



COUNTY NEWS

Our Prayer...
The Wisdom to Know
and the Courage to Defend
the Public Interest

Vol. 6 No. 29

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Washington, D.C. 20006

Revenue Sharing Campaign Kicked-off

The business session at the 39th Annual NACo Conference was highlighted by the kick-off of a general revenue sharing campaign. A key resolution was unanimously adopted for NACo to call on every county to participate in a campaign for reenactment of general revenue sharing.

In all the NACo delegates considered more than 200 resolutions, amendments or additions to the *American County Platform* in a busy, two-day business session. The Resolutions Committee report was a record 44 pages in length, reflecting the activities of the NACo steering committees for the past year.

In addition to the general revenue sharing campaign, new planks were added to the county platform for labor management relations, energy, and national land use legislation. Major amendments were made for transit, criminal justice, and health. Following is a condensed summary of some of the key changes. A more detailed listing will be included in next week's *County News*.

36 states have enacted laws providing for collective bargaining with public employees. National legislation is not only unnecessary, but there remains a question of its constitutionality.

National legislation is inappropriate because it usurps local prerogatives, dictates use of revenues raised by states and local governments and violates intergovernmental partnership and smacks of federal paternalism.

NACo urges states to review the adequacy of their current laws on collective bargaining and to pass legislation adequately covering the purpose, coverage, administration, scope of bargaining, procedural mechanisms, and right to strike.

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General Revenue Sharing

County governments across the country hailed enactment of the general revenue sharing program in 1972 as one of the most important federal domestic actions of the 1970's. The relatively "string free" federal funds made available under the program to counties, states, and cities have enabled elected officials to meet the highest priority needs existing within their communities.

The five-year authorization/appropriation made by the "State and Local Fiscal Assistance Act of 1972" is set to expire in fiscal year 1977. In light of this, the National Association of Counties, recognizing the immense value of this program to its member county governments, urges the 94th Congress to promptly reenact general revenue sharing during its first session to insure the continued flow of its vital federal assistance.

The National Association of Counties will call upon every county government in the United States to participate in an action campaign for reenactment of general revenue sharing by:

- Working through the state associations of counties to secure a commitment from every candidate for Congressional office to support reenactment of general revenue sharing;
- Building grassroots support in the community by telling of the success of the program;
- Securing the support of community and other civic groups for continuation of the program; and
- Passing a resolution urging the Congress to act during the first session of the 94th Congress to extend the program.

Labor-Management Relations

A new plank was added to the *American County Platform* indicating that NACo is opposed to national legislation requiring that state and local government bargain collectively. This is a question which should be decided solely by each state. Some



REVENUE SHARING SLOGAN: NACo's new President Stanley Smoot (left) presents a bumper sticker to Dade County Commissioner Harry Cain at the annual conference. The sticker is the slogan to be used in the NACo campaign to get the general revenue sharing program re-enacted during the next Congress.

Affiliates Plan Coming Year

The fourteen organizations affiliated with NACo met at the annual conference in Florida the week of July 14-17. In addition, the NACo Board of Directors approved a new organization, the National Association of Manpower Officials (see story page 2). Each affiliate met and worked on plans for 1974-75. Forthcoming issues of *County News* will report on affiliate plans and future meetings. The NACE column this week reports on the National Association of County Engineers meeting (see page 5).

The new presidents of each group and the staff liaison in our Washington offices are listed below. Any questions needing answers or information about any of these groups should be directed to the staff liaison at NACo Headquarters in Washington.

National Association of County Administrators (NACA); President, Guy Millard, Somerset County Administrator, Somerset County, New Jersey; staff liaison, Rod Kendig.

National Association of County Civil Attorneys (NACCA); President, William Haley, Columbia County Attorney, Columbia County, Florida; staff liaison, Don Marray.

National Association of County Engineers (NACE); President, Bernard L. Lieder, Polk County Engineer, Polk County, Minnesota; staff liaison, Marian Hankerd.

National Association of County Health Officers (NACHO); President, Dr. J. Brett Lazar, Howard County Health Department, Howard County, Maryland; staff liaison, Mike Gemmell.

National Association of County Information Officers (NACIO); President, Thomas P. J. Barret, Essex County Director of Public Information, Essex County, New Jersey; staff liaison, Dorothy Stimpson.

National Association of Counties/Council of Intergovernmental Coordinators (NACo/CIC); President, R. Vince Connerat, Mecklenburg Coun-

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Louis Mills Elected To 4th V.P. Post

The NACo Board of Directors elected at the annual conference recently includes 20 new members; one new officer was elected.

Louis Mills, Orange County (New York) Executive, was elected Fourth Vice President over three other candidates. Following tradition, the other officers moved up one slot with Stanley Smoot, Davis County, Utah, being elected President; Vance Webb, Kern County, California, First Vice President; Daniel Lynch, Douglas County, Nebraska, Second Vice President; and William Beach, Montgomery

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Manpower Officials Form New NACo Affiliate

NACMO, the national Association of County Manpower Officials, became the newest NACo affiliated organization at the Miami Beach Convention when manpower officers from across the country ratified a constitution, elected officers and received official sanction by vote of the NACo Board of Directors.

The constitution spells out the purposes of the new group which is designed to provide a vehicle for professional interaction among manpower staffers. Aside from increasing their knowledge through NACMO contacts and meetings, members hope to "strengthen the bonds between manpower staff and elected county officials" and "provide a vehicle for communication from counties to the Labor Department."

Regional and state chapters are provided for, so that common regional issues can be addressed. The NACMO Board of Directors will be chosen through election of one representative in each of the ten

federal regions. Manpower staff will be contacted soon about organizational meetings in their regions.

Officers

Harvey Lincoln, Manpower Director of Dade and Monroe Counties, Florida, was chosen to serve as the first President of the group. Lou Tempera, Suffolk County (New York) Commissioner of Labor became Vice-President and Gary Evans from Milwaukee County, Wisconsin, was selected as the NACMO member of the NACo Board of Directors. A NACo staff member will be designated to serve as Secretary-Treasurer.

Two types of membership will cover most county manpower personnel. An active member will be the principal manpower staff person from a county. In case of disputes, the chief elected official will decide. Active members hold the power to vote.

Associate members will be any other manpower staff interested in

joining NACMO. No dues have been decided upon for the present.

The new organization is an association of staff members only

and will not necessarily represent the official views of individual county governments.



NEW NACMO OFFICERS: [l to r] Lou V. Tempera, Suffolk County, New York — Vice President; Harvey Lincoln, Dade County, Florida — President; Gary Evans, Milwaukee County, Wisconsin — NACMO Representative on NACo Board of Directors.

Congress Acts on Anti-busing Measure

Supreme Court Rejects Cross-jurisdiction Busing

The Supreme Court last week rejected large scale busing across county lines to bring about racial integration of black inner city and white suburban schools. The case involved the Detroit-Wayne County area.

The 5-4 opinion reversed lower federal court orders that have caused considerable concern in Detroit, with elections turning on the candidates' attitude toward school busing.

The opinion, the last of the current court session, had been awaited for many weeks both in Detroit and in such other major urban areas as Indianapolis, Louisville and Atlanta.

In an opinion by Chief Justice Warren Burger, the Court held that desegregation must be confined to the limits of the school's district unless some sort of "interdistrict violation" is proved.

Detroit's area-wide desegregation order encompassing 53 districts was issued by the late U.S. District Judge Stephen Roth on June 14, 1972. He was affirmed with some modification on June 12, 1973 by the 6th U.S. Circuit Court of Appeals.

Roth's ruling reassigned pupils from Detroit's schools, which are 65 percent black, to the white suburban schools with a total pupil population of 780,000.

Congressional Action

In related action, House-Senate conferees last week approved tough anti-busing language but declared that the courts may ignore the busing ban whenever they believe busing is needed to protect the constitutional rights of black children. The Senate voted 81-15 later last week in favor of the compromise provisions.

The final language, which would up the month-long dispute over the school busing issue, cleared the \$25.2 billion school-aid authorization for final House and Senate approval. All Senate conferees and all but one or two of the House conferees signed the conference report.

Conferees dropped a major House provision requiring the courts to reopen any existing desegregation order that is not in conformity with anti-busing language set forth in the bill, regardless of how many years ago the order was initially issued.

The original House bill had barred courts from ordering children bused beyond the school nearest or next-nearest their homes for desegregation purposes and had contained the automatic review of old cases.

The Senate bill also had a ban on busing beyond the next-nearest school, but dropped the provision for re-opening court decisions and added language in two places stating that the courts could ignore the busing ban wherever they felt busing was needed to assure the constitutional rights of black children.

The final compromise generally followed the Senate bill on these issues, dropping the reopening and retaining one Senate passage stating that the final language is "not intended to modify or diminish the authority of the courts of the U.S. to enforce fully the 5th or 14th amendments to the U.S. Constitution. While the final compromise retained the ban on busing beyond the next-nearest school, it converted it from a flat directive to the courts into merely a guideline the courts can breach.

On three other important provisions, the Senate made concessions to the House:

- The bill flatly bars use of any federal school funds except those under the impact-aid program, from being used to finance busing for desegregation purposes. Senate conferees said this would preclude any use of \$75 million in emergency school-aid program funds for busing.

- The bill declares that court busing orders may be terminated if the court finds the school district has satisfied the requirements of the 5th

and 14th amendments and will continue to do so.

- The bill allows a school district to seek the alteration of a busing order when it appears the busing would endanger the health or educational development of students. Existing law allows a parent to seek such alterations and some fear that letting a school district do so as well might encourage districts to use health arguments to try to vitiate busing orders.

The major question on the conference report is whether it will pass the House.

Revenue Sharing Campaign

(Continued from page 1)

In the absence of adequate state law, counties are urged to establish ordinances which address coverage, administration, scope of bargaining, procedural mechanisms, and right to strike in line with the above sections.

Energy

A new section was added to the county platform setting forth that the National Association of Counties strongly believes that a national energy management program must be developed which focuses attention upon a balance between energy resource development and energy consumption levels that is consistent with efficient utilization of our natural resources and continued concern for protection of the environment.

It is clear that it will not be feasible to significantly expand domestic energy production in the immediate future. What we must do now is develop a program for managed growth of energy consumption.

The new plank contains a proposed eight-point program.

National Land Use Policy Legislation

A new platform section was added indicating that there is a critical need to promote sound planning for and management of land on the state, county and city level.

NACo supports land use legislation at the state and local level, developed and implemented by local governments. There is no need for federal land use legislation. However, should any federal land use legislation be enacted, it should include the following essential provisions:

- A requirement that there be the broadest possible role for county and other local units of general purpose governments in the development of state land use guidelines and criteria and that these guidelines and criteria be established by legislation, not by administrative regulations;

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New Board Members

(Continued from page 1)

County, Tennessee, Third Vice President. Thomas Batchelor, Albermarle County, Virginia, was re-elected as Fiscal Officer.

The new members of the board are:

Marion "Jack" Brock, Commissioner, Harnett County, North Carolina; E. Loy Cluney, Councilman, Maui County, Hawaii; Jim Ford, Commissioner, Greene County, Ohio; Glen Grow, Supervisor, Greene County, Iowa; Beverly Parks, County Legislator, Jackson County, Missouri; Jack Pettiti, Commissioner, Clark County, Nevada.

Jack Simmers, Commissioner, Polk County, Florida; Mary Louise Symon, Supervisor, Dane County, Wisconsin; Charlotte Williams, Commissioner, Genesee County, Michigan.

New representatives from affiliated organizations include:

National Association of County Administrators, Daniel Murphy, Oakland County, Michigan; National Council of County Association Ex-

ecutives, Jack Christensen, Utah Association of Counties; National Association of County Engineers, Paul Van Roekel, Oakland County, Michigan.

National Association of County Attorneys, P. Eugene Price, Forsyth County, North Carolina; National Association of County Information Officers, Clyde Murray, Maricopa County, Arizona;

National Association of County Parks and Recreation Officials, William Landahl, Jackson County, Missouri; National Association of County Planning Directors, Robert Zapsic, Beaver County, Pennsylvania; National Association of Regional Councils, Eugene Gualco, Sacramento County, California; National Association of County Treasurers and Finance Officers, William Feldmeir, Maricopa County, Arizona; National Association of County Welfare Directors, Gilbert Delany, Fulton County, Georgia; National Association of County Manpower Officers, Gary Evans, Milwaukee County, Wisconsin.



the Ballot Box by Richard G. Smolka

National Association of County Recorders and Clerks
American University Institute of Election Administration

This August, the state of Illinois is launching a comprehensive education program for election officials. The newly created Board of Elections has the responsibility for 28 categories of elections in 5,000 state and local governments and special districts. The local units also share that responsibility. The board has moved quickly to professionalize its approach to elections.

Field coordinators for the board are being required to attend a five week educational program designed to familiarize them with national, state, and local governments and the responsibilities at each level for the conduct of elections. Especially important to the state, is an appreciation for the role played by the county, municipal and other local officials in the operation of the system.

After coordinators receive three weeks of background in the general government and elections field, they will spend two weeks introducing themselves to the various local officials who have the primary responsibility for administering elections. After that, its back to school for two more weeks of Illinois election law and procedure.

Members of the state board of elections have no illusions that even five weeks will make anybody an expert on elections law but they do believe that coordinators working in the field will have a knowledge of government and the roles of the people working at all levels. The coordinators also should have a fair knowledge of methods of conducting

elections. The coordinators will serve to improve the system by disseminating the best methods tried and proven in the field thereby bringing efficiency and economy as well as service to the process. Ideally, Illinois law will mean the same thing in all parts of the state.

Illinois is actively recruiting experienced election personnel to help with its task. Interested persons may contact Michael Lavelle, Chairman, Illinois State Board of Elections, State Capitol, Springfield, Illinois.

110 Candidates in D.C.

Home Rule for the District of Columbia for the first time in a century has produced a bumper crop of 110 candidates for the mayor and the thirteen council positions available. It is also produced a massive petition headache for the Board of Elections which is already confronted with some 85,000 nomination petition signatures to be checked. From all indications, there will be more nomination petitions signed than there will be votes cast in the primary election September 10 or the general election in November. The District of Columbia makes all nominating petitions available to citizens who have one week to challenge them. Even though some candidates will probably be ruled off the ballot for insufficient petition signatures, there will be no shortage of candidates in Washington, D.C. this election year.

New Directions

Scott Franklin
Research Intern
New County, U.S.A. Center

Employees in the Classroom

Government employees and officials in *Westchester County, New York* are now able to take job-related training and public service courses at the recently established Institute for Local Government at Westchester Community College. Started with funds from the Intergovernmental Personnel Act (IPA), the institute offers fifteen week courses in the area of interpersonal relations, written communications, fundamentals of supervision, effective speaking, administrative analysis, and modern public administration. Two hundred and sixty-five local government employees have participated in these sessions.

Road Park Approved

With approval of the Board of Supervisors, the *Pima County (Arizona)* Parks and Recreation Department is planning an "off the road" vehicle park for county nature enthusiasts. This park will provide families who enjoy hiking, driving, or trailbiking in the desert, a chance to have a protected area for picnicking and other use. The parks and recreation department currently offers free tennis classes for children and adults throughout the summer.

Public Defender's Office Examined

The continually rising cost of hiring private attorneys to defend indigent persons has prompted the *Macomb County (Michigan)* Board of Commissioners to investigate the establishment of a public defender's office as an alternative means of providing adequate legal representation to the poor.

Although the program would initially exceed the costs currently paid to individual attorneys representing indigents, the county is hoping that a federal or state grant could cover a large percentage of the operating costs of the project.

Newsletter Hits the Streets

"The Communicator" is a monthly newsletter recently published by the *Lackawanna County (Pennsylvania)* Office of Public Information for employees of the county. Designed to keep officers and employees of the county informed as to events pertaining to county government and its workers, the first edition of this publication contained a number of feature stories of county interest and a personal profile on a county employee, which will be a regular feature.

Carrot Offered to Car Poolers

In order to encourage car pooling in *Maricopa County, Arizona* officials are offering choice parking space near the courthouse as an incentive for county employees to ride together to work. Priority for the parking lot will be given to vehicles with the most riders.

Computer Aids County Planners

Instead of relying on educated guesses, planners in *Lane County Oregon* will be able to determine where facilities could best be located through posing their questions to several IBM computers.

The computers which contain detailed information about every parcel of land in the county, allow the planners to experiment with a variety of alternatives before making a final determination. Through this precise data observations can be made concerning environmental impact of housing projects or ideal locations for fire stations.

An analysis of traffic accidents is also possible with computer aid, to ascertain whether a large number of accidents in a particular area are coincidental or have a definite cause.

Card for the Elderly

To aid the county's elderly in applying for Senior Citizen Discount Cards, a mobile unit identified as the "Westchester County Discount Card Mobile" will be sent to shopping centers and shopping malls throughout *Westchester County, New York*. The county's senior discount card allows reduced rates at county recreational facilities, and it is hoped that local merchants will soon participate in the program.

Employees Rate Restaurants

The July issue of "News Memo", a *San Mateo County California* publication for county employees has a special section on the back page for county gourmets to compare notes. Entitled "Where We Eat and Why" the column allows employees to rate their favorite restaurant and justify their choices with a short commentary on the service, special dishes, and decor.

The restaurant descriptions display a varied criteria according to tastes with one establishment being recommended as to the place to take a lunch date when the weather is right.

County Opinion

Welcome NACMO

The hundreds of manpower staff who have begun to work in counties under the Comprehensive Employment and Training Act of 1973 (CETA) now have a new professional home in NACo — the National Association of County Manpower Officials (NACMO).

Meeting at our Dade County conference, the group adopted a sound constitution which has now been approved by NACo's Board of Directors. Under the strong, professional leadership of President Harvey Lincoln of Dade County, Florida and Vice-President Lou Tempera of Suffolk County, New York, NACMO is a welcome addition to NACo's family of affiliated organizations. Milwaukee County Manpower Director Gary Evans will represent the new group on the NACo Board of Directors.

Designed to improve county manpower capabilities and to identify county concerns in this field, NACMO's immediate plans call for a series of regional organizing sessions to build membership and begin to identify individual needs and capabilities for a major

self-help effort. Welcome aboard, NACMO!

In a separate manpower action, the Board of Directors approved a plan to continue NACo's manpower technical assistance program by means of a voluntary service fee. Because the previously contracted policy development role in obtaining new legislation is fundamentally over, the Labor Department has decided to cut off funds for all public interest group manpower projects as of January 1, 1975. NACo's manpower project has made the transition from policy development to implementation. Prime sponsor counties in particular insist that the quick information, technical assistance, publications, and contacts available from our manpower project must be continued.

By January 1, 1975, any county may contribute 1/10 of 1 percent of its Title I CETA grant with a maximum of \$3000 to underwrite the project. The Department of Labor has approved and encouraged this method. The fee would exist on a one-year trial basis for calendar year 1975.

Land Use Planning

As anticipated, the federal role in land use planning was a controversial issue at our annual conference in Dade County/Miami Beach. After a good debate, the membership adopted a policy for NACo which, although recognizing the critical need to promote sound planning and management of land, states that federal land use legislation is unnecessary.

No one disputed the critical need for good land use planning and management. That was not the issue. Rather, the debate centered on the intent of the federal land use legislation which was narrowly defeated recently in the House of Representatives. Many county officials have genuine concerns about the land use planning role the federal government is carving out for itself through legislation such as the National Environmental Policy Act (NEPA), Coastal Zone Management Act, and about current efforts to develop land use or siting legislation enabling the federal government to

override local and state decisions blocking plant and petroleum facility sitings. Even more critical is the federal policy on public lands, since the federal government owns over one third of all U.S. lands.

NACo believes it is time to get the interest groups together to re-think the need for and direction of land use legislation. We think it is possible to develop legislation that could get the support of environmental and conservation groups, rural and farming groups, chambers of commerce and industry groups, labor and construction groups, as well as the state and local government groups.

We also need to get these groups together to assist the federal government in developing administrative policies that will promote sound land use planning and management at the state and local level. The "feds" need to get their house in order first concerning current regulations and federal agency activities.

Project Independence Hearings Scheduled

Federal Energy Administrator John C. Sawhill has announced a schedule of the public meetings to hear the views of private citizens, industry and government on Project Independence — a blueprint for United States self-reliance in energy by the 1980's.

The hearings, each scheduled for three to five days, will be held in the ten federal regions. Each meeting will open with a specific topic, followed by general sessions on all aspects of energy policy.

Testimony presented at the hearings will be incorporated into the "blueprint" report to be submitted to the President in November.

Any individual, or county wishing to submit testimony at the hearings should send a request in writing to Project Independence, Federal Energy Administration, Post Office Building, Benjamin Franklin Station, 12th and Pennsylvania Avenue, N.W., Washington, D.C. 20461. Direct contact through the regional offices listed below may also be made. The opening topic is also listed.

Denver, August 6-9, Western Regional Resource Development, including coal, oil shale, and synthetic fuels.

New York, August 19-22, capital requirements for Project Independence.

Boston, August 26-29, definition of U.S. energy independence and emergency measures to deal with import cutoffs. Future options for New England.

Seattle, September 5-7, research needs for Project Independence.

Alaskan development.

Chicago, September 9-13, role of nuclear power and advanced energy system in U.S. energy development.

Kansas City, September 10-13, labor, material, construction, and transportation needs in achieving Project Independence.

Houston, September 16-20, federal leasing and regulatory policies and the energy industry.

Atlanta, September 23-27, development of the outer continental shelf, superports, refinery siting.

Philadelphia, September 30-October 4, the environment and Project Independence, development of eastern coal.

San Francisco, October 7-10, strategies for energy conservation — reducing the U.S. demand for energy.

NACo Affiliate Officers

(Continued from page 1)

ty Coordinator, Intergovernmental Programs, Mecklenburg County, North Carolina; staff liaison, Aliceann Fritschler.

National Association of County Manpower Officials (NACMO); President, Harvey Lincoln, Dade County Manpower Director, Dade County, Florida; staff liaison, Jon Weintraub.

National Association of County Planning Directors (NACPD); President, Robert Zapsic, Beaver County Planning Director, Beaver County, Pennsylvania; staff liaison John Murphy.

National Association of County Park and Recreation Officials (NACPRO); President, William Landahl, Jackson County Park Director, Jackson County, Missouri; staff liaison, Jayne Seeley.

National Association of County Records and Clerks (NACRC); President, Marjorie Page, Arapahoe County Clerk and Recorder, Arapahoe County, Colorado; staff liaison, Florence Zeller.

National Association of County Treasurers and Finance Officers (NACTFO); President, Robert L. Broome, Knox County Treasurer, Knox County, Tennessee; staff liaison, John Thomas.

National Association of County Welfare Directors (NACWD); President, Gilbert Dulaney, Fulton County Administrator of Public

Welfare, Fulton County, Georgia; staff liaison, Mary Brugger.

National Council of County Association Executives (NACCAE); President, Jack Christensen, Executive Director, Utah Association of Counties, Salt Lake City, Utah; staff liaison, Bruce Talley.

National Council of Elected County Executives (NECE); President, John Spellman, King County Executive, King County, Washington; staff liaison, Ralph Tabor.

Western Region District (WRD); President, Henry Haws, Maricopa County Supervisor, Maricopa County, Arizona; staff liaison, Jim Evans.

County News

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Revenue Sharing Campaign

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- A requirement for the use of counties to the maximum extent possible for the detailed planning and implementation of state land use plans; and

- A mandatory allocation of federal funds by the state to general purpose local governments for planning and implementation.

Community Action Programs

A resolution was adopted for continuation of temporary federal funding for the community action programs.

It says NACo supports a temporary continuation of federal funding for the community action program, while developing legislation for special revenue sharing, with the requirement for program approval by local elected officials and that the Green Amendment should be further changed to prohibit the federal administrator from designating a community action agency unless it has the approval of the affected local governments.

Public Transit

Additions to the platform were made for national transit legislation. These additions indicate that many urban areas have generated a need for public transit due to congestions of highways, air pollution, environmental concerns and those people who cannot or prefer not to drive automobiles. Congress should provide funds in partnership with state and local governments to improve existing transit systems and to establish new transit systems where needs and benefits have been determined by responsible local elected officials.

Congress should also establish a substantial pilot program for developing transit service in small urban and rural areas. Such pilot transit projects should be developed jointly by state and local governments. Funds should be available for both capital purposes and transit operating expenses.

Non-returnable Beverage Containers

A resolution was approved urging Congress to enact the Non-returnable Beverage Container Prohibition Act (S. 2062) because it will contribute to energy and resource conservation and will provide cost savings to county governments involved in the collection, transport and disposal of solid waste.

Solid Waste

Also approved was a resolution supporting federal incentives for gathering, salvaging, and re-using metal, minerals and materials for energy recovery programs from solid waste. NACo urges Congress to enact the Resource Conservation and Energy Recovery Act of 1974. This legislation would provide, and NACo supports, direct federal grants to counties and other local governments for resource and energy recovery projects.

Crime and Public Safety

A resolution was adopted urging states to insure that local elected officials have a strong voice in the formulation of state comprehensive plans.

NACo recommends that supervisory boards be comprised of at least 51 percent local elected officials and that at least 51 percent of the majority of local elected officials on state supervisory boards shall be executive and legislative policy-making officials of general purpose government.

Daylight Savings Time

A resolution on repealing national daylight savings time legislation was defeated. The resolution would have called on Congress to repeal the twelve-month daylight savings program and restrict the application of the daylight savings principle to the late spring and summer months of the year. The resolution was defeated after a lively debate.

Health

Several amendments were approved for the *American County Platform* in health. For national health care and health insurance programs, the following amendment was approved:

"NACo maintains that present federal funding mechanisms for local health programs are inadequate to meet the health care needs of our citizens.

"NACo urges the adoption of legislation to replace the present services authorization of the Public Health Service Act with a new provision authorizing the federal payment of a certain percentage of expenditures incurred by state and local public health departments and health care agencies in carrying out public health programs.

"NACo advocates the development of a cost-sharing funding mechanism for a defined universe of health services with the federal government contributing to a percentage of state and local health expenditures up to a ceiling. The percentage would be based on a state's per capita income, with no state having a percentage less than 40 percent or more than 60 percent. This cost-sharing proposal would complement national health insurance.

"A national health insurance plan would finance personal health services; the cost-sharing proposal would finance public or community wide concerns relating to disease control, health hazards, and preventive health services impacting on all the people or particular segments of the population.

"NACo declares the issue of a comprehensive federal National Health Insurance (NHI) program to be the top priority health care issue facing counties today. County government has a large and multi-faceted role in any national health insurance system. Therefore, any national system must reflect a consideration of the responsibilities of counties in assuring the positive health status of their citizenry."

NACE "Matter and Measure"

National Association of County Engineers

It was good seeing so many at NACo's annual meeting in Miami last week — sixty NACERs from 19 states and Ontario, Canada attended NACE sessions.

New leaders installed at Miami were Bernard Lieder, NACE president and Harold Sweet, Vice President. Two new regional vice presidents were also installed: Jim

There are future meetings to look forward to: NACE at Hawaii in connection with NACo's annual meeting next June 22-25 (this time your achievement award applications must be submitted to NACo by January 15, 1975); a joint meeting with the County Division of the American Road Builders Association in Cedar Rapids, Iowa, September



NEW OFFICERS [l to r] Outgoing NACE President Clarence Smith, Republic-Jewell Counties [Kansas] Engineer; incoming NACE officers: President, Bernard Lieder, Polk County [Minnesota] Engineer, and Shirley Lieder; First Vice President, Harold Sweet, Yakima County [Washington] Engineer.

Pott, Santa Clara County (California) Director of Public Works and County Engineer, for the Western Region, and Max Rothschild, Wood County (Ohio) Engineer, is the affiliate representative on the NACo Board of Directors. So we are in good hands. NACoRF staff wants to join with the NACE membership to thank Clarence Smith for his outstanding leadership as NACE president during the past year. But don't get too relaxed, Smitty. You know better than anyone how much work there is to be done in the transportation field.

We had a good discussion at the convention on various state associations of county engineers. For example, some provide scholarships for county road employees, publish newsletters and annual reports, increase dues to hire a person part-time to help with recruitment, provide honorary memberships for retired members, work closely with the legislature in transportation matters affecting counties.

Looking to the future, however, the county road heads were told they should take the initiative in order to provide a good place for people to work to aid in recruitment, to solve problems that are developing because of urbanization. In the future and during the present, it is important to develop good relationships with states. A stark by Earl Rogers of the Michigan County Road Association, before the NACE members, discussing the future will be published later in *County News*.

At the business session, county engineers indicated this column is useful in keeping them informed. To make it more useful, we would like to request that items of interest to you and other engineers be sent in. This is your column, as we have said here many times, and we would like to hear what your problems and successes are.

14-18, 1975. In the meantime, some NACE regional vice presidents may be putting together regional meetings, and NACoRF staff will be working with some of you on workshops based on the Training Guide series just being completed.

A Change for Insurance Claims

Nationwide Mutual Insurance Company, the fifth largest auto insurer in the country, has sent letters to governors of the 23 states in which the company does most of its business, warning that they will no longer pay road department claims for repair or replacement of hazardous roadside structures damaged by motorists. The company will however, pay for replacing hazardous fixtures if the damaged units are replaced by safe and properly installed devices. Examples of such dangerous fixtures include immovable signposts and light poles and improperly installed guardrails.

Nationwide president John E. Fisher concluded his letter with the following appropriate analogy: "Just as a motorist would not replace a faulty tire on his car with another faulty tire, insurance companies should not waste policyholder funds to replace a mistake with another mistake."

Crawford County Gets Grant

Approval of a \$140,400 grant to help create immediate construction jobs for unemployed workers in Crawford County, Georgia, has been announced by William W. Blunt, Jr., Assistant Secretary of Commerce for Economic Development.

The grant from the Economic Development Administration, U.S. Department of Commerce, will go to Crawford County for the development of an industrial park at Roberta.

Women in Policing - Part II -

Are Women Tall, Strong Agile Enough?

by Aurora Gallagher
Criminal Justice Project

How tall, strong, and agile must a police officer be for uniformed patrol duties? In a 1973 survey of all state and local police agencies with over 50 sworn personnel, the International Association of Chiefs of Police and the Police Foundation found that 97 percent had minimum weight requirements averaging 143 pounds, and 96 percent had minimum height requirements averaging 5'8". These requirements exclude 95 percent of the women and 45 percent of the men in the United States.

Of the agencies responding (74 percent), 54 percent administered physical agility tests. Some agencies tested women separately from men and against a different standard. But these agencies rarely assigned women to patrol duties, and police officers consider patrol experience essential to their careers. One reason for this separate treatment is that women have not been considered tall, strong, and agile enough for patrol.

cy to be attacked, or his tendency to attack.

Without substantial validation, police departments must reconsider height and weight requirements. Another stimulus to re-examination is the amended Crime Control and Safe Streets Act of 1973, prohibiting LEAA from awarding grants to agencies whose employment practices discriminate against women.

In 1972, Prince George's County (Maryland) Police Chief Roland B. Sweitzer issued a memo to the county personnel department urging recruitment of female police officers and outlining a new height and weight standard, adjusted for the smaller average size of women. In October 1972 the first three women police officers were graduated from a 20-week training course at the Academy for County Police Officer. Chief Sweitzer affirms that all female police officers hired since March 1972 are assigned to the same duties as male officers. After graduation from the academy, they work in the Bureau of Patrol and, after completion of a three-month

Department attempted to adjust its strength and agility requirements in consultation with a physical education professor. Women have 10 percent less muscle fiber per muscle than men, they learned, less endurance and greater flexibility. Based on these and other physical differences, the police department increased its passing score in flexibility for women and modified its strength measurement. But these adjustments alone do not validate strength and agility tests. They must be shown to measure bona fide occupational requirements.

Across the nation, 115 police agencies deploy women on patrol, including eight county departments. An additional 27 are preparing a women-on-patrol program (including two county police departments). The early results for those depart-

ments that conducted evaluations indicate that women can handle patrol work. The challenge to traditional requirements has raised a broader question: what does it take to be a good police officer? When height, weight, and strength are eliminated as bona fide occupational requirements, police agencies must accomplish the difficult task of defining what the bona fide requirements are.

One woman police officer remarked, "some of the men I work with think a woman can handle certain situations better than a man — because women are more compassionate and understanding. But if this is important in police work, maybe men should learn to be more compassionate and understanding in those situations."



MEN AND WOMEN on uniformed patrol, the most important police function. What does the job require?

Under federal guidelines on equal employment opportunity, any qualifications a public employer requires for employment must be validated. This means that by some recognized means, the qualifications must be shown to be essential to performing the job in question, and not a measure of the person "in the abstract."

The Police Foundation undertook a review in 1973 of all materials on height and performance of uniformed patrol duties. So many agencies had minimum height requirements, there was almost no data on shorter officers (below 5 ft. 7 in.). But based on the available evidence, the reviewers found no convincing correlation between height and an officer's performance, or his tenden-

trial on the job with a field training officer, ride alone on patrol. Prince George's County may drop all height and weight requirements.

In Washington, D.C., the police department agreed to 5 feet as the minimum height required to drive a car safely. An Illinois police chief, somewhat below the average minimum height himself, considers "tall enough to shoot over the top of a car" the proper standard.

The Santa Cruz County (California) Sheriff's Department recently announced that examinations for deputy sheriff, written, oral, and physical ability, will be open to men and women. Santa Cruz requires weight in proportion to height, but specifies no minimum height.

The Memphis (Tennessee) Police

County Government Job Opportunities

County Administrator — Contra Costa County, California. Salary: \$38,772 — \$47,124 depending on qualifications. Five years experience as administrator in large local government. M.A. in public or business administration desirable. Send resume to county recruitment: Arthur D. Little, Inc., 1 Maritime Plaza, San Francisco, California 94111

Chief Air Pollution Control Enforcement Officer — San Bernardino County, California. Salary: \$1279 — 1555 with liberal fringe benefits including dental plan. Highly qualified individual to direct and enforce a comprehensive program in the enforcement of State and County A.P.C. laws or related areas. Contact County Personnel, 157 West Fifth Street, San Bernardino, California 92415.

Assistant County Executive — Yolo County, California. Salary: \$1658 — \$2015. Assists the county executive in coordinating activities of county departments, act for or in the absence of the county executive as authorized by the county executive, analyzes and makes recommendations for the solution of complex problems of organization, budget, procedures, and real estate management; assists in the supervision of the work of Analyst and Clerical staff. Graduation from an accredited college or university with 7 years of progressively responsible county government experience. Contact Yolo County Personnel Department, Courthouse, Room 102, woodland, 95695. Phone (916) 666-8358.

Assistant Director — DuPage County Planning and Zoning Department, Illinois. Salary: \$17,000 — \$22,000. Major responsibilities will involve assisting the director and supervising a thirty member staff in the development of regional policy, plans and programs. Applicants should possess administrative and program management skills, ability to write technical planning reports and make public presentations. Masters degree in planning or closely related field and five years experience. Apply to Joseph H. Abel, Director, DuPage County Planning and Zoning Department, 421 North County Farm Road, Wheaton, Illinois 60187. Phone (312) 682-7230.

Land Use Controls Specialist [Planner III] — DuPage County, Illinois. Salary: \$15,400 — \$20,500. To head implementation section and supervise staff in the administration of zoning ordinance, processing of applications for changes in zoning district classification and providing staff services to the Zoning Board of Appeals. Primary task will be to review existing land use controls and rewrite them. A desirable background would include experience in dealing with planned developments and developing innovative zoning techniques and land use controls. Masters degree and four year experience or equivalent. Contact Joseph H. Abel, Director, DuPage County Planning and Zoning Department, 421 North County Farm Road, Wheaton, Illinois 60187. Phone (312) 682-7230.

47 Ways To Make More Successful County Officials

These ways come from the 47 authorities whose presentations were recorded at NACo's 1974 Annual Meeting. Now, on convenient cassettes, these experts update you and your associates on the latest about county government.

Series #01 New Demands on County Government Ethics and Election Administration

The need to regain public confidence is great. How can codes of ethics, public disclosure help. Latest views on ethics and handling this explosive issue.

SPEAKERS: Judge Fowler, Shelby Cty, AL. — Ed Crawford, Broome Cty, NY. — Carl Gavin, Polk Cty, IA. — Bill Reams, King Cty, WA. — Doug Maloney, Marin Cty, CA.

COVERS — Problems of secrecy, conflict of interest. Voter reaction and sentiment. Regulation of contributions, gifts, disclosure practices, etc. Financial reporting and #276 Compliance. Organizing Boards of Ethics. More.

New Directions in election administration. Pending legislation, voter registration and other coming changes.

SPEAKERS: Dr. Smolka, Inst. of Elect. Admin. — Gary Greenhalgh, Chief, Elect. Clearinghouse — Vera Gibson.

COVERS — Voter Rights Acts, redistricting, reapportionment, latest Supreme Court views on election reform. New county responsibilities. Security and safeguards on computer elections. New priorities on election budgets.

4 Cassettes \$40

Series #02 Adminstrating and Funding — Solid Waste Recovery and Wastewater Treatment

Resource and energy recovery from solid waste is a hot area. Four first-hand case studies of working projects: two with technical and two with management viewpoints.

SPEAKERS: Robert Horton, Nashville Davidson Cty, TN. — Alfred Del Bello, Westchester Cty, NY. — Gene Jackson, Solid Waste Dir., Cobb Cty, GA. — Dennis Carter, Dade Cty, FL.

Recovery Program Management — imaginative funding approaches, administering a 100% recovery system, justification of \$40 million steam producer, systems development considerations, contract negotiations vs. court.

Recovery Technologies — \$17 million twin incinerator program, using cheap auxiliary fuels, operating within EPA constraints, evaluating new technologies.

Implementation of wastewater treatment. Planning, federal funding, problems and the National Commission on Water Quality. Two case studies of projects.

SPEAKERS: Bob Proلمان, Natl. Water Quality Comm. — Mark Pisano, Dir. Water Planning, EPA, Myrna Hurd, New Castle Cty, DE. — Jim Fitzgerald, San Mateo Cty, CA.

COVERS — The need for planning and control at county level. Setting up planning committees. Grant funds and availabilities. Construction grants and facility planning procedures. Qualifying for grants. 201 and 208 programs.

3 Cassettes \$30

Series #03 Managing County Human Resources — Greater Productivity, New Minimum Wages and Overtime, Collective Bargaining, Administering Federal Manpower Programs.

Demands for increasing public employee productivity are mushrooming. Proven methods you can use to get results. Case studies and review of new management techniques.

SPEAKERS: Vicent Macri, Ralph Caso, Nassau Cty, NY. — Louis Levine, NY Dept. of Labor, Robert McKersie, Dean, NY School of Industrial and Labor Relations.

COVERS — Thrust of federal government mandates, analysis of employee productivity studies, effects of unions and automation on productivity. Methods for 205% productivity increase. Greater worker involvement, cooperative labor-management approaches. Participative Mgmt.

The Fair Labor Standards Act now covers county employees. Comprehensive explanation on how it applies to counties.

SPEAKERS: James Suntum, Chief Wage and Hour Div. Dept. of Labor, Gordon Nesvig, Pers. Dir. Los Angeles Cty, CA.

COVERS — Minimum wages, overtime, discrimination provisions for counties. Extensive coverage of exemptions: police, fire protection, seasonal, election, volunteer workers. Record keeping requirements. Problems of accumulated back wage liabilities and compensatory time off.

Public employees are the fastest growing sector of unionization. Management perspectives on unionization, negotiating. First-hand county experiences on collective bargaining, unionization and management approaches.

SPEAKERS: Sam Zagoria, Dir. Labor-Mgmt. Relations Services — Douglas Harman, Fairfax Cty, VA.

COVERS — Skills needed for successful collective bargaining. Problems leading to unionization. Analysis of the negotiation process: pre-planning, selection of negotiators, strategies, etc. Compulsory negotiation and arbitration methods. Pending federal legislation.

Comprehensive Training and Employment Act: appropriations, funding allocations and the best approaches in getting funds. Pierce Quinlan, Assoc. Manpower Admin., Dept. of Labor, "The expert" explains the latest on these extensive federal programs.

Explanation and status of Title I, II, III, IV grants including summer youth program, migrant, seasonal and ex-offender provisions. Greater money leverage with HEW and LEAA programs. Discussion on development and submission of plans, funds distribution, etc.

4 Cassettes \$40

Series #04 Expanding County Responsibilities Rural Development and State Legislated Programs

An indepth discussion of the "72 Rural Development Act and ways to obtain and use existing funds. Also future funding prospects and solving administrative problems.

SPEAKERS: Don Cleveland, Exec. Dir. Iowa Assn. of Counties — Bill Erwin, Asst. Sec. Dept. of Agriculture — Lorie Nalley, Econ. Dev. Admin. — Tracey Owen, King Cty, WA. — Dale Sowards, Conejos Cty, CO.

COVERS — Available types and amounts of funds. Getting good technical assistance. Application procedures and the authority to recommend priorities. Examples of loans being made. Areas most appropriate for funds.

Counties are losing control and jurisdiction. New ways to increase county leadership capabilities. Also, the mutual benefits of state and county partnership programs.

SPEAKERS: Gov. Wendell Ford, Kentucky — Ray Everett, Rep. AZ. — Alec Olson, State Sen., MN. — George Reinke, Dane Cty, WI. — Bill Dunn, Salt Lake Cty, UT.

COVERS — How county officials can regain leadership role. Programs to increase public

interest and restore confidence. Variety of successful state/county partnerships. Case studies on new county responsibilities.

3 Cassettes \$30

Series #05 Innovative General Revenue Sharing Programs

Officials from small and large counties meet in a practical session to offer their experiences and unique solutions for imaginative use of revenue sharing funds and greater public participation.

SPEAKERS: George Lehr, Jackson Cty, MO. — Eli Hernandez, Orange Cty, CA. — Melvin Slawik, New Castle Cty, DE. — Dave Smith, Orange Cty, NY.

COVERS — Three most popular and effective uses of funds. Public perception of Revenue Sharing. What about funding social services? The safeguards, accountability — the monitoring techniques. Criticism of fund usage. Minority representation. Capital building programs. Who sets the priorities?

2 Cassettes \$20

Series #06 Legal and Planning Techniques for Growth Management — the Impact of Regionalism

Controlling growth is the largest single problem facing counties today. Here's what can be done to plan for growth and control. New solutions, tools and techniques that work.

SPEAKERS: Dick Brown, San Diego Cty, CA. — Rufus Phillips, Fairfax Cty, VA. — Reginald Walters, Dade Cty, FL. — Michael Davidson, Jefferson Cty, CO. — Gary Giacomini, Marin Cty, CA.

COVERS — Growth and environmental control, interim development policies. Rezoning problems. Optimum growth rates, Computer modelling the land use decision making. City-county partnership in planning councils. Implications and benefits of agricultural zoning. Energy and resource considerations. Analysis of economic and social impact. Use of moratoriums and the public health criteria.

The implications and far-reaching impact of federal regionalism on local governments is discussed and analyzed in detail.

SPEAKERS: Richard Conder, Richmond Cty, NC. — Robert Merriam, Chairman, US Advisory Commission, Intergovernmental Relations, Ron Aycock, Legal Counsel, NC Assoc. of Cty Commissioners, Gene Gualco, Sacramento Cty, CA. — Arch Lamb, Lubbock Cty, TX.

COVERS — The \$40 billion affair — categorical grant programs. What are the rights of counties? The multi-jurisdictional problems. Confusion with the 1800 federally sponsored substate districts. The recommendations of ACIR, #895 Review process and approval: regional councils, area-wide planning concepts.

4 Cassettes \$40

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AMERICAN COUNTIES TODAY

Dear County Official:

The more than 3000 county officials and guests who attended our Dade County/Miami Beach conference went home with a feeling of real elation at a most productive meeting.

Here are some of the highlights:

1. The major preoccupation of the meeting was with mounting a national effort to preserve general revenue sharing. New NACo President Stan Smoot has made that a cornerstone of his administration and the first order of business during his presidency.

2. We had our final shakedown cruise on a new weighted voting system and it worked like a charm. We had the fiercest kind of debates about a fairly broad range of subjects, and we are all gaining increasing confidence in the new procedures.

3. Our elections are very exciting. We had four top-flight candidates: Lou Mills from New York; Bill Koniarski from Minnesota; Charlotte Williams from Michigan; and Richard Conder of North Carolina.

On the second ballot, Lou Mills won the necessary majority. Next year promises to be equally exciting in the election category with two or more candidates already announcing.

4. The officers and directors of the Association voted to support a recommendation of our urban task force and have created an urban affairs committee. This will run parallel to our rural development task force and there is much enthusiasm about the future of this effort.

5. NACo now has a labor-management policy. There was a proposal to endorse national legislation in this area, but it failed to win approval. Our policy now calls for opposition to federal legislation but strong support for state legislation which defines labor-management policy state by state.

6. Stan Smoot is off to a very fast start and has already requested and received confirmation that his vice presidents will take special responsibilities in the following areas: Vance Webb will be chairman of NACo's Committee on the Future; Vice President Dan Lynch will continue his excellent job as leader for new membership; Vice President Bill Beach will coordinate our revenue sharing efforts at the officer and director level; and new Fourth Vice President Lou Mills will be liaison between the NACo board and the new Urban Affairs Committee.

Great Speech

Those at the concluding annual conference banquet were very deeply moved by the farewell speech of

outgoing President/Commissioner Gil Barrett, of Dougherty County, Georgia.

We had another historic and very productive first in NACo. At luncheon on Wednesday, we had a joint meeting of the newly elected officers and directors of NACo with the officers and directors of our state associations of counties and the officers of our affiliates. We had nearly a dozen outstanding presentations of major developments in our state associations. More than anything else at the conference, this session dramatized both the unity of NACo and the very rapid strengthening of our state associations of counties.

Impeachment Fever

We are reaching a climax in the more than two-year national preoccupation with Watergate. Our NACo concern continues to be with unmet legislative goals. We are apprehensive that the House debate on impeachment will bring most legislative activity to a halt.

We are at a critical legislative stage on our four priority items: community development; manpower funding; mass transit legislation; and rural development funding. We are urging all our county officials to contact their congressional delegation to act as swiftly as possible on these vital measures.

Bad Bad News

Ralph M. Barnes, 50, deputy County Executive of Erie County, New York and his son Thompson, 15, were drowned on July 18 when their sailboat capsized in Reeds Cove near Boothbay, Maine. Ralph dove into the cold ocean water after his son failed to surface from inspecting their overturned sailboat.

County Executive Edward V. Regan said of Barnes,

"It can be said of him, that he embodied the very best of government work in a day when people in government are being watched closely by the people they represent. Ralph Barnes' shining quality came shining through."

Ralph was a past president of our National Association of County Planning Directors, and had served as a member of NACo's Board of Directors.

Sincerely yours,

Bernie Hillenbrand

Bernard F. Hillenbrand
Executive Director

Coming Events

AUGUST

1-2 NACo/IPMA Conference on Fair Labor Standards Amendments of 1974 — Chicago, Illinois — Dana Baggett 202/833-1545

8-9 NACo/NCSL Conference on Fair Labor Standards Amendments of 1974 — Washington, D.C. — Dan Price 202/833-1450

13-16 Michigan Association of Counties Annual Conference — Mackinac Island, Michigan Grand Hotel — A. Barry McGuire 517/372-5374

15-18 North Carolina Association of County Commissioners Annual Conference — Winston-Salem, North Carolina Hyatt House — John Morrissey, Sr. 919/832-2893

21-24 South Carolina Association of Counties Annual Conference — Myrtle Beach, South Carolina — Bo Shetterly 803/252-7255

SEPT.

6-8 New Hampshire Association of Counties Annual Conference — Balsams-Dixville Notch, New Hampshire — Richard W. Roux 603/669-3315

8-11 County Commissioners Association of Ohio Annual Conference — Saw Hill Creek, Ohio — A.R. Maslar 614/221-5627

11 Wyoming Association of County Officials Annual Conference — Casper, Wyoming — Vincent V. Picard 307/766-5166

13-15 Maine Association of Counties Annual Conference — Ellsworth Maine — Roland Landry 207/782-6131

18-20 South Dakota Association of County Commissioners Annual Conference — Deadwood, South Dakota — Neal Strand 605/987-5186

22-25 Wisconsin County Boards Association Annual Conference — Waukesha, Wisconsin — Robert Mortensen 608/256-2324

25-26 Idaho Association of Commissioners and Clerks — Twin Falls, Idaho Holiday Inn — Dean G. Huntsman 208/345-9126

29-Oct. 1 County Officers Association of State of New York — Concord, New York — Herbert H. Smith 518/456-1473

Staff Contacts

To help people reach the proper person at NACo, a list of contacts and their general areas of responsibility has been compiled.
Telephone: 202/785 9577

Aging Services	Mary Brugger
Bicentennial (ARBA)	Florence Zeller
Child Welfare Services	Mary Brugger
Community Development	John Murphy
County Administration	Rod Kendig
County Finance	Carol Goldfarb
Criminal Justice (LEAA)	Donald Murray
Economic Development (EDA)	Jim Evans
Education	Valerie Pinson
Emergency Preparedness	Charles Wall
Energy (FEO) (Tel: 202/254-9720)	Harry Johnson
Environmental Quality (EPA)	Carol Shaskan
Federal Regulations	Carol Shaskan
Grantsmanship	Alicann Fritschler
Health (HEW)	Mike Gemmell
Human Services Integration (Allied Services, OEO)	Al Templeton
Labor-Management	Barbara Hunting
Mailing List	Grenda Wiggins
Management Improvement (IPAI)	Gary Mann
Management Information Systems	Tom Bruderle
Manpower (DOL)	Jon Weintraub
Membership	Linda Ganschietz
New County	John Thomas
OEO Legislation	John Murphy
Parks and Recreation (HUD and Interior)	Jayne Seeley
Planning and Land Use (HUD and Interior)	Jim Evans
Public Information	Dorothy Stimpson
Public Works	Bill Maslin
Publications	Linda Ganschietz
Record Keeping	Florence Zeller
Regionalism	Terry Schutten
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Rural Affairs (USDA)	Jim Evans
Solid Waste (EPA)	Roger Bason
State Issues	Bruce Talley
Transportation	Marian Hankerd

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