In a fix: Feds’ roads, bridges in disrepair

by Rachel Looker
staff writer

Counties are urging Congress to enact legislation to address the deferred maintenance backlog and the deteriorating state of infrastructure on federal public lands. In fiscal year 2018, the deferred maintenance backlog was estimated at $19.4 billion, which primarily impacts roads, trails, bridges and visitor centers.

Coconino County, Ariz. Supervisor Elizabeth Archuleta testified June 18 before the U.S. Senate Committee on Energy and Natural Resources about her concerns over deferred maintenance needs and possible solutions.

The County Leadership Institute Class of 2019 celebrates on the roof at NACo’s office following completion of the course work. From left to right: Natalie Hall, commissioner, Fulton County, Ga.; Craig Pedersen, supervisor, Kings County, Calif.; Staci Hoffman, register of deeds, Jefferson County, Wis.; Tom Whiston, commissioner, Morrow County, Ohio; Melissa Cribbins, commissioner, Coos County, Ore.; Marion Greene, commissioner, Hennepin County, Minn.; Lena Fowler, supervisor, Coconino County, Ariz.; Robin Pouquette, supervisor, Yuma County, Ariz.; Ron Wesen, commissioner, Skagit County, Wash.; Jason Carini, treasurer, Rogers County, Okla.; Graham Knaus, executive director, California State Association of Counties; Josh Lang, commissioner, Bedford County, Pa.; Joy Esparsen, government affairs director, New Mexico Association of Counties; Devan Uster, commissioner, Lincoln County, N.M.; Kevin Austin, commissioner, Yadkin County, N.C.; guest; Ethan Sue, commissioner, Lake County, Minn.; Barry Anderson, supervisor, Clay County, Iowa; Benjamin Boykin, legislator, Westchester County, NY; Stephan Currie, executive director, Michigan Association of Counties; guest; and Doug Martens, commissioner, Rosebud County, Mont. Photo by Hugh Clarke

More projects can receive EDA grants

by Daria Daniel

The U.S. Economic Development Administration (EDA) on June 12 designated Opportunity Zones — the tax incentive program established under the 2017 Tax Cuts and Jobs Act — as an official investment priority for the agency.

The Opportunity Zone program encourages private investment in new businesses, property development and infrastructure in distressed communities. Many counties contain areas that qualify for opportunity zone status and are eligible for targeted investment.

EDA’s investment priorities help guide the agency’s activities and ensure its investments promote sustainable economic growth and economic diversification. The agency’s announcement

Utah county offloads inherited racetrack

by Charlie Ban
senior writer

Some spectators come to auto races to see crashes. Tooele County, Utah wound up in a front-row seat for a big one when it inherited a racetrack of its own.

What is now the Utah MotorSports Campus started as a lark for businessman Larry Miller, who owned car dealerships and the NBA’s Jazz. The 4.4-mile road racing circuit became a much larger enterprise, totaling 511 acres, with a driving school, a restaurant, event space and more, to the point where it became an economic driver for the county bordering the Great Salt Lake. In the track’s first year, the MotorSport World Expo named it the MotorSport Facility of the Year.

But three years after the facility opened in 2006, Miller died, and a messy succession followed. Tooele County had been
Boost for Opportunity Zones?

From EDA GRANTS page 1

makes projects located in Opportunity Zones eligible to receive EDA funding, effective immediately, and also applies to existing EDA funding notices. Project applications are subject to certain requirements, and must demonstrate that they:
- Align with EDA’s investment priorities
- Address the creation and/or retention of high-quality jobs
- Document an ability to leverage public and private resources for the project
- Demonstrate an ability to implement the project quickly and use funding effectively, and
- Provide a clear scope of the project that includes measurable impacts.

EDA’s announcement follows previous efforts in July 2018 to make projects located within Opportunity Zones eligible for EDA funding. To date, EDA has invested approximately $30 million in 40 projects in Opportunity Zones to help communities and regions implement economic development initiatives.

Daria Daniel is an associate legislative director in NACo’s Government Affairs department. Valeria Brankovic, legislative assistant, contributed to this article.

County gets lesson in selling a racetrack

From RACETRACK page 1

working on a land swap with the soil conservation district that owned the land, with the intention of selling it to the Miller family. In the meantime, the county leased the land to the Mills.

“The lease was supposed to renew every 10 years, so we went into this (2015) meeting thinking it was going to be a formality,” said Commissioner Shawn Milne. “Turns out it wasn’t. It ended up being a totally different conversation.”

Following Miller’s death, his family assembled a board of directors that eventually determined that the racetrack didn’t fit the business’ long-term plans. The meeting ended with Miller’s business making arrangements to hand over the keys to the county and washing their hands of the track.

As the commissioner in charge of economic development and tourism, the facility became Milne’s baby.

“We don’t know the first thing about running a racetrack, so (the commissioners) all knew we wanted to sell it. We all knew we didn’t have the acumen or the professional bandwidth to operate this facility,” he said. “We’re not a large enough county to have a public information officer or someone who can dedicate their time to messaging and negotiating, so it fell to me.”

Rules of the road

The sale process was a lot like four people crammed into a driver’s seat. Tookie County wanted to steer toward long-term growth and stability, with two potential buyers yanking on the steering wheel in each director. The Ford High-Performance Racing School, one of the tenants that had three years left on its lease, stepped on the gas, wanting a sale by

See RACETRACK page 3

Crumbling infrastructure impacts local economies

From BACKLOG page 1

“Counties urge Congress to enact legislation to tackle the deferred maintenance backlog so that we continue to lead the world in providing an outdoor experience that is second to none,” Archuleta said.

Coconino County is home to many public lands such as the Grand Canyon National Park, she explained.

The county’s economy relies on tourism and recreation surrounding the land. With 62 percent of counties nationwide having federal land within their boundaries, federal policies impact the well-being of local communities, she said.

In Coconino County, the National Park Service estimates the backlog at $330 million in deferred maintenance in Grand Canyon National Park. The deteriorating state of infrastructure in the county includes an old pipeline as well as poorly maintained roads and trails.

Through a Resource Advisory Committee, Coconino County has participated with federal partners to address the deferred maintenance on public lands.
Tooele County disputed the judge’s interpretation of the law, wishing to have some choice in the matter of selling an asset that had become so central to the county’s economy. “This isn’t an issue like selling a fully depreciated vehicle, where we don’t care what happens after we sell it,” Milne said. “This is an operable business unit that we don’t own but we do own the hardware the business uses. It makes a huge difference to our local economy and the judge was trying to equate it to something completely different.”

All the while, the county was left in possession of a racetrack that is losing money. That lasted three years and led to almost $9.4 million in operating losses. The Millers had more business acumen and knew that negotiations are time-sensitive to confidentiality for a reason, they would get it.”

Milne spent time updating the public who are prone to conspiracy theories who think that everything conducted on behalf of the public ought to see the light of day,” Milne said. “Real estate negotiations are not going to be conducted with a Facebook live.”

The longer the struggle continued, the bigger the black eye for the county.

“It was a media challenge for us,” Milne said. “If we have trouble convincing a judge who follows technical matters professionally, imagine how hard it is to boil this down to a 20-second bite for the public.”

Milne spent time updating groups individually about the process and saw positive results.

“The vast majority of racers and stakeholders overwhelmingly supported us,” he said. “The Chamber of Commerce helped. They recognized the economic impact. Those who had more business acumen and knew that negotiations are often time-privey to confidentiality for a reason, they would get it.”

A 2019 report by the state’s legislative auditor general criticized the county, pointing out that $9.36 million in operating expenses over three years and $1.8 million in litigation costs led to a gain of just $7.36 million from the raceway’s sale.

The report recommended the county commission consider ways to provide greater transparency in the way it does business. In the county’s response to Auditor General Kade Minchey, Commission Chairman Tom Tripp said the county will:

- develop a policy to guide meeting protocol and explain how meetings are classified as legislative or administrative
- draft a policy to address record retention
- revise county purchasing policy, and
- hire an outside auditor to revise management practices.

The report further criticized the county’s oversight of the raceway, on which Milne pushed back in a letter to Minchey in May 2019, pointing out that the audit ignored the long-term economic benefits. Tooele County tried to harness in choosing its buyer and the report “interpreted legal theories... to find causation where there was none.”

Milne pointed out in the county’s reply that the situation was unique among counties. “While it may be normal or acceptable for local government entities to own and manage swimming pools, golf courses and recreational facilities, it is not standard for counties to own and operate world-renowned racetracks,” he wrote.

Two of the three commissioners in office retired just after the sale was completed, with Milne the only incumbent and hoping to never deal with that again.

“I’d like to write a book about it, because it’s something a lot of government wonks would be interested in,” Milne said. “I’m no Danielle Steel, but it’s pretty interesting.”

Learn more

During the 2019 NACo Annual Conference in Clark County, Nev., Tooele County, Utah Commissioner Shawn Milne will speak as part of a panel, “Making Your Mark with a County Brand.” The workshop starts at 9 a.m. Sunday, July 14 in Las Vegas rooms 3 and 4.
County ‘flips system’ for child protection caseloads

by Rachel Looker
staff writer

A Minnesota county has invested in ways to reduce child protection cases and county officials are hoping it has an added impact beyond a drop in case numbers.

Hennepin County, which includes Minneapolis and has a population of 1.2 million, evaluated their child protection system in 2015.

County Commissioner Mike Opat, who also serves as chair of the child well-being advisory committee, said the county partnered with the Annie E. Casey Foundation to create a report assessing child protection. The foundation works to help children “at risk of poor education, economic, social and health outcomes,” according to its website.

The Casey report revealed that the county was struggling with a high number of child protection caseloads and a low quality of work in response to these cases.

With the results, Opat said child protection was becoming a crisis.

“We had a number of very tragic and heartbreaking cases where kids were dying at the hands of their caregivers either in foster care or their parents before a case was opened, so that got our attention,” he said.

Opat said following the report, the county immediately hired additional full-time case workers to reduce the number of caseloads per worker and complete intakes more efficiently.

Jennifer DeCubellis, Hennepin County’s health and human services deputy county administrator, said many of these caseloads involved families with high trauma, making it even more difficult for social workers to do quality work with a large volume of calls.

The county opened 24/7 operations to respond to calls, improved trainings for case workers and reviewed unsuccessful cases to reduce the number of child protection caseloads.

In 2015, there were over 17,600 reports made to child protection. That number has been reduced to around 8,000 in 2019.

“I think we’re doing better with the cases that we do get now because we have smaller caseloads and the social workers have more time and support,” Opat said.

In addition to reducing caseloads, DeCubellis said the county began a transformation that was “really about flipping the system.” This effort involved early intervention and prevention services.

DeCubellis explained that families were often in crisis before making a call, which drove a large number of cases to Child Protective Services. If the county was able to provide human services and intervene earlier, she said, these children may not find themselves in the system.

“Our analysis clearly showed that what was missing is that early intervention in order to prevent maltreatment,” she said.

It was important to provide support that families would be willing to accept so they would know that just by receiving help, they would not be reported to child protection services.

“It was giving our community some different levers to pull to say we really want you to stand up to a human service response and don’t wait until maltreatment has happened,” DeCubellis said.

This transformation focused on a different mission of helping families thrive instead of responding to bad incidents when they happen.

Opat called this a “child well-being philosophy.”

“We would also get out in front of things as best we could by looking at enhancing child well-being where maybe the behaviors weren’t abusive or neglectful, but they were troubling,” he said.

The county created a parent support outreach program and other pilot programs, such as one in schools where teachers may see disturbing trends with students and try to offer help, he said.

“[That] continuum of care is what we’re working on building,” said DeCubellis.

The Hennepin County Board approved $23 million from property taxes to invest in reducing child protection caseloads.

“The county has had to go at it alone with really disappointing involvement financially by the state,” Opat said.

DeCubellis said the board was presented a three-to-five year plan that showed the money would be used for new staffing and a “transformation” team. The team’s job is to build a new system focused on prevention, early intervention treatment and recovery services for families.

DeCubellis said she told the board making an immediate investment “will pay off in dividends long-term,” and explained that without investing, mandatory home placements costs for the county will rise with more kids in care.

“Ultimately, we narrow the scope of those kids that actually hit the child protection system which will allow us over time to shrink the size of child protection and move our money really to what’s going to better support families,” she said.

The human services system has reduced other programs and reduced staff in other departments because of this investment, DeCubellis said.

“We do believe at the five-year mark we will be able to ‘right-size’ the system and bring those services back up, but it’s not without pressure points right now,” she said.

The county uses data to keep track of the progress made in regard to the child protection system.

“We’ve got a great dashboard that tells us the health of our system and whether our efforts are working so we’re not a year down the line with a bunch of ‘oh no’s’ because we can have our eyes across the entire spectrum of the system,” DeCubellis said.

Opat added that the county tracks data such as percentages screened in, number of kids in out-of-home placement, number of kids in shelters and recurrence rates.

“It’s going to take a long time to understand how your system is doing overall and you can’t possibly do it without having a good deal of metrics because some would seem to work in opposition until you really understand all that goes into it,” he said.

DeCubellis said she believes the county is on the right track and has milestones to show the community that the investment is “flipping the system.”

“I think there’s a greater awareness that taking care of kids is everybody’s responsibility now,” Opat said.
County helps to reopen rural hospital

by Rachel Looker
staff writer

"An open and operating hospital is worth much more than a closed one."

Thomas Waldrep, a bankruptcy trustee appointed by the United States Bankruptcy Court for the Eastern District of North Carolina, found himself looking for a way to reopen the Washington County Hospital in Washington County, N.C., after it shut down on Feb. 14.

"It was quite a struggle, but we got it open again," he said.

The critical access hospital, which is a designation given to certain hospitals in rural areas, reopened on May 1 after being shut down for over 10 weeks. With the hospital closed and the nearest facility over 20 miles away and located outside of Washington County, the community felt an impact.

Washington County Manager Curtis Potter said the hospital is worth much more than a closed one. "An open and operating hospital is worth much more than a closed one."

Washington County Hospital in North Carolina closed for 10 weeks this year, but reopened May 1. Photo courtesy of NewsChannel 12

Waldrep explained that some employees were asked to come back to work, but the hospital staff is smaller than before the closure. The employees who returned were paid all of their backpay. Those who did not return will receive a priority claim with the bankruptcy court where they will receive their backpay at the end of the case.

While the hospital was closed, Emergency Medical Services were not getting paid or receiving certain employee benefits, he said.

"It was quite a struggle, but we got it open again," he said.

The hospital is worth much more than a closed one. "An open and operating hospital is worth much more than a closed one."

Washington County, which remains a creditor of the hospital, consulted with legal counsel and filed a petition for Chapter 7 involuntary bankruptcy as an unpaid creditor of the hospital.

Potter said the county determined it would be in the community's best interest to institute the involuntary petition for bankruptcy. As creditors, he said the county is owed money from the hospital for different purposes such as providing EMS and transport services as well as money through back taxes.

Since Waldrep, a former bankruptcy judge, is experienced with medical-related commercial bankruptcy proceedings, he was appointed as the bankruptcy trustee. As trustee, Waldrep makes the financial decisions for the hospital and works to restore the hospital's operations. He located substantial accounts receivables related to Medicare payables, according to Potter, which allowed the hospital to reopen with all services fully operational.

Potter said there was a period of around four weeks when hospital employees did not receive pay.

Waldrep explained that some employees were asked to come back to work, but the hospital staff is smaller than before the closure. The employees who returned were paid all of their backpay. Those who did not return will receive a priority claim with the bankruptcy court where they will receive their backpay at the end of the case.

While the hospital was closed, Emergency Medical Services, which is owned and operated by the county government, continued to operate and transport patients to the closest facilities. However, Potter said EMS was impacted with longer call times involved in transporting people to hospitals outside the county.

"Once it [the hospital] closed, we then had to transport people over a longer period of time using essentially the same number of ambulances and staff which placed strain on the system," he said.

Potter said the largest barrier to providing healthcare is often transportation, adding that while services may be provided at a more centralized location in urban areas, there's no guarantee those living in rural areas can get transportation to these facilities.

"We have a large population of folks whose healthcare services are very much dependent on the continued operation and existence of our own community hospital," Potter said.

Waldrep said hospital bankruptcy cases like the one at Washington County Hospital are difficult because of the “number of constituencies and players that are involved.”

"You have people whose very lives can depend on the existence of a rural hospital within reach," he said. "They're getting medical care when sometimes a few minutes are critical."

Waldrep said he is confident in the new management team and said the hospital is becoming stable again.

"Time will tell over the next few months, but I believe that it [the hospital] will have positive cash flow and will have value that we will use to pay the creditors of the hospital," he said.

Potter added that the county is continuing to work with Waldrep, state regulators and the hospital administration.

"We are continuing to cooperate... to keep tabs on what is happening and try to support its reopening and continued operation," Potter said.

Waldrep added, "It is a critical, critical thing to keep these rural hospitals open and I'm glad we could do it in this case."
NACo partners with Walmart on future of work

by Jayant Kairam

The driving premise of Walmart’s recent report “America at Work: A National Mosaic and Roadmap for Tomorrow,” is neatly summarized in one of its opening lines, “automation promises to radically reshape the next generation of work in America.”

With rapid digital advancements shifting the experience of everyday life, it’s not surprising that the country’s leading retailer is discussing the investments needed to sustain a thriving workforce in the face of technological change. However, what is unique about this analysis, and what grabbed NACo’s attention, was the perspective that Walmart elevated for the report — the county lens. The centrality of local solutions and leadership are some of the main takeaways of their examination of the nation’s 3,000-plus counties. While the research’s unique design of “community archetypes” deconstructs traditional “urban vs. rural distinctions,” the report unpacks foundational strategies counties can target to respond to automation and can possibly spark broader pathways to capitalize on technological change.

Much like county governments, Americans interact with their local Walmart stores with tremendous frequency. With 1.5 million employees, the firm is the country’s largest employer. Ninety percent of Americans live within 15 minutes of a Walmart retail store. The connection to the daily life of residents is a theme for Walmart, and a recognition that the vitality of their business is only as strong as the health of the communities and the talent they can attract and grow. It’s probably true that the eight archetypes in the report, which range from dense urban cores to sparsely populated but resource-rich regions, are certain to raise some eyebrows, the utility of the categorization scheme is how it can drive action.

Six broad interventions are identified, and while they are not in themselves earth-shattering — maintaining infrastructure, modernizing the social safety net and firming up educational pipelines won’t shock any county leader — weighting the strategies by the archetypes is valuable. However, that also means engagement and coordination with many other stakeholders is essential and the company gets that. Indeed, in an interview with Fast Company, Walmart’s Chief Sustainability Officer Katherine McLaughlin said “we need everybody at the table” to coordinate and activate efforts, and the relatively non-prescriptive approach of the report is really meant to “inspire conversation.”

In that spirit, Walmart connected with NACo about a partnership to help curate the conversation they sought to inspire through engagement with member counties. Supporting communities on economic and workforce development strategies and investments is not new territory for NACo. But exploring the question of the “future of work” was a question that was timely and cutting edge.

Moreover, while Walmart in its report emphasized the impacts of automation potential in counties (or the proportion of time spent on job activities that technologies can automate) NACo wanted to further explore how counties can use the archetypes in their economic development planning and long-term visioning. NACo currently manages a suite of programming on economic and workforce development that is helping counties look at issues like rural economic diversification, creative placemaking and renewable energy. A major aspect of the new project will be to find synergies with these work areas and to explore how to best leverage the assets that counties own and operate (i.e. infrastructure, public works, hospitals, jails).

Beginning this summer, and with support from Walmart, NACo will begin probing the question of the impact of the future of work on local economies. There will be a handful of opportunities in the coming months through surveys and existing programs for member counties to connect and learn about this work. In the near term, counties will have a chance to hear about the study at the Annual Conference in Clark County, Nev., where Walmart representatives will present the findings of their study at both the Community and Economic Development Committee meeting and the Programs and Services Committee Meeting.

Jayant Kairam is director of program strategy in NACo’s County Solutions and Innovation department.

La Paz County, Ariz.

A saguaro cactus represents the county’s Native American heritage and the county’s economy.

On the left edge of the seal, a pick and shovel represent the county’s history of gold and copper mining.

The right side of the circular seal represents the location of La Paz County in Arizona and the small communities throughout the county.

The piece of pottery on the shore acknowledges the county’s Native American history and the Colorado River Indian Tribes.

The bottom of the seal depicts the Arizona state flag.

The left side of the seal was adopted from the original seal and shows paddle wheel boats that were used by miners and settlers along the Colorado River, which runs along the western border of the county.

Around the right edge of the seal, wheat and cotton represent the agricultural heritage and the county’s economy.

If you would like your county’s seal featured in “Behind the Seal,” contact Rachel Looker at rlooker@naco.org.
Supreme Court to decide Superfund case

by Lisa Soronen

Atlantic Richfield Co. v. Christian is a complicated case raising three legal issues which the Supreme Court has agreed to decide. To summarize the case in one sentence, the owners of a Superfund site object to having to take remedial action not required by the Environmental Protection Agency (EPA) to benefit landowners located within the boundaries of the site.

The Anaconda Smelter, now owned by ARCO, processed copper ore from Butte for nearly 100 years before shutting down in 1980. That same year, Congress enacted the Comprehensive Environmental Response, Compensation and Liability Act (CERCLA) or Superfund law. The purpose of this law is to “foster the cleanup of sites contaminated by hazardous waste, and to protect human health and the environment.”

EPA required ARCO to pursue particular remedies. Landowners located within the boundaries of the site sought two additional remedies beyond what EPA required: Removing the top two feet of soil from affected properties and installing permeable walls to remove arsenic from the groundwater.

ARCO argues that two provisions of CERCLA prevent the landowners from obtaining additional remedies in this case. ARCO also argues that CERCLA preempts state common-law remedies. The Supreme Court has agreed to decide. To summarize the case in one sentence, the property owners are “Potentially Responsible Parties” (PRP) to the Anaconda Smelter, and ARCO has “never been treated as a PRP for any purpose.”

The Montana Supreme Court noted the property owners have “never been treated as PRPs for any purpose — by either EPA or ARCO — during the entire 30-plus years since the Property Owners’ property was designated as being within the Superfund site.”

Finally, the Montana Supreme Court rejected the argument CERCLA preempts state common-law remediation claims pointing out that CERCLA has two savings clauses which “expressly contemplate the applicability of state law remedies.”

This case provides an interesting mixed bag for states and local governments. To the extent they own Superfund sites, they may prefer that remedies be limited to what the EPA mandates. But to the extent others own Superfund sites, they may prefer they be remedied to a greater extent than what EPA requires.

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

Proposed legislation helps at-risk kids

by Valerie Brankovic

Since the start of the 116th Congress, both chambers have introduced bipartisan legislation that would offer states and counties additional flexibility and resources for the Title IV-E child welfare waiver program under the Family First Prevention Services Act. Under the legislation, which passed in 2018, the Title IV-E waiver program provides federal funding for state, county, and tribal welfare agencies to create demonstrations aimed at improving outcomes for children and families involved with, or at risk of entering, the foster care system. The waiver program will expire Sept. 30.

Congress is now considering legislation that would extend Title IV-E waivers. Earlier this year, Sens. Dianne Feinstein (D-Calif.) and Marco Rubio (R-Fla.) introduced the State Flexibility for Family First Transitions Act, which would extend waiver authority for two years through FY 2021. Across the Capitol, on June 5, Reps. Don Bacon (R-Neb.), Katie Hill (D-Calif.), Kathy Castor (D-Fla.) and Greg Steube (R-Fla.) introduced bipartisan, companion legislation that would enact the same measures.

Both the House and Senate bills would offer a critically needed two-year bridge that will provide additional time for states and counties to transition to the Family First Prevention Services Act. Additional flexibility through the waivers could minimize anticipated cost-shifts to states and counties that could occur by limiting Title IV-E eligibility to children who would otherwise be eligible for such funds and enable counties to provide continued care to at-risk children. On June 18, NACo wrote a letter to Congress expressing counties’ support for the two-year extension to the Title IV-E waiver program.

Going forward, both the House and Senate bills must be considered in the committees of jurisdiction.

Valerie Brankovic is a legislative assistant in NACo’s Government Affairs department.
NACo’s County Explorer tool provides easy access to the latest available data, with hundreds of indicators across categories ranging from county economies to policy issues, including transportation, infrastructure, health and public safety, each telling a unique county story.

Join us for an interactive 25-minute demo that will showcase the redesigned user interface, new functionality, and other significant updates. These demos will be held daily throughout the conference at the County Explorer booth in Grand Salon, Bally’s.

**FRIDAY, JULY 12**
- 8:30 a.m.
- 9:30 a.m.
- 10:30 a.m.
- 12:30 p.m.
- 1:30 p.m.
- 2:30 p.m.
- 3:30 p.m.

**SATURDAY, JULY 13**
- 8:30 a.m.
- 1:30 p.m.
- 2:30 p.m.

**SUNDAY, JULY 14**
- 8:30 a.m.
- 9:30 a.m.
- 10:30 a.m.
- 12:30 p.m.
- 1:30 p.m.
- 2:30 p.m.
- 3:30 p.m.

**MONDAY, JULY 15**
- 8:30 a.m.
- 12:30 p.m.

New and improved County Explorer - now mobile friendly.
No need to go 88 miles per hour.
explorer.naco.org #CE2 @NACoTweets
PROBLEM:
A county report identified areas that needed improvement involving early childhood education, childcare and children’s overall health.

SOLUTION:
Form a county-wide collaborative with organizations that focus on improving early childhood.

by Rachel Looker
staff writer

A rural county in North Carolina is working to improve the lives of children with the help of collaborative organizations that stretch from mobile playgrounds to Sesame Street characters.

GetSet Transylvania focuses on using existing resources to improve early childhood in Transylvania County. The county acts as the backbone organization for the community through a collective impact model that involves more than 22 entities including government agencies, nonprofits and local businesses.

The initiative began in May 2015 when the county released the State of the Young Child Report, identifying early childhood issues involving education, physical health, mental health, recreation and family resources. The report identified challenges children and families face in the community.

The report found that 78 percent of kindergarteners tested below or far below proficiency at the beginning of the 2015 school year.

When Transylvania County Commissioner Page Lemel first heard this statistic, she knew she needed to find a solution.

“If we were able to get our children into school ready to learn, then the whole community would benefit from that,” she said.

Lemel worked with Transylvania County Manager Jaime Laughter to brainstorm solutions to help youth in the county. They agreed that many organizations were working in different ways to help children, but not working together in one single effort.

Lemel invited public, private and not-for-profit agencies to a lunch. The groups discussed early childhood issues and attributed adverse childhood experiences to issues involving physical health, social opportunities, family dynamics, poverty, security, early childhood education and childcare.

The main takeaway from the meeting was to understand each organization’s role and how they can remove duplicat-ed services by communicating and coordinating available resources, Lemel said. She added that the county did not want to establish another bureaucratic layer such as a 501(c)(3) because they did not want to compete with existing agencies for finances.

“We don’t have the ability to tax our citizens because we’d be taxing the very people we’re trying to help,” Lemel said.

Both Lemel and Laughter said the county does not have large companies investing in county-related projects.

“We started seeing some natural coordination or collaboration start to pop up and our different groups at the table started to partner,” Laughter said.

The GetSet collaborative involves subcommittees that focus on communication and meet regularly over a brown-bag lunch.

To combat the low proficiency for kindergarteners, GetSet Transylvania held workshops for preschool teachers and kindergarten teachers to talk about kindergarten curriculum and what skills are needed. By the next year, the county saw a 12 percent increase of children prepared to enter kindergarten.

The collective held programs put on by different providers including county parks and recreation, the county library, a local family nonprofit and a local domestic violence shelter. One program, the Family Dinner Series, allows families to come together for a meal provided by a local business and learn about various topics such as healthy crockpot cooking or how to talk to children about sexual health. Additionally, GetSet Transylvania established mobile playgroups, an indoor playground, topic kits that can be checked out from the library and summer half-day camps.

The 2015 report also found that the county had seven times the state average of babies born addicted to substances. By identifying that the problem was that methadone treatments were located far distances outside the county, a local physician began providing county residents with treatment options. The health committee saw an immediate change by 2017.

“I think we recognize that prevention is really where investment is going to make a long-term impact,” Laughter said.

Lemel continued to advocate for youth even at the state level, which led to her sharing information about the collective as part of Kidonomics, a two-year series hosted by the Institute for Emerging Issues at North Carolina State University.
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‘Looking at the whole child’

From CONNECT page 9

sity. While at the conference, she met the vice president for U.S. Social Impact with Sesame Workshop to suggest that Sesame Street in Communities consider Transylvania County as its first rural pilot community — and it worked.

Transylvania County joined the Sesame Street partnership as its first rural county. The goal of the partnership is to reach families that were previously not engaged in the GetSet Transylvania collective.

The partnership, which brought training to parents on different topics from early childhood, homelessness, incarceration, family bonding and early language skills, launched at Transylvania County’s Halloweenfest in 2018 and featured the Sesame Street characters Count von Count and Abby Cadabby.

“It very much matches up with how we have approached early childhood, which is looking at the whole child,” Laughter said. Leman explained that Sesame Street represented a trusted brand to residents in the county.

“We didn’t want to push families any further away from support services;” she said. “When you deal with Sesame Street, you’re not dealing with somebody telling you what to do. You’re dealing with an open door that allows people to come in at their leisure and then you’re able to make that connection with them.”

Leman said she attributes the success of GetSet Transylvania to the various groups working together.

“We are very willing to treat everyone in that space as equals and because of that we have all risen together and we have done some very good things here,” she said..

Transylvania County’s GetSet Early Childhood Collective was named Best in Category for Children and Youth in the 2019 NACo Achievement Awards.

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LEADERSHIP EDGE

The Road to Purpose-Inspired Leadership

by Roy Spence

Editor’s note: Roy Spence is a co-founder and CEO of The Purpose Institute and founder and CEO of The Promiseland Project. He will address NACo members at the Annual Conference in Clark County, Nev.

How do you build a high-performing culture? Here are six rules that leaders should passionately believe.

1. Purpose Rules

I have discovered in business or in life that envy is perhaps the mother of all weaknesses. Why? If you try to be like someone else or your competitor, the best you will ever be is a “worse them.” So instead, always focus on being a “better you.”

However, you can’t be a better you if you don’t know who you are. So, the first lesson I learned on the road to purpose-inspired leadership was that leadership teams in organizations or companies — whether in the private sector or public sector — must be passionate about discovering and bringing to life the core purpose of the organization and that purpose must drive everything.

That purpose can and will be both the anchor in the stormy times of chaos and the North Star when the skies are clear. The purpose of your organization is why you exist. Three examples of powerful purpose-driven organizations are:

- Southwest Airlines’ purpose: To give people the freedom to fly.
- GE Aviation’s purpose: To invent the future of flight — to lift people up and bring them home safely.
- Loew’s purpose: To help people love where they live.

2. Employees Come First

Almost 50 years ago, the most purpose-inspired leader I have ever known, Herb Kelleher, co-founded Southwest Airlines. And he was on a mission to democratize the skies. When Southwest began, only 15 percent of the American people had flown. Herb liberated the skies and now almost 80 percent of the American people have flown.

His anchor and purpose-inspired ideal was that his employees always come first — even before the customer or the shareholders. You take care of your employees first and they will then take care of the customers and then the customer will take care of the bottom line. Amen Herb.

3. Doers and Dreamers and No In-Betweeners

Even before discovering Gallup StrengthsFinders, I always deeply believed that in public schools, businesses, government and in life … purpose-inspired leaders in all sectors are the ones who must champion the ideal of people who are “playing to their own strengths.” I call it the marriage of the doers and the dreamers.

The dreamer can see the top of the mountain but doesn’t know the best way to get to the top. The doers can’t visualize the top of the mountain but can show you every step of the way to get there. The in-betweener thinks they are great at both … show them the door.

4. Always Fess Up When You Mess Up

One of my best friends in the world was my next-door neighbor and my pastor at Riverbend Church here in Austin. Gerald Mann was also a preacher — goodness could he preach motivational common sense. This one was his: Fess up when you mess up. Purpose-inspired leaders do not play the lame blame game. They fess up, take the heat, dump the garbage and move forward on their purpose and mission.

5. Practice the Golden Rule

The real one. Not the one that says, “He or she who has the gold rules.” No. Purpose-inspired leaders treat people with respect; they thank them for being them, they listen and understand. And, yes, they do take a stand if purpose, values and ethics were violated.

6. Create the Future — Not Predict or Whine About It

This one is rare. Creating the future is a talent a person is born with and it is perfected over a lifetime. It’s a calling that rejects gossip, mean-spirited vindication, self-anointed soothsayers and most importantly, a calling whose purpose is serving the greater good. Whether it is the greater good of a company or country or a county or city.
TIM BONCOSKEY
Board Member
Chief Deputy Assessor
Maricopa County, Ariz.

Boncoskey

Number of years involved in NACo: 13
Years in public service: 34
Occupation: Passionate leader in the public sector

Education: Strategic Leadership Program, Governor’s Center at Duke University; MPA, LBJ School at the University of Texas at Austin; BSPA, Eller School of Management, University of Arizona

The hardest thing I’ve ever done is: Go West, from Cook County, Ill. to Pima County, Ariz., for school at age 17.

Three people (living or dead) I’d invite to dinner: Jesus, Lincoln and Einstein

A dream I have is to: Create the next generation of assessment (county) leaders that get excited to serve the people and solve problems for the public good each day.

You’d be surprised to learn: I love to clean windows.

My favorite way to relax is to: Golf and enjoy adult beverages

I’m most proud of: My children and new grandchild


My favorite meal is: Chilean sea bass, petite filet, sweet potato, risotto, Caesar salad (you asked)

My pet peeve is: People who are unprepared

My motto is: Have a great attitude, be in the moment, make someone’s day and have fun.

The last book I read was: Shoe Dog by Phil Knight

My favorite movie is: Silverado

My favorite music: Tom Petty, Jimmy Buffett or Billy Joel

My favorite U.S. president: Abraham Lincoln

My district is a NACo member because: We value hearing about innovations and how other counties are solving issues throughout the country to help our citizens in Maricopa County.

The most adventurous thing I’ve ever done is:
Take a Cub Scout group into the woods and then try to keep them organized without getting lost!

NACo has partnered with the Local Initiatives Support Corporation, the Rural Community Assistance Partnership, the National Association of Development Organizations and Farm Credit to develop a free mobile app designed to identify areas with low or no connectivity to help ensure adequate funding for broadband infrastructure is provided across the country.

Get Started!

- Locate the iOS/Android App Store on your phone
- Search for “TestIT” in your mobile app store
- Download TestIT mobile app
- Open TestIT mobile app and click: Test Speed Here

www.naco.org/TestIT
No personal information is collected through the app.
In the wake of the tragedy of the Virginia Beach shooting, we want to extend our heartfelt sympathies to the employees of the City of Virginia Beach, the families of the victims, the Virginia Beach community and to all public servants. Twelve individuals, 11 employees and a contractor lost their lives on May 31, working to provide the essential services of local government. Following this tragedy, many local governments around the country paused and met with colleagues, talked about safety, empowered employees to take action in an active shooter situation and reviewed their policies.

The U.S. Department of Labor’s Workplace Violence Program states “[t]here is often no reasonable rationale for this type of conduct and, despite everything we know or do, violent situations happen. No employer is immune from workplace violence and no employer can totally prevent it. ...Remember — violence or threats of violence in all forms is unacceptable workplace behavior. It will not be tolerated, and it will be dealt with appropriately.”

Do you have a zero-tolerance violence in the workplace policy? A policy that clearly outlines your commitment to providing a safe work environment? Perhaps you have several disparate policies: Weapons in the workplace, safety, harassment, threat management. A “weapons in the workplace” policy likely prohibits possession of a deadly weapon.

Perhaps your organization has a threat management policy, addressing not just the presence of weapons, but also the use of language or conduct that is or may be perceived to be threatening to an individual’s safety. Such a policy may cover any threat, whether verbal or physical, or any behavior that has the effect of creating an intimidating work environment. A safety policy may focus on workplace injuries and reporting. But the events of just a few weeks ago are bringing to light the need for zero tolerance workplace violence policies.

Waukesha County, Wis. has a Zero Tolerance Workplace Violence Policy and Procedure. Waukesha County Risk Manager Laura Stauffer explains, “While we can’t guarantee the protection of employees against acts of violence, we do have the ability to regulate and direct the conduct of our employees in an effort to prevent or minimize the severity of violent incidents. That is the heart of our zero-tolerance workplace violence policy. We defined what is not tolerated and require all employees to report any workplace violence which they have witnessed, experienced, or have knowledge of so that appropriate action can be taken for the safety of our employees.”

The policy has both emergency and non-emergency information, telling employees to “become aware of escape routes,” “seek safety by leaving area if possible” and “do not attempt to control a violent individual.” The policy defines workplace violence as “[a]ny act of written, verbal or physical aggression that occurs in the workplace intended to physically harm an individual or could cause a reasonable person to be in fear of imminent physical harm.”

How do you respond to verbal threats of physical violence? Or, to Orders of Protection or other court orders intended to protect individuals? Does your policy include language that clearly demonstrates the policy applies to not only employees, but also contractors, customers and citizens? Does your policy express a goal of education, training, early detection and resolution? If you are seeking to strengthen or consolidate your multiple policies, below are some items you may want to include:

- Consider creating one centralized Workplace Violence Policy.
- Start with language outlining the purpose of the policy, for example, to create an environment which is safe and free from threats or to provide a safe workplace in an organization that places the highest priority on safety.
- Outline any statutes or laws that are relevant.
- Define terms and prohibited activities including "weapon," “threat,” “workplace” and “workplace violence.”
- Be clear that the policy applies to all individuals, including vendors, contractors, temporary employee, interns, customers and citizens.
- Clearly outline a reporting process, including a Threat Management Team if you have one.
- Consider addressing all types of safety in the policy: physical safety, psychological safety, safety hazards, bullying, threats, harassment, weapons, drugs and alcohol.
- Include language that violence in the workplace will not be tolerated and all reports of workplace violence will be taken seriously.
- Include language that empowers employees to take action to ensure their own personal safety in a dangerous or active shooter situation.
- Include consequences of violating the policy.
- Address support and assistance for any individual impacted by an incident of workplace violence including employee assistance programs, debriefings and counseling.

The Occupational Safety and Health Administration (OSHA) defines workplace violence as “any act or threat of physical violence, harassment, intimidation or other threatening disruptive behavior that occurs at the work site. It ranges from threats and verbal abuse to physical assaults and even homicide. It can affect and involve employees, clients, customers and visitors. Acts of violence and other injuries is currently the third-leading cause of fatal occupational injuries in the United States.”

Your policies cannot protect against every situation, but they can open lines of communication so employees feel empowered to take action in a violent situation. Discussion can help employees to recognize or diffuse situations. Training can help employees feel less anxious when talking about workplace violence or participating in drills.

We are inspired by the actions of Virginia Beach shooting survivors who say training saved their lives. We are inspired by the heroes who helped others find safety and to the law enforcement officers who responded to the scene. We remember those whose lives were cut short. Thank you for your service to your community.

Erika Philpot is the human resources director and Rose Winkeler is the deputy county attorney for Coconino County, Ariz.
FULTON COUNTY is using technology to help those looking to expunge their criminal records, The Neighbor reported. The virtual program allows anyone with a mobile device to apply for a clean slate without leaving home to see if they can expunge their misdemeanors. The program is completely online and makes it easier for people to register and see if they qualify for expungement without the help of a lawyer.

MONTGOMERY COUNTY is extending free residential deck inspections after two decks recently collapsed. Rainy weather caused one of the decks to collapse hurting three people, Montgomery Community Media reported. Around 100 people have led the state in placing children in foster care.

DEKALB COUNTY is replacing aging infrastructure to improve water pressure throughout the county. County crews will work on a $20 million project to replace seven miles of old water pipes to resolve low water pressure issues. The 60 to 100-year old water pipes will be replaced with more than a mile of 12-inch diameter water mains.
people were evaluated after a second deck collapsed. Residents can request a free inspection on the county’s website.

- PRINCE GEORGE’S COUNTY is spending $53 million to improve county public schools, WJLA-TV reported. More than $11 million will go to 45 schools with the highest number of students living in poverty to add social workers, counselors, extended learning programs and other initiatives. The rest of the money will go toward a pre-kindergarten pilot program, mental health therapists, teachers who did not receive raises during designated time frames, a digital literacy program and individualized educational programs.

MINNESOTA
Youth in HENNEPIN COUNTY whose parents had their rights terminated are being identified by a new name. Instead of being referred to as “wards of the state” these young people will now be called “legacy youth,” MPR News reported. A 17-year-old who was part of the program came up with the new name to acknowledge the resiliency of young individuals.

MONTANA
YELLOWSTONE COUNTY is honoring those who passed away without family or friends. A reverend provided a commendation at Riverside Cemetery to honor 28 “John Does” who had no family, friends or resources when they died, Montana Public Radio reported.

The remains are placed in individual graves and identified by the county’s grid mapping system. The county funds the burials and pays for the cremations.

NEVADA
- Roughly 65 percent of Nevada’s roads are in rural counties. LYON COUNTY, for example, is about $33 million behind in road repairs and currently has a budget of just $2 million annually. Based off 2018 numbers, when about 52 million gallons of diesel fuel were sold in Lyon County, the county expects to garner $1.3 million from the tax.

NEW JERSEY
Following state Attorney General Gurbir Grewal’s decision to restrict state, local and county police from participating in federal immigration operations, SUSSEX COUNTY freeholders have voted to place a question on the November ballot that would let voters decide whether the county sheriff should follow the directive.

Grewal has requested the county not include the question, having determined that any instructions from freeholders or voters that would tell Sussex County law enforcement to ignore his directive, known as the Immigrant Trust Directive, would violate state law, the North Jersey Record reported.

WASHINGTON
- CHARLES CITY COUNTY, one of the country’s oldest, is no longer the only county in the Commonwealth without its own library. Book lovers had created a makeshift library in the county’s courthouse, but it was only open 17 hours a week. The new library will be open six days a week and its 8,200-square feet will house books, a children’s area, meeting rooms, a history center and even a 3-D printer. It also serves as a workforce development center for individuals who are looking for jobs.

WASHINGTON
KING COUNTY is working on an ordinance that would create a pilot program to allow alcohol tasting rooms and production in unincorporated areas. The ordinance in question would allow tasting rooms for wineries, breweries and distilleries to operate in three areas of the county at first, but if successful, the program could set precedent for code across King County. A tourism district currently allows tasting rooms, according to the Bothell-Kenmore Reporter.

NEVADA
- Police and fire inspectors will monitor unincorporated parts of CLARK COUNTY for illegal fireworks on the Fourth of July.

The inter-agency effort between the county and cities of Las Vegas and North Las Vegas is dubbed “You Light It, We Write It” and offenders can be cited up to $1,000 and possible fireworks disposal fees.

VIRGINIA
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ON THE MOVE

NACo staff and members of the Gulf of Mexico Alliance & Gulf States Counties and Parishes Caucus met June 11-13 in Baldwin County, Ala.

NACo OFFICERS
- President Greg Cox and Executive Director Matt Chase spoke at the Hawai‘i State Association of Counties annual conference, held June 9-12 in Wailea, Maui County, Hawaii. The theme of the conference was Hot Topics in Sustainability.
- Cox and Chase also attended the NACo County Technology Strategy Focus Group meeting held June 5-7 in Warren County (Lake George), N.Y. Joining them were First Vice President Mary Ann Borgeson, Second Vice President Gary Moore and Immediate Past President Roy Charles Brooks.

NACo STAFF
- Associate Program Director Jenna Moran and Associate Legislative Directors Julie Ufner and Lindsey Holman spoke at the Gulf of Mexico Alliance & Gulf States Counties and Parishes Caucus meeting, held June 11-13 in Baldwin County, Ala. (Gulf Shores).
- Deputy Director of Government Affairs Jack Peterson participated in the Elections Working Group Meeting, held June 3-4 in Cook County, Ill.
- Associate Legislative Director Daria Daniel spoke at the National Association of Regional Councils meeting held June 9-12 in Douglas County, Neb. (Omaha).
- Associate Legislative Director Eryn Hurley discussed NACo’s work on opioid abuse with the Appalachian Regional Council at the Mississippi Association of Supervisors Annual Conference, held June 11-12 in Harrison County (Biloxi).
- Deborah Cox, deputy executive director and director of Government Affairs, spoke at the Florida Association of Counties’ Annual Conference, held June 11-14 in Orange County (Orlando).

NACo OFFICERS

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