusha County	1
Yazoo County	1

Total 89

Montana

Anaconda-Deer Lodge County.....	1
Beaverhead County.....	1
Big Horn County	1
Blaine County	1
Broadwater County.....	1
Butte-Silver Bow County...	1
Carbon County	1
Carter County.....	1
Cascade County.....	2
Chouteau County	1
Custer County	1
Daniels County.....	1
Dawson County	1
Fallon County	1
Fergus County	1
Flathead County.....	2
Gallatin County	2
Garfield County	1
Glacier County	1
Golden Valley County.....	1
Granite County	1
Hill County	1
Jefferson County	1
Judith Basin County.....	1
Lake County	1
Lewis And Clark County ...	2
Liberty County.....	1
Lincoln County	1
Madison County	1
McCone County.....	1
Meagher County.....	1
Mineral County.....	1
Missoula County	2
Musselshell County	1
Park County	1
Petroleum County.....	1
Phillips County	1
Pondera County	1
Powder River County.....	1
Powell County	1
Prairie County	1
Ravalli County	1
Richland County.....	1
Roosevelt County	1
Rosebud County.....	1
Sanders County	1
Sheridan County	1
Stillwater County	1
Sweet Grass County	1
Teton County	1
Toole County	1
Treasure County	1
Valley County	1
Wheatland County.....	1
Wibaux County	1
Yellowstone County	3

Total 63

North Carolina

Alamance County.....	3
Alexander County	1
Ashe County.....	1
Avery County.....	1
Beaufort County.....	1
Bertie County	1
Bladen County	1

Brunswick County.....2	Stokes County.....1
Buncombe County.....4	Surry County2
Burke County2	Swain County.....1
Cabarrus County3	Transylvania County.....1
Camden County1	Tyrrell County1
Caswell County.....1	Union County3
Catawba County.....3	Vance County.....1
Chatham County1	Wake County.....11
Cherokee County.....1	Warren County1
Cleveland County2	Washington County1
Columbus County.....1	Watauga County.....1
Craven County.....2	Wayne County.....3
Cumberland County6	Wilkes County2
Currituck County1	Wilson County.....2
Dare County.....1	Yadkin County.....1
Davidson County3	Yancey County.....1
Davie County.....1	
Duplin County1	
Durham County.....5	

Total 184

North Dakota

Adams County.....1	Barnes County1
Benson County.....1	Billings County1
Bottineau County1	Bowman County.....1
Burke County1	Burleigh County.....2
Cass County.....3	Cavalier County.....1
Dickey County1	Divide County.....1
Dunn County1	Eddy County.....1
Emmons County.....1	Foster County.....1
Golden Valley County.....1	Grand Forks County.....2
Grant County.....1	Griggs County1
Hettinger County1	Kidder County1
LaMoure County.....1	Logan County.....1
McHenry County.....1	McIntosh County1
McKenzie County.....1	McLean County1
Mercer County.....1	Morton County1
Mountrail County.....1	Nelson County.....1
Oliver County.....1	Pembina County.....1
Pierce County.....1	Ramsey County1
Ransom County.....1	Renville County1
Richland County.....1	Rolette County1
Sargent County1	Sheridan County1
Sioux County.....1	Slope County1
Stark County1	Steele County1
Stutsman County1	Towner County.....1
Traill County1	



La Sonya Hall of Shelby County, Tenn., speaks at the 2022 Annual Business Meeting. Photo by Denny Henry

Walsh County1	Ward County2
Wells County.....1	Williams County1

Total 58

Nebraska

Adams County.....1	Banner County1
Boone County1	Box Butte County1
Boyd County1	Brown County.....1
Buffalo County1	Burt County.....1
Butler County1	Cass County.....1
Cedar County1	Chase County.....1
Cherry County1	Cheyenne County1
Clay County.....1	Colfax County.....1
Cuming County.....1	Custer County1
Dakota County1	Dawes County1
Dawson County1	Deuel County1
Dixon County.....1	Dodge County1
Douglas County.....9	Fillmore County1
Franklin County1	Frontier County.....1
Furnas County1	Gage County1
Garden County1	Garfield County1
Greeley County.....1	Hall County1
Hall County1	Hamilton County1
Harlan County1	Hayes County.....1
Hitchcock County1	Holt County1
Howard County.....1	

Jefferson County1	Kearney County.....1
Keith County1	Kimball County.....1
Knox County.....1	Lancaster County5
Lincoln County1	Logan County.....1
Madison County.....1	Merrick County1
Morrill County1	Nance County1
Nemaha County1	Nuckolls County1
Otoe County.....1	Pawnee County1
Perkins County1	Phelps County.....1
Platte County1	Polk County.....1
Red Willow County.....1	Richardson County.....1
Rock County.....1	Saline County.....1
Sarpy County3	Saunders County.....1
Scotts Bluff County.....1	Seward County.....1
Sherman County1	Sioux County.....1
Stanton County.....1	Thayer County1
Thomas County1	Thurston County.....1
Valley County1	Washington County1
Wayne County1	Webster County.....1
York County.....1	

Total 93

New Hampshire

Belknap County.....1	Carroll County1
Cheshire County.....1	Coos County1
Grafton County.....1	

Hillsborough County1	Merrimack County1
Rockingham County1	Strafford County.....1
Sullivan County1	

Total 10

New Jersey

Bergen County16	Burlington County8
Cape May County2	Cumberland County3
Essex County14	Gloucester County.....5
Hudson County11	Hunterdon County3
Mercer County.....7	Ocean County10
Somerset County.....6	Sussex County3
Union County9	Warren County2

Total 99

New Mexico

Bernalillo County.....12	Catron County1
Chaves County2	Cibola County1
Colfax County.....1	Curry County1
De Baca County1	Dona Ana County4
Eddy County.....1	Grant County.....1
Guadalupe County1	Harding County1
Hidalgo County.....1	Lea County.....2
Lincoln County1	Los Alamos County.....1
Luna County.....1	McKinley County2
Mora County1	Otero County.....2
Quay County1	Rio Arriba County1

Roosevelt County1	San Juan County3
San Miguel County1	Sandoval County2
Santa Fe County.....3	Sierra County1
Socorro County1	Taos County1
Torrance County1	Union County1
Valencia County2	

Total 57

Nevada

Carson City1	Churchill County.....1
Clark County22	Douglas County.....1
Elko County.....1	Esmeralda County.....1
Eureka County.....1	Humboldt County1
Lander County.....1	Lincoln County1
Lyon County1	Mineral County.....1
Nye County1	Pershing County1
Storey County1	Washoe County7
White Pine County1	

Total 44

New York

Albany County.....6	Allegany County1
Broome County4	Cattaraugus County2
Cayuga County.....2	Chautauqua County3
Chemung County.....2	Clinton County2
Dutchess County.....5	Erie County16
Essex County1	Genesee County.....2
Greene County1	

Hamilton County	1
Herkimer County	2
Jefferson County	2
Lewis County.....	1
Livingston County.....	2
Madison County	2
Monroe County	13
Nassau County.....	23
Niagara County	4
Oneida County	4
Onondaga County	8
Ontario County.....	2
Orange County	7
Orleans County	1
Oswego County	3
Otsego County	2
Putnam County	2
Rensselaer County	3
Rockland County	6
Saratoga County	4
Schoharie County.....	1
Seneca County.....	1
St. Lawrence County.....	2
Steuben County	2
Suffolk County.....	25
Sullivan County	2
Tioga County	1
Tompkins County.....	2
Ulster County	4
Warren County	2
Washington County	2
Wayne County	2
Westchester County	16
Wyoming County	1
Yates County	1

Total 203

Ohio

Adams County.....	1
Allen County.....	2
Ashtabula County.....	2
Athens County.....	2
Auglaize County	1
Belmont County	2
Brown County.....	1
Carroll County	1
Champaign County.....	1
Clermont County	4
Clinton County	1
Columbiana County.....	2
Crawford County	1
Cuyahoga County	22
Defiance County.....	1
Delaware County	2
Erie County	2
Fairfield County.....	3
Fayette County	1
Franklin County.....	20
Fulton County.....	1
Gallia County	1
Guernsey County.....	1
Hamilton County	14
Hancock County.....	2
Henry County	1
Highland County.....	1
Holmes County.....	1
Jackson County.....	1
Jefferson County	2

Knox County.....	2
Lake County.....	4
Lawrence County.....	2
Licking County.....	3
Lorain County.....	6
Lucas County	8
Mahoning County	5
Marion County	2
Meigs County	1
Miami County.....	2
Monroe County	1
Montgomery County.....	9
Morrow County.....	1
Muskingum County.....	2
Ottawa County	1
Perry County	1
Pike County.....	1
Portage County	3
Preble County	1
Ross County.....	2
Sandusky County	2
Scioto County	2
Shelby County.....	1
Summit County	10
Trumbull County	4
Tuscarawas County.....	2
Union County	1
Warren County	3
Williams County	1
Wood County	3
Wyandot County.....	1

Total 184

Oklahoma

Alfalfa County	1
Beckham County.....	1
Blaine County	1
Bryan County	1
Caddo County	1
Canadian County	2
Cherokee County.....	1
Cleveland County	4
Coal County	1
Comanche County.....	3
Cotton County.....	1
Craig County	1
Creek County	2
Custer County	1
Delaware County	1
Garfield County	2
Grady County	1
Grant County.....	1
Greer County.....	1
Harmon County	1
Haskell County	1
Hughes County.....	1
Jackson County	1
Jefferson County	1
Johnston County	1
Kay County.....	1
Kiowa County.....	1
LeFlore County	1
Logan County.....	1
Love County	1
Major County	1
Marshall County	1
Mayes County	1
Muskogee County.....	2

Noble County	1
Nowata County.....	1
Oklahoma County.....	12
Osage County.....	1
Ottawa County	1
Pawnee County	1
Payne County	2
Pontotoc County.....	1
Pottawatomie County	2
Rogers County.....	2
Sequoyah County.....	1
Stephens County.....	1
Texas County.....	1
Tillman County	1
Tulsa County	11
Wagoner County.....	2
Washington County	1
Washita County.....	1
Woods County.....	1
Woodward County	1

Total 88

Oregon

Baker County	1
Benton County	2
Clackamas County	7
Clatsop County	1
Columbia County.....	1
Coos County	2
Crook County	1
Curry County	1
Deschutes County	2
Douglas County.....	2
Gilliam County	1
Grant County.....	1
Harney County	1
Hood River County.....	1
Jackson County	4
Jefferson County	1
Josephine County.....	2
Klamath County	2
Lake County	1
Lane County.....	6
Lincoln County	1
Linn County.....	2
Malheur County.....	1
Marion County	6
Morrow County.....	1
Multnomah County.....	13
Polk County.....	2
Sherman County	1
Tillamook County.....	1
Umatilla County	2
Union County	1
Wallowa County	1
Wasco County	1
Washington County	8
Wheeler County.....	1
Yamhill County	2

Total 84

Pennsylvania

Adams County.....	2
Allegheny County	21
Armstrong County	2
Beaver County.....	3
Bedford County	1
Berks County	7

Blair County	3
Bradford County.....	2
Bucks County.....	11
Butler County	4
Cambria County	3
Cameron County	1
Carbon County	2
Centre County	3
Chester County	9
Clarion County	1
Clearfield County.....	2
Columbia County.....	2
Crawford County	2
Dauphin County	5
Delaware County	10
Elk County.....	1
Erie County	5
Fayette County	3
Forest County.....	1
Franklin County	3
Greene County	1
Indiana County.....	2
Jefferson County	1
Juniata County	1
Lackawanna County	4
Lawrence County.....	2
Lehigh County	6
Luzerne County	6
Lycoming County	2
McKean County.....	1
Mercer County.....	2
Mifflin County.....	1
Monroe County	3
Montgomery County.....	14
Northampton County.....	5
Philadelphia County	26
Pike County.....	1
Potter County	1
Schuylkill County.....	3
Snyder County.....	1
Somerset County.....	2
Sullivan County	1
Susquehanna County	1
Tioga County	1
Union County	1
Venango County	1
Warren County	1
Washington County	4
Wayne County	1
Wyoming County	1
York County	8

Total 214

South Carolina

Abbeville County	1
Aiken County.....	3
Allendale County.....	1
Anderson County.....	4
Bamberg County	1
Barnwell County	1
Beaufort County.....	3
Berkeley County	3
Calhoun County	1
Charleston County.....	6
Cherokee County.....	1
Chester County	1
Chesterfield County.....	1

Clarendon County	1
Colleton County.....	1
Darlington County	2
Dillon County	1
Dorchester County	2
Edgefield County	1
Fairfield County	1
Florence County	3
Georgetown County	2
Greenville County	8
Greenwood County.....	2
Hampton County	1
Horry County	4
Jasper County	1
Kershaw County	1
Lancaster County	2
Laurens County	2
Lee County.....	1
Lexington County.....	4
Marion County	1
Marlboro County	1
McCormick County	1
Newberry County.....	1
Oconee County	2
Orangeburg County	2
Pickens County	2
Richland County.....	7
Saluda County	1
Spartanburg County.....	5
Sumter County	2
Union County	1
Williamsburg County	1
York County.....	3

Total 97

South Dakota

Aurora County	1
Beadle County	1
Bennett County	1
Bon Homme County	1
Brookings County	1
Brown County.....	1
Brule County	1
Buffalo County	1
Butte County.....	1
Campbell County.....	1
Charles Mix County.....	1
Clark County	1
Clay County.....	1
Codington County	1
Corson County	1
Custer County	1
Davison County	1
Day County	1
Deuel County	1
Dewey County	1
Douglas County.....	1
Edmunds County.....	1
Fall River County.....	1
Faulk County	1
Grant County.....	1
Gregory County	1
Haakon County	1
Hamlin County	1
Hand County	1
Hanson County	1
Harding County	1
Hughes County.....	1

Total 69

Tennessee

Anderson County.....	2
Benton County	1
Blount County	3
Bradley County.....	2
Campbell County.....	1
Chester County	1
Claiborne County	1
Clay County.....	1
Cocke County.....	1
Coffee County	1
Decatur County	1
DeKalb County.....	1
Dickson County.....	1
Dyer County	1
Hamblen County	2
Hamilton County	6
Hardin County	1
Henderson County.....	1
Henry County	1
Hickman County.....	1
Jefferson County	1
Knox County.....	8
Lauderdale County	1
Lawrence County.....	1
Lincoln County	1
Loudon County.....	1
Marshall County.....	1
Maury County.....	2
Meigs County	1
Metropolitan Government of Nashville and Davidson	

County.....11
 Montgomery County.....3
 Moore County.....1
 Morgan County.....1
 Obion County.....1
 Overton County.....1
 Rhea County.....1
 Roane County.....1
 Robertson County.....1
 Rutherford County.....4
 Sevier County.....2
 Shelby County.....16
 Sullivan County.....3
 Sumner County.....3
 Tipton County.....1
 Warren County.....1
 Washington County.....3
 Weakley County.....1
 White County.....1
 Williamson County.....3

Total 106

Texas

Anderson County.....1
 Andrews County.....1
 Aransas County.....1
 Armstrong County.....1
 Atascosa County.....1
 Austin County.....1
 Bailey County.....1
 Bandera County.....1
 Bastrop County.....1
 Bell County.....5
 Bexar County.....27
 Borden County.....1
 Brazoria County.....5
 Brazos County.....3
 Brewster County.....1
 Briscoe County.....1
 Brown County.....1
 Burnet County.....1
 Caldwell County.....1
 Calhoun County.....1
 Cameron County.....7
 Carson County.....1
 Cass County.....1
 Chambers County.....1
 Collin County.....8
 Collingsworth County.....1
 Comal County.....2
 Comanche County.....1
 Concho County.....1
 Cooke County.....1
 Coryell County.....2
 Crane County.....1
 Crockett County.....1
 Dallas County.....40
 Deaf Smith County.....1
 Denton County.....7
 Dickens County.....1
 Dimmit County.....1
 Eastland County.....1
 Ector County.....3
 El Paso County.....14
 Ellis County.....2
 Erath County.....1
 Fannin County.....1
 Floyd County.....1
 Fort Bend County.....6
 Freestone County.....1
 Gaines County.....1
 Garza County.....1
 Gillespie County.....1
 Glasscock County.....1
 Goliad County.....1
 Gonzales County.....1
 Grayson County.....3
 Gregg County.....3
 Grimes County.....1
 Guadalupe County.....2
 Hale County.....1
 Hamilton County.....1
 Hardin County.....1
 Harris County.....45
 Hartley County.....1
 Hays County.....2
 Hemphill County.....1
 Henderson County.....2
 Hidalgo County.....10
 Hill County.....1
 Hockley County.....1
 Hood County.....1
 Hopkins County.....1
 Houston County.....1
 Howard County.....1
 Hutchinson County.....1
 Irion County.....1
 Jack County.....1
 Jackson County.....1
 Jasper County.....1
 Jeff Davis County.....1
 Jefferson County.....5
 Jim Wells County.....1
 Johnson County.....3
 Kaufman County.....2
 Kendall County.....1
 Kenedy County.....1
 Kimble County.....1
 Kleberg County.....1
 Knox County.....1
 Lamb County.....1
 Lampasas County.....1
 Lavaca County.....1
 Leon County.....1
 Lipscomb County.....1
 Live Oak County.....1
 Llano County.....1
 Lubbock County.....5
 Marion County.....1
 Mason County.....1
 Matagorda County.....1
 McLennan County.....4
 McMullen County.....1
 Medina County.....1
 Midland County.....3
 Montague County.....1
 Moore County.....1
 Morris County.....1
 Motley County.....1
 Navarro County.....1
 Nolan County.....1
 Nueces County.....6
 Ochiltree County.....1
 Oldham County.....1
 Orange County.....2
 Palo Pinto County.....1
 Panola County.....1
 Parker County.....2
 Parmer County.....1
 Polk County.....1
 Presidio County.....1
 Rains County.....1
 Randall County.....2
 Real County.....1
 Reeves County.....1
 Roberts County.....1
 Robertson County.....1
 Rockwall County.....1
 Runnels County.....1
 San Augustine County.....1
 San Patricio County.....2
 Schleicher County.....1
 Scurry County.....1
 Shackelford County.....1
 Smith County.....4
 Starr County.....2
 Sterling County.....1
 Sutton County.....1
 Swisher County.....1
 Tarrant County.....27
 Taylor County.....3
 Terry County.....1
 Throckmorton County.....1
 Tom Green County.....2
 Travis County.....15
 Trinity County.....1
 Tyler County.....1
 Upshur County.....1
 Upton County.....1
 Val Verde County.....1
 Van Zandt County.....1
 Victoria County.....2
 Walker County.....2
 Waller County.....1
 Washington County.....1
 Wharton County.....1
 Wichita County.....3
 Willacy County.....1
 Williamson County.....4
 Wilson County.....1

Wise County.....1
 Wood County.....1
 Yoakum County.....1
 Young County.....1

Total 417

Utah

Beaver County.....1
 Box Elder County.....1
 Cache County.....2
 Carbon County.....1
 Daggett County.....1
 Davis County.....5
 Duchesne County.....1
 Emery County.....1
 Garfield County.....1
 Grand County.....1
 Iron County.....1
 Juab County.....1
 Kane County.....1
 Millard County.....1
 Morgan County.....1
 Piute County.....1
 Rich County.....1
 Salt Lake County.....18
 San Juan County.....1
 Sanpete County.....1
 Sevier County.....1
 Summit County.....1
 Tooele County.....1
 Uintah County.....1
 Utah County.....7
 Wasatch County.....1
 Washington County.....2
 Wayne County.....1
 Weber County.....4

Total 61

Virginia

Accomack County.....1
 Albemarle County.....2
 Alleghany County.....1
 Amelia County.....1
 Amherst County.....1
 Arlington County.....4
 Augusta County.....2
 Bath County.....1
 Bedford County.....2
 Bland County.....1
 Botetourt County.....1
 Brunswick County.....1
 Buchanan County.....1
 Buckingham County.....1
 Campbell County.....1
 Caroline County.....1
 Charles City County.....1
 Charlotte County.....1
 Chesterfield County.....5
 Clarke County.....1
 Craig County.....1
 Culpeper County.....1
 Cumberland County.....1
 Dickenson County.....1
 Dinwiddie County.....1
 Essex County.....1
 Fairfax County.....19
 Fauquier County.....2
 Floyd County.....1
 Fluvanna County.....1
 Franklin County.....1
 Frederick County.....2
 Giles County.....1
 Gloucester County.....1
 Grayson County.....1
 Greene County.....1
 Greenville County.....1
 Hanover County.....2
 Henrico County.....6
 Henry County.....1
 Highland County.....1
 Isle of Wight County.....1
 James City County.....1
 King And Queen County.....1
 King George County.....1
 King William County.....1
 Lancaster County.....1
 Lee County.....1
 Loudoun County.....3
 Louisa County.....1
 Lunenburg County.....1
 Madison County.....1
 Mathews County.....1
 Mecklenburg County.....1
 Montgomery County.....2
 Nelson County.....1
 New Kent County.....1
 Northampton County.....1
 Northumberland County.....1
 Nottoway County.....1
 Orange County.....1
 Page County.....1
 Patrick County.....1
 Pittsylvania County.....2
 Powhatan County.....1
 Prince Edward County.....1
 Prince George County.....1
 Prince William County.....5
 Pulaski County.....1
 Rappahannock County.....1
 Richmond County.....1
 Roanoke County.....2
 Rockbridge County.....1
 Rockingham County.....2
 Russell County.....1
 Scott County.....1
 Shenandoah County.....1
 Smyth County.....1
 Southampton County.....1
 Spotsylvania County.....2
 Stafford County.....2
 Surry County.....1
 Sussex County.....1
 Warren County.....1
 Washington County.....1
 Westmoreland County.....1
 Wise County.....1
 Wythe County.....1
 York County.....2

Total 138

Washington

Adams County.....1
 Asotin County.....1
 Benton County.....3
 Chelan County.....2



Lance Plimi of Wood County, Wis. takes the microphone during the 2022 Annual Business Meeting.

Photo by Denny Henry

Clallam County.....2	Whitman County1
Clark County7	Yakima County5
Columbia County.....1	
Cowlitz County2	Total 131
Douglas County.....1	West Virginia
Ferry County.....1	Barbour County1
Franklin County.....1	Berkeley County2
Garfield County1	Boone County1
Grant County.....2	Braxton County1
Grays Harbor County2	Brooke County1
Island County.....2	Cabell County2
Jefferson County1	Calhoun County1
King County33	Clay County.....1
Kitsap County5	Doddridge County1
Kittitas County1	Fayette County.....1
Klickitat County.....1	Gilmer County1
Lewis County.....2	Grant County.....1
Lincoln County1	Greenbrier County1
Mason County.....1	Hampshire County.....1
Okanogan County.....1	Hancock County1
Pacific County1	Hardy County1
Pend Oreille County.....1	Harrison County2
Pierce County.....14	Jackson County1
San Juan County1	Jefferson County1
Skagit County.....2	Kanawha County4
Skamania County.....1	Lewis County.....1
Snohomish County.....11	Lincoln County1
Spokane County.....8	Logan County.....1
Stevens County1	Marion County1
Thurston County.....4	Marshall County1
Wahkiakum County1	Mason County.....1
Walla Walla County.....1	McDowell County1
Whatcom County.....4	Mercer County.....2

Mineral County.....1
Mingo County.....1
Monongalia County2
Monroe County1
Morgan County.....1
Nicholas County1
Ohio County1
Pendleton County.....1
Pleasants County1
Pocahontas County1
Preston County1
Putnam County1
Raleigh County.....2
Randolph County1
Ritchie County.....1
Roane County1
Summers County.....1
Taylor County1
Tucker County.....1
Tyler County1
Upshur County1
Wayne County1
Webster County.....1
Wetzel County1
Wirt County.....1
Wood County2
Wyoming County1
Total 65
Wisconsin
Adams County.....1
Ashland County.....1
Barron County.....1

Bayfield County.....1
Brown County.....5
Burnett County.....1
Calumet County1
Chippewa County2
Clark County1
Columbia County.....1
Crawford County1
Dane County9
Dodge County2
Door County.....1
Douglas County.....1
Dunn County1
Eau Claire County.....2
Florence County.....1
Fond du Lac County.....2
Forest County.....1
Grant County.....1
Green County1
Jackson County.....1
Jefferson County2
Juneau County1
Kenosha County.....3
Kewaunee County1
La Crosse County2
Lafayette County1
Langlade County1
Lincoln County1
Marathon County3
Marinette County1
Marquette County1
Milwaukee County16
Monroe County1

Oconto County1
Oneida County1
Outagamie County3
Ozaukee County2
Pierce County.....1
Polk County.....1
Portage County2
Price County.....1
Racine County.....4
Richland County.....1
Rock County.....3
Rusk County.....1
Sauk County2
Sawyer County1
Shawano County1
Sheboygan County2
St. Croix County.....2
Taylor County1
Trempealeau County.....1
Vernon County.....1
Vilas County.....1
Washburn County.....1
Washington County3
Waukesha County7
Waupaca County.....1
Waushara County1
Winnebago County3
Wood County2
Total 124
Wyoming
Albany County.....1
Big Horn County1

Campbell County.....1
Carbon County1
Converse County1
Crook County1
Fremont County.....1
Goshen County1
Hot Springs County.....1
Johnson County.....1
Laramie County.....2
Lincoln County1
Natrona County.....2
Niobrara County.....1
Park County1
Platte County1
Sheridan County1
Sublette County1
Sweetwater County.....1
Teton County.....1
Uinta County1
Washakie County1
Weston County.....1
Total 25

I Love My County Because...

Submit your artwork at NACo.org/ART

ART CONTEST

Now accepting entries!



BRIGHT IDEAS | LOS ANGELES COUNTY, CALIF.

County Reshapes Justice System for Women Battling Mental Health Issues

PROBLEM:

Too many women who needed mental health support were being incarcerated and left untreated.

SOLUTION:

Divert women with mental health and substance use issues to support services.

by **Meredith Moran**
staff writer

Los Angeles County, Calif. is reshaping its justice system with its Guiding Re-Entry of Women (GROW) program, which diverts women with mental health and substance use issues from incarceration, instead providing them with support services.

When a RAND Corporation study found that 74% of women in Los Angeles County Jail are suitable candidates for community treatment alternatives, the county's Criminal Justice Coordination Committee and the Offices of the Public Defender and Alternate Public Defender teamed up to create a psychiatric social worker program focused on rehabilitation and getting its population the necessary support to not only benefit themselves, but also the greater community.

"Prison doesn't provide the services that individuals need — they're not doing comprehensive mental health services, substance use services and the reality is most individuals are going to get out of prison at some point," said Dana Cherry, mental health program manager for the county's Office of the Public Defender. "If you send a person to prison and you don't provide any services to actually address the underlying issues, then in prison people are further traumatized, so you send them back into the community — what have you actually done?"

"You've perpetuated the cli-



ent's mental health and substance use issues and trauma. It doesn't serve them in any way, you're sending them back into the community more traumatized and more harmed."

In its first 18 months, GROW served 201 women — 95 of whom were diverted from state prison — and cut down on nearly 870 years of confinement time.

"We're working to really look at a whole person, understand where the gaps have been and provide them with care and treatment and humanity," Cherry said.

"People are not their crimes, they're human beings, so giving people love and empathy and support is what we feel is a best practice for individuals to get care and hopefully get the treatment that they need so that they no longer need to even be in the system.

"... There's women who are homeless on the street — that shouldn't be a thing. We have clients who are sex trafficked, and nobody knows how to work with them because that's a specialty unto itself. So, it's really getting these clients linked with individuals that understand them."

The program has three social workers — two from the Public Defender's Office and one from the Alternate Public Defender's Office — who work with the women and refer them to the services they deem are needed.

"We are not social workers in the typical sense — I'm not providing therapeutic services," Cherry said. "What I'm doing is an intensive bio-psychosocial understanding of trauma history. Sometimes I'm the first person who the clients have ever told their trauma histories to. I'm looking for deficits that the system may have not picked up.

"Some of our clients have developmental delay and intellectual disabilities that they were never diagnosed with ... so my social workers do the work to get them into the regional center if they qualify or get them enhanced services."

All women in Los Angeles County who fall under the qualifications are eligible, regardless of what crime they've allegedly committed or how many times they've been through the justice system — or even the GROW program itself.

"We believe in second and

third and 80th chances," Cherry said. "The reality of the situation is when you have mental health or substance use issues, recovery is not linear ... So, we absolutely will help them as many times and hopefully at one time it'll stick."

Cherry highlighted a success story of the program, a woman who had two cases cleared through mental health diversion, one for theft and the other a drug charge, that Cherry said speaks to how important it is to connect people to the help they need and not give up on them.


"She's 53 now and she had never been out of prison for more than a year of her [adult] life," Cherry said. "She has schizophrenia, as well as substance use issues — crack specifically — and she lives in a single room occupancy on Skid Row, which plays a part because it's very hard to be sober on Skid Row when you have an addiction problem ...

"I got her linked to a full-service partnership program and got the court to understand that she has a severe mental health issue. She hadn't been on meds, she's now on [medication for her schizophrenia] ... And she no longer has any

cases. Both her cases got dismissed and she hasn't had any charges in over two years, and she's been out of prison for over four at this point."

With a county budget of roughly \$43 billion, Los Angeles County has significantly more resources than the average county.

However, Cherry emphasized the cost-effectiveness of the program and said it could be implemented anywhere. GROW is grant-funded through the California Department of Corrections and Rehabilitation and cost \$2.3 million to implement. In its first 23 months, the county avoided \$105 million in prison costs.

"This program is doable everywhere," Cherry said. "All counties should have this — all counties should be focusing on this. For \$2.3 million, we had a cost avoidance of that within the first three months. So, counties caring about money — this program is so cost-effective for counties it's asinine." 

Los Angeles County's Guiding Re-Entry of Women (GROW) was a 2022 Achievement Award winner in the Justice and Public Safety category.

NEWS FROM ACROSS THE NATION



COLORADO

ADAMS COUNTY is creating jobs for its most vulnerable population through its graffiti removal program. The program hires people with a history of homelessness, mental health struggles or involvement in the criminal justice system, giving them an opportunity to make money and get job experience, while also benefiting the community. Because of the program's success in its first two years — all the people who participated now have stable employment and housing — the county is expanding it to other jurisdictions. In the last year, more than 2,300 instances of graffiti have been cleaned up through the program.

DELAWARE

SUSSEX COUNTY's Emergency Medical Services will be the first in the state to **supply blood for patients.** The program — which all county paramedics have received training for — will save lives, as transporting those in critical need to the nearest hospital can take up to 30 minutes. The “Low-Tier O Positive Whole Blood,” which will be supplied by the Blood Bank of Delmarva, can be administered to any patient, regardless of blood type.

ILLINOIS

- **COOK COUNTY** is providing access to **behavioral healthcare coordinators** for residents in all of its public housing sites in an effort to address mental health disparities in low-income communities. The new services are made possible through American Rescue Plan Act funding.

- **WINNEBAGO COUNTY** is offering **veterans looking for companionship the opportunity to bring home a cat or**

dog at little to no cost through its adoption reimbursement program. Three local shelters — Winnebago County Animal Services, Noah's Ark Animal Sanctuary and Paws Humane Society — are participating in the program, which aims to improve veterans' well-being and partially or fully reimburses them for the cost of adoption.

MARYLAND

ST. MARY'S COUNTY Health Department has launched a **free program for low-income, first-time pregnant women**

that connects them with specially trained nurses who can provide education on breastfeeding, safe sleeping techniques and child development as well as healthcare and child-care referrals. Individuals who fit the criteria and are less than 28 weeks into their pregnancy are eligible for the county's new Nurse-Family Partnership program, which is part of a nationwide model that has served more than 300,000 families in 40 states and has improved pregnancy outcomes and families' economic self-sufficiency, according to data.

MICHIGAN

MANISTEE COUNTY Li-



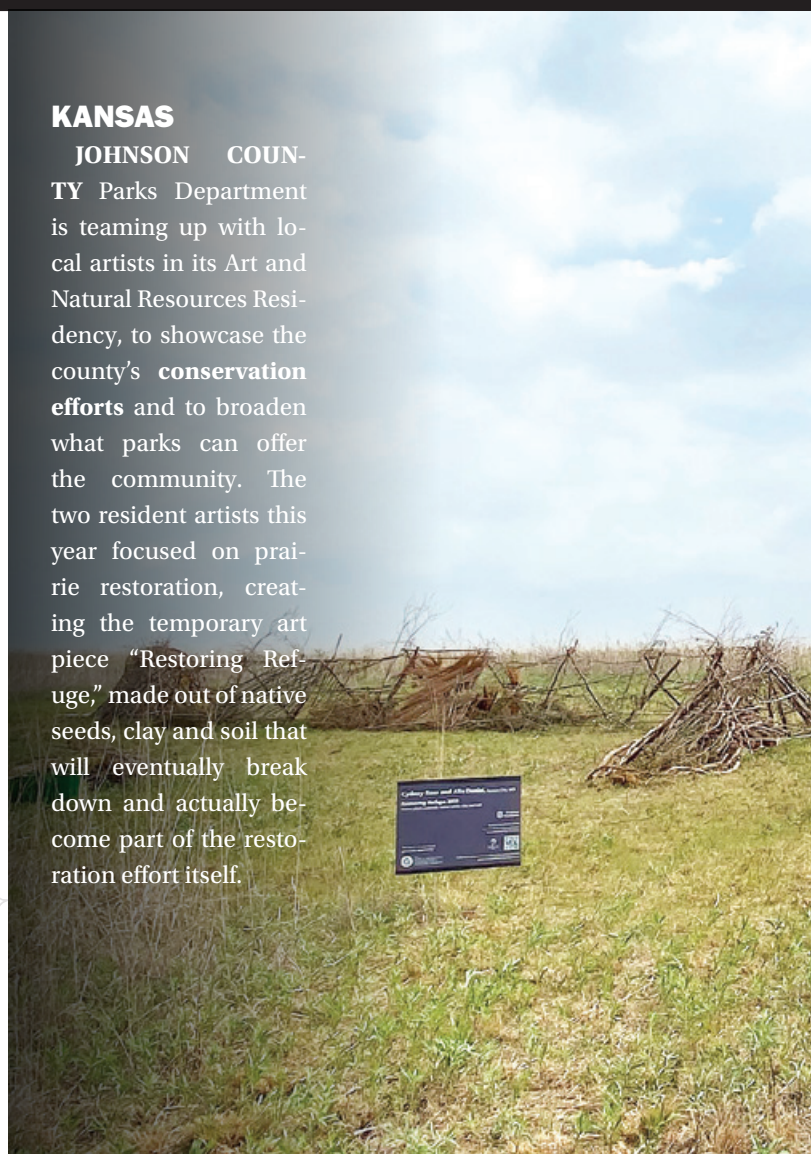
brary recently **showcased Michigan's UFO sightings** at a presentation on unusual and unexplained sightings, given by Bill Konkolesky, state director of the Mutual UFO Network. Konkolesky shared some insight into some of the near 200 reports of UFOs the chapter receives and investigates each year, including one that was featured in a 2022 episode of “Unsolved Mysteries.”

NEW MEXICO

BERNALILLO COUNTY's

KANSAS

JOHNSON COUNTY Parks Department is teaming up with local artists in its Art and Natural Resources Residency, to showcase the county's **conservation efforts** and to broaden what parks can offer the community. The two resident artists this year focused on prairie restoration, creating the temporary art piece “Restoring Refuge,” made out of native seeds, clay and soil that will eventually break down and actually become part of the restoration effort itself.



new “Grow the Growers” workshop series provides farm training and business development education for **emerging farmers** to strengthen the local food sector. The program will include stipends for interns, continued access to affordable land and water on county open space, workshops, business incubation and more assistance in connecting with partners and agencies to help identify potential long-term access to land and water.

NEW YORK

ERIE COUNTY's “Level-Up” program aims to ensure an even playing field for businesses hoping to get

involved with the new Buffalo Bills stadium as part of the new stadium's community benefits agreement, with an emphasis on minority-owned business owners.

The program will help participants get certified by the city, county and state; match them with banks; develop contracts and offer education through SUNY Erie to learn more about bookkeeping, about getting an attorney and about how to bid on government contracts.

PENNSYLVANIA

- **CHESTER COUNTY** has planted a new five-acre **wild-flower and seasonal grass meadow** at Hibernia County Park.

The county's Department of Parks and Preservation has also been adding to the ecosystems at Nottingham County Park, Springton Manor Farm Park, and Warwick County Park, bringing the total coverage of wild-flower and grass in county parks to 155 acres, WHYY reported. The meadow will limit stormwater runoff and attracting pollinators like honeybees.



DELAWARE

SUSSEX COUNTY's Emergency Medical Services will be the first in the state to **carry blood for patients.** The new program — which all county paramedics have received training for — will save lives, as transporting those in critical need to the nearest hospital can take up to 30 minutes. The “Low-Tier O Positive Whole Blood,” which will be supplied by the Blood Bank of Delmarva, can be administered to any patient, regardless of blood type.



From NEWS FROM page 22

• The **MONTGOMERY COUNTY** Sheriff's Office will be the first in the state to conduct **regular inspections** of the county's 92 gun stores. Representatives from the office will ensure that the shops are complying with state and federal laws, including sending sales records to the state police for review and making sure those records match the shop's inventories, *The Philadelphia Inquirer* reported.

Failing shops will have an opportunity to fix their delinquencies and be re-inspected. Gun stores are inspected every 10 years by the federal Bureau of Alcohol, Tobacco, Firearms and Explosives, but visits from local authorities are rare.

SOUTH CAROLINA

• With recruitment lagging, law enforcement officers will be able to **work for multiple agencies** thanks to a **BEAUFORT COUNTY** Sheriff's Office program. Those agencies include the bomb squad, violent crimes task force, K9 unit and SWAT team through a series of memorandums of understanding.

• **OCONEE COUNTY** is debuting a livestreaming software that can help the sheriff's office **locate lost emergency callers**. The software allows dispatchers to send a link to callers, which open to stream the camera from the caller's phone. Although the dispatcher can't track callers based on their location, extra sets of eyes can help search and rescue teams locate callers.

"We have folks that go missing in the mountains or on the lakes," Sheriff Mike Crenshaw told South Carolina Public Radio. "They can't tell us where they're at because ... they don't know the landmarks. We do."

WISCONSIN

• **LA CROSSE COUNTY** is splitting the cost of its **Eviction Defense Program** with the City of La Crosse and the La Crosse Community Foundation. Each will contribute \$60,000 for the next two years. Attorneys will represent clients in court to prevent eviction where defense is possible, county officials said. If a defense is not possible, those attorneys will help negotiate terms of a move to help reduce any time spent without

TENNESSEE

The "Respond With Care" program is helping **SULLIVAN COUNTY** first responders know someone with **special needs** may be in a home or car and to approach the situation appropriately. Caregivers or individuals can request a sticker which they place near the front door of the residence or on a car's rear window.



a home.

• **WAUPACA COUNTY**'s "Catch a Ride" program recently gave its thousandth ride to or from work. Supported by the Workforce Innovation Grant from Wisconsin Economic Development Corporation and the Department of Workforce Development, the grant currently subsidizes rides so users pay just \$3 per ride.

But to keep the program sustainable, partners will need to look for other revenue sources and new ways to support low-income riders.

News from Across the Nation is compiled by Charlie Ban and Meredith Moran. Does your county have news we should know about? Contact chan@naco.org or mmoran@naco.org.



Debie Payne poses during the Bramwell Spring Tour of Homes in Mercer County, W.Va. Photo courtesy of Payne

WEST VIRGINIA

MERCER COUNTY is recruiting hometown champions to boast about their community through the **Appalachian Ambassador Program**.

Participants will get to post on social media about all sorts of fun and engaging places and activities throughout Mercer County, earning perks including Mercer County swag, tickets to events and being entered into giveaways. Acumen with Facebook, Instagram and TikTok is a valued asset.

"We want people from all types of different backgrounds," said Jamie Null, executive director for the Mercer County Convention and Visitors Bureau. "We want people who love the theater, we want people who love the outdoors, foodies and we want everybody to feel like they would have a place in the Ambassador Program."



CHESTER COUNTY, Pa.

Chester County, Pa. was created in 1682 by the English Quaker leader William Penn as one of the original counties in the state. Its seal centers on the economic factors that have shaped the county, with the ship representing trade, the plow for farming and the three sheafs of wheat.

The image of the wheat represents both the importance of the crop particularly in colonial times and to represent the three original counties: Chester, Philadelphia and Bucks.

The shield with the eagle crest is thought to have been added after the American Revolution to represent liberty.



A mushroom flourish was added in the 1970s for the state's thriving mushroom industry.

Farmers there produce more than 500 million pounds of mushrooms each year.

Would you like to see your seal featured in County News? Contact Meredith Moran at mmoran@naco.org

SCAN FOR MORE INFO AND TO REGISTER



2023
NACo

ANNUAL
CONFERENCE
& EXPOSITION

TRAVIS
C O U N T Y

AUSTIN, TEXAS **JULY** 21 *thru* 24

