

County News

National Association of Counties • Washington, D.C.

Vol. 26, No. 16 • August 22, 1994

NACo, Mayors hit Hill in support of crime bill

Meet with House leaders in major effort to preserve bill's prevention programs

By Donald Murray
associate legislative director

The House of Representatives was expected to vote Aug. 19 or 20 on the omnibus anti-crime bill just a day after several dozen county and city officials met in Washington to express their strong support for the legislation.

As *County News* went to press, it was not clear whether the Administration had gained sufficient votes to approve the rule and thereby bring the crime bill to the House floor.

The major concern of local government officials was the importance of a balanced approach to crime and the preservation of \$7.4 billion in prevention programs.

At a press conference with county and city officials, Doug Bovin, NACo's first vice president, implored members of the House to vote yes on the rule, thereby enabling an open debate and vote on the actual legislation.

"County officials are in favor of this anti-crime bill because they recognize the need for a balanced approach to fighting crime and violence," Bovin said. "On one hand, we want to ensure that the really 'bad' folks are put away for a very long time. On the other hand, we want to invest in the process of dealing with the root causes of crime in the early years of our children's lives by stressing early intervention, better health care and educational opportunities, and by developing programs that keep families together."

The omnibus legislation provides this balance. There is \$6.5 billion for states and counties to develop comprehensive programs to ensure the incarceration of serious and violent offenders and \$8.8 billion for community policing — to add 100,000 more police officers and sheriff's deputies.

There is also \$7 billion for prevention programs, which includes \$1.8 billion in direct funding to counties and cities for the Local



Photo by Traci Dove

Speaker of the House Tom Foley greets Cuyahoga County (Ohio) Commissioner Mary Boyle prior to their meeting on the crime bill. Boyle was among a contingent of county officials and mayors who met with the House leadership on the crime bill. Also pictured (center), Baltimore (Md.) Mayor Kurt Schmoke.

Partnership Act — moneys that can be used for county-designed prevention programs. This anti-crime

bill will enable the development of a wide range of joint initiatives among local service providers to prevent and respond to crime.

County officials expressed their concern that some members of Congress were characterizing prevention programs as "pork."

County leaders emphasized the cost-effectiveness of early prevention investments and made the point that effective law enforcement must include a comprehensive prevention focus.

The delegation of county and city officials met with key representatives of the Republican leadership, including Newt Gingrich (R-Ga.), the minority whip, and Dick Armye (R-Texas), the Republican Conference chairman, among others. Both men expressed a desire to come up with a compromise proposal.

In a meeting with House Speaker

Thomas S. Foley (D-Wash.), Majority Leader Richard A. Gephardt (D-Mo.) and other Democratic leaders, it was revealed that the Administration was considering four changes in the bill in order to obtain enough votes to pass the rule.

The four changes included:

- cutting the \$7 billion allotted for prevention programs by five percent across the board
- eliminating \$10 million that was inserted in the bill by Representative Jack Brooks (D-Texas) for a criminal justice center at Lamar University
- revising a provision involving sexual predators — local police would be required to announce that someone who has been convicted of a sexual offense has moved into a particular neighborhood, and
- providing congressional review



Photo by Tom Goodman

NACo First Vice President Doug Bovin (at podium) addresses the media after NACo and the U.S. Conference of Mayors' meeting with House leaders.

See **CRIME BILL**, page 9

I N S I D E	
NACo wins Round 1 in flow control battle. County-supported measure passes out of committee and is on the way to a House vote.	page 3
The Federal Aviation Administration Authorization Act, one of NACo's legislative priorities, is headed for the president's signature.	page 5
Congress approves higher limit for election workers' payroll tax exemption.	page 5
Administration plans new initiative in fight for improving distressed communities.	page 7
This year's Annual Conference was one of the largest ever. Find out what happened.	pages 11-24
News from the nation's counties	page 26
Job market	pages 27-28

Mandate-relief bill clears House subcommittee

By Larry Jones
associate legislative director

Moving mandate-relief legislation one more step closer to reality, the House Human Resources and Intergovernmental Relations Subcommittee approved the Federal Mandate Accountability and Reform Act (H.R. 4771) by voice vote on Aug. 11. Under the bill, members of Congress would be held more accountable for imposing new mandates on state and local governments.

If enacted, the Congressional Budget Office (CBO) will be required to prepare a cost estimate for any new mandate before it is considered on the House floor. If it is estimated to cost \$50 million or more, a report must be submitted detailing how much the mandate will cost state and local governments.

Proponents of any new mandate bill will have to convince a majority of members in both houses to vote in favor of either authorizing and identifying funds to pay for the mandate, or in favor of imposing the cost on state and local governments after members are made aware of how much it will cost their state and local governments.

The bill approved by the subcommittee is very similar to S. 993, a bill supported by NACo and other state and local public interest groups, which was approved by the Senate Governmental Affairs Committee on June 16.

Like the Senate bill, H.R. 4771 would allow any member of the House to raise a point of order to delay consideration on the House floor if a mandate does not include a CBO cost estimate, authorization

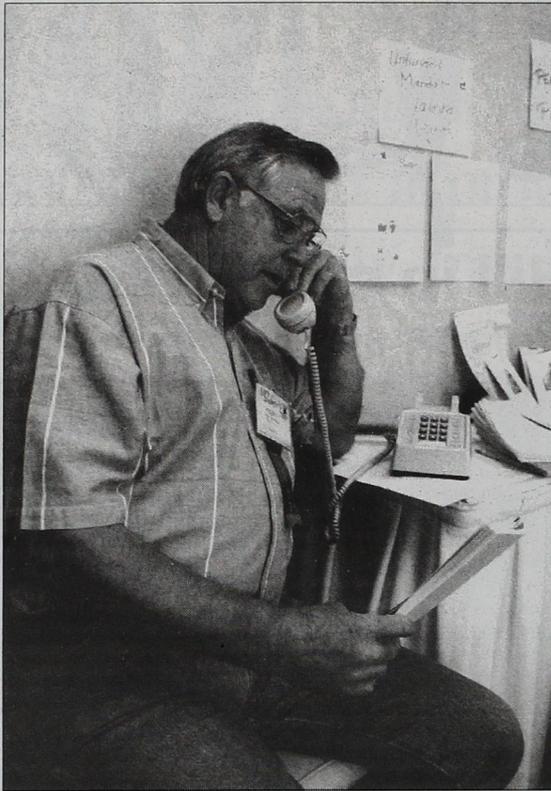


Photo by David Hathcox
Clint Morrison, Scotts Bluff County, Neb., uses a Congressional Action Center line at the Annual Conference to contact his representative in support of mandate-relief legislation.

and identification of funds to pay for the mandate.

Unlike the Senate, however, the powerful House Rules Committee, which must approve the rules that govern floor debate on all bills, has the authority to waive all points of

order. Consequently, the House Rules Committee can use its waiver authority to prevent a separate vote on mandates in the House.

During subcommittee consideration, Representative Rob Portman (R-Ohio) offered a package of

amendments to address the rules problems in the House to achieve parity with the Senate bill.

Because the amendments require a change in the House rules, Representative Edolphus Towns (D-N.Y.), chairman of the subcommittee, felt it was not in the subcommittee's jurisdiction to consider the amendments. He argued that the amendments fall under the jurisdiction of the House Rules Committee. With the chairman opposing the amendments, the package was rejected by a 6-3 vote along party lines.

NACo and its state and local allies strongly favor amendments that will ensure parity with the Senate bill by requiring a separate vote in the House on mandates. Chairman Towns is sensitive to the need for addressing the parity issue and pledged to work with members to resolve the issue before a final bill is approved. However, he pointed out that the Democratic leadership, including the House Rules Committee chairman, will need to be consulted before any agreement can be reached on changing the House rules.

Rep. Portman also offered an amendment to require the CBO to prepare cost estimates for mandates affecting the private sector. However, he withdrew the amendment after Towns cited a letter from CBO Director Robert Reischauer criticizing the amendment because it would require cost estimates for almost every new bill in the future, since most legislative proposals, in one way or another, affect the private sector.

Reischauer claimed that such estimates would be too costly, and in most instances would not provide useful data. As an alternative, he recommended that business groups

work with the committee and CBO in identifying a priority list of bills that the CBO could prepare cost estimates for each year.

Towns told Portman he would be willing to work with him in developing an alternative, based on Reischauer's recommendation, that could be incorporated in the bill at some later point.

The subcommittee also rejected an amendment offered by Representative John Mica (R-Fla.) that would have substituted the "no money, no mandate" language for H.R. 4771. The amendment was voted down by a vote of 6-3 along party lines.

After all amendments were considered, the subcommittee approved the bill by voice vote. Of the nine members on the subcommittee, Representative Henry Waxman (D-Calif.) cast the only dissenting vote. Action by the full Government Operations Committee is expected in early September.

In the Senate, the committee report on the Kempthorne-Glenn mandate-relief bill (S. 993) was filed on Aug. 10, clearing the way for consideration on the Senate floor.

In a recent phone call to Senate Majority Leader George Mitchell (D-Maine), White House Chief of Staff Leon Panetta urged him to schedule S. 993 for Senate floor action as soon as possible. To further encourage action, NACo also delivered to members of Congress hundreds of letters signed by county officials attending NACo's recent Annual Conference in Clark County (Las Vegas), Nev., urging immediate action in the Senate and House on mandate-relief legislation. The Senate is expected to act on S. 993 in September.

Senate superhighway bill cuts power to counties

By Robert J. Fogel
associate legislative director

The Senate Commerce Committee, with a major push from the Bell companies, others in the telecommunications industry and the Clinton Administration, passed S. 1822 by a vote of 18-2.

The action, taken on Aug. 11, moves one step further in creating a new regulatory environment for the telecommunications industry. The bill, however, gives little consideration to protecting the rights of local governments over the ownership of the public rights-of-way.

Like its House counterpart, H.R. 3626, the legislation aims to open up competition between the various members of the telecommu-

nications industry.

This is the first major revision of the Communications Act of 1934. It would allow the regional Bell companies into the long-distance and cable business and permit cable companies, in particular, and other telecommunications providers into the local phone service arena. Much of the debate has revolved around what regulatory barriers would have to be surmounted for the various industries to get into one another's business.

The concerns of counties and other local governments revolved around use of the public right-of-way.

In particular, local governments were concerned about the requirement for a franchise if a telephone company (telco) wanted to offer cable

service. Current law requires a cable company to obtain a franchise, and NACo policy, in the name of equity and control of public property, supported the requirement that if a telco wants to offer cable services, it needs to apply for a franchise.

S. 1822, as introduced by Senator Ernest F. Hollings (D-S.C.), chairman of the Senate Commerce Committee, had included a franchise requirement, and NACo and others local government groups had lobbied to see that it remained in the bill.

However, the version of S. 1822 approved by the Commerce Committee dropped that requirement. It would permit telcos to offer cable service over a common carrier video platform without a franchise from a local government. This means no franchise fees would need to be paid to local governments.

If a telco wanted to offer cable through a traditional cable company it would need to obtain a franchise. It appears that most telcos would want to offer cable service

through a video platform, thereby avoiding the franchising requirement.

The bill also pre-empts, as does the House bill, all state and local laws and regulations that prohibit the ability of any telecommunications entity to provide service. S. 1822 forbids state and local governments from discriminating among providers in terms of franchise, fee, charge, tax, etc. as a condition for the use of the public right-of-way.

Cable companies are also permitted to get into the local phone business, apparently without needing to obtain a franchise.

The legislation is likely to come before the full Senate for a vote in mid-September. However, there is still some concern about the possible anti-competitive provisions of the bill and Senator Howard M. Metzenbaum (D-Ohio) of the Judiciary Committee may hold hearings on this subject.

NACo and the other local government groups are very concerned about the bill's pre-emption of local

government's authority to franchise telcos wanting to offer cable service and the other provisions which take away local control over the rights-of-way.

Without franchise authority, local governments will receive no compensation for the use of their property and local taxpayers will be subsidizing the private sector telecommunications companies' expansion of their business. Other benefits which flow to local governments from a franchise will be lost, such as guaranteeing that all citizens receive service from new telecommunications providers; requiring public, education and governmental access; and being able to ensure connectivity between government facilities and other assistance to local government.

County officials are strongly urged to contact their senators during the August recess and urge that S. 1822 be amended to provide for local control over the public rights-of-way and fair compensation for their use.

County News invites Letters to the Editor

If you have a compliment, complaint or different point of view, let us know. Please include a phone number with your letter. Mail or fax to: County News, NACo, 440 First St., N.W., Washington, DC 20001-2080, 202/393-2630.

Publisher's Perspective

Rep. Pat Williams makes a difference for counties

By Larry Naake
publisher

Counties across the country should thank Representative Pat Williams (D-Mont.) for fighting on behalf of equity and county interests by making substantial progress toward getting the Payment In Lieu of Taxes (PILT) legislation to the floor of the House of Representatives. This has been a long, arduous task, but Rep. Williams has fought hard to achieve this goal.



Larry Naake

After several previous meetings during this Congress, Rep. Williams again met recently with Committee Chairman George Miller (D-Calif.) and Subcommittee Chair Bruce Vento (D-Minn.) to come to an understanding about how to address the PILT legislation in the Natural Resources Committee.

There had been great reticence on the part of Mr. Vento and Mr. Miller to consider this legislation, however, Pat Williams' reasonable, but tenacious and aggressive effort yielded an agreement to hold a markup on the PILT legislation the week of Sept. 5, 1994.

This is particularly significant because there had been little movement in the House since the PILT hearing on April 28, 1994, due to the chairman's reluctance to address the issue.

This hard-charging effort is the type of leadership the House of Representatives needs on other issues. Rep. Williams has shown that when an issue is worth fighting for, it is worth every effort to

see that it is given proper consideration.

There is little question that Montana stands to gain a great deal from the passage of this legislation since it is a "public lands" state, and has felt the burden of federally held property by providing needed services to users of that property. Pat Williams understood that burden and acted to relieve some of the financial strain. This too has been an issue of equity for all 1,789 counties receiving PILT funds, and the Williams' legislation has gone beyond looking after Montana alone. Senator Mark G. Hatfield (R-Ore.) also deserves our thanks for sponsoring the companion legislation in the Senate.

Montanans should be proud to have a representative so willing to "go to bat" for the interests of the public land counties, among his other accomplishments. NACo certainly appreciates the efforts

of Rep. Williams on behalf of the PILT reauthorization legislation and his long-standing support of counties in Montana, and across the country. From all the nation's counties... Thanks Pat!

Markups scheduled in the House for PILT legislation

Agreement has been reached on a markup date for PILT legislation in the House, the week of Sept. 5. This is particularly significant because there had been little movement in the House since the PILT hearing on April 28.

In a related development, the Senate passed, on Aug. 8 by voice vote, a Sense of the Senate Resolution, sponsored by Senator John McCain (R-Ariz.), to the Labor/HHS appropriations bill, urging the House to take immediate action on PILT and asking the president to include full funding for the PILT Program in his FY96 budget request. A Sense of the Senate Resolution has no binding effect on either body, but is an expression of the Senate's position on the matter.

County officials are asked to contact their members of Congress during the upcoming congressional recess, when the members are back in their districts, and ask them to support efforts to get PILT to the House floor at the earliest possible date.

First major battle won on flow control

By Diane S. Shea
associate legislative director

Against considerable odds, NACo won a major victory, on Aug. 18, when the House Energy and Commerce Committee passed by voice vote the Pallone-McMillan-Lambert bill on waste flow control.

The key decision on flow control occurred when committee members voted 23-13 to oppose a substitute amendment offered by Representative Bill Richardson (D-N.M.) which would have granted authority to direct the flow of municipal waste to only a very limited number of communities that had debt-financed facilities in operation or underway by May 15, 1994.

The NACo-supported bill, H.R. 4683, cosponsored by Representatives Frank Pallone (D-N.J.), Alex McMillan (R-N.C.) and Blanche Lambert (D-Ark.), provides that flow control may continue in those counties and cities that had a law, ordinance, regulation, solid waste management plan or other legally binding provision in place on May 15, 1994, but had not necessarily been directing the flow of waste to the facility on that date. As long as the public entity, on or before May 15, 1994, had been "committed to the designation of a facility" at some time in the future, flow control authority could continue even if actual flow control had not yet been actually implemented.

A local government that qualifies under the test would have five years to designate at least one facility under their grandfathered authority, and once the authority was exercised, it could continue indefinitely to the

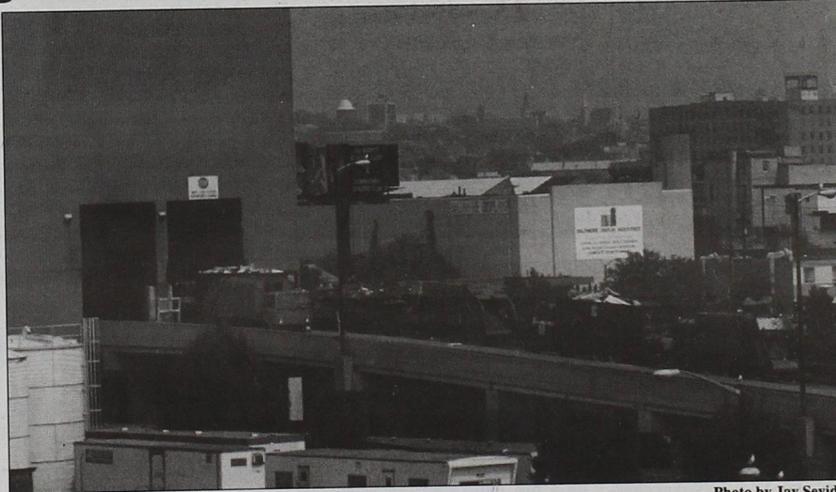


Photo by Jay Sevidal

Under H.R. 4683, flow control may continue in those counties and cities that had a law, ordinance, regulation, solid waste management plan or other legally binding provision in place on May 15, 1994.

same facility or to others.

Representatives Al Swift (D-Wash.) and Billy Tauzin (D-La.) spoke strongly against the Richardson amendment, noting that the private waste industry had become very profitable during the last decade under flow control arrangements throughout the country, and that the industry had wrongly characterized the Pallone bill as anti-competitive and anti-business.

Rep. Swift warned that if the Richardson amendment passed, it would have the same impact as an unfunded federal mandate "stood on its head" because local governments would lose their ability to raise revenues to carry out mandated recycling and disposal programs.

The bill now goes to the House floor where it is expected that the

waste industry will again try to defeat it or offer weakening amendments.

NACo Executive Director Larry Naake praised this development and

"County officials who responded to NACo's requests for letters and phone calls are to be commended for turning around many committee members."

Larry Naake
NACo executive director

the efforts of NACo's members in moving the bill out of committee.

"County officials who responded to NACo's requests for letters and phone calls are to be commended for turning around many committee members who, until the committee vote, were leaning against the local government position. A similar massive lobbying effort will need to be made when the bill reaches the floor," Naake said.

National Highway System advances in the Senate

By Robert J. Fogel
associate legislative director

The Senate Environment and Public Works Committee approved National Highway System (NHS) legislation on Aug. 12. S. 1887, introduced by Senator Max Baucus (D-Mont.), would establish a 159,000 mile system of highways which would be eligible for the NHS category of funding.

The Intermodal Surface Transportation Efficiency Act (ISTEA) requires that the Department of Transportation advise Congress on the mileage to be included in this system of highways and that Congress approve the system by Sept. 30, 1995.

NACo adopted a resolution supporting NHS at its recent Annual Conference.

Unlike its House-passed counterpart, H.R. 4385, the Senate bill is

a "clean" bill and only contains the NHS authorization.

The House bill added \$2 billion in so-called highway and mass transit demonstration projects and technical corrections amendments for ISTEA. The Senate bill is expected to be considered shortly and a conference will follow. The issue will not be the NHS, but how to address the demonstration projects. If a deadlock occurs, there will still be another year left to approve the NHS.

NACo testifies on welfare reform

By Marilina Sanz
associate legislative director

In testimony before the House Human Resources Subcommittee, Somerset County (N.J.) Freeholder Michael Pappas endorsed certain provisions of the Clinton Administration's welfare reform proposal, but objected to other provisions that place a heavier burden on counties.

Pappas, who chairs NACo's Human Services and Education Steering Committee, said NACo strongly supports the Administration's proposal to increase the federal matching rate for the Job Opportunities and Basic Skills (JOBS) Program, the at-risk child care program, and child support enforcement.

"Welfare reform should strengthen families," the Somerset Freeholder said. "The Administration's proposal helps achieve his goal by offering states the option to eliminate Aid to Families with Dependent Children (AFDC) eligibility requirements that penalize married couples."

However, Pappas said that NACo is strongly opposed to many of the financing provisions in the Administration's bill and in other legislative proposals pending before the subcommittee.

"The most troublesome provisions are those that would limit immigrants' current eligibility for some federal entitlement programs, such as supplemental security income, food stamps and AFDC, and the proposed cap on emergency assistance," he said. "These provisions would shift costs from the federal government to county and state governments."

Pappas said that enforcing immigration policy is a federal responsibility, and the federal government should have the financial responsibility to provide for the immigrant population.



Photo by Marilina Sanz

Michael Pappas, Somerset County (N.J.) freeholder and chair of NACo's Human Services and Education Steering Committee, prepares to testify on welfare reform before the House Human Resources Subcommittee.

Concerning limits on entitlement programs, Pappas said NACo has long-standing policy opposing limits. He spoke specifically about the emergency assistance program, which counties and states use for a variety of purposes.

"In Somerset County, we use this program to prevent homelessness by helping pay overdue rent and utility bills," Pappas said. "We also use it to help homeless families find permanent housing by paying rent and utility deposits."

Referring to welfare reform proposals that would place time limits on public assistance, Pappas said that any such proposal must provide adequate federal funding for the necessary job training, job placement, health care coverage, child care, transportation and administration.

He also emphasized that, in order for time limits to work, welfare reform must include an aggressive federal strategy to create jobs that promote durable self-sufficiency. "Counties and states need the flexibility to design and implement programs that meet the needs of their population and respond to local labor market characteristics," he added.

Pappas concluded by saying that NACo is very pleased that the Administration's bill includes several welfare simplification proposals.

"We would go further, however, and urge the enactment and implementation of the program simplification recommendations of the Welfare Simplification and Coordination Advisory Committee and the American Public Welfare Association's Program Coordination Task Force."

Three other national organizations testified at the Aug. 9 hearing — the American Public Welfare Association, the National Conference of State Legislatures and the National Governors' Association. All three witnesses were unanimous in their opposition to the emergency assistance cap and to the limits on immigrant benefits. They also called for maximum state and local flexibility.

Subcommittee Chair Harold Ford (D-Tenn.) said in his opening remarks that he does not want to pass the cost of financing welfare reform to state and local governments.

One suggestion that seemed to have support from both the chairman and the Republican members of the subcommittee was to develop mechanisms to legally enforce the affidavits of support signed by sponsors of legal immigrants. At present, these affidavits are not legally binding documents.

This proposal was put forth by Barbara Jordan, chair of the U.S. Commission on Immigration Reform, who also testified on Tuesday. The commission is expected to issue an interim report at the end of September.

Chairman Ford has announced another hearing for the week of Aug. 15. He said on Tuesday that the subcommittee will not mark up a bill until after the August recess.

NACo

on the move

◆ **Harvey Ruvin**, Dade County (Fla.) clerk, has been appointed to represent North America on the World Executive Committee of the International Union of Local Authorities.

◆ Earlier this month, Environmental Programs Director **Jerry McNeil** met with Larimer County (Colo.) Commissioner **Jim Disney** and the superintendent of Rocky Mountain National Park about issues affecting the park and its surrounding counties, such as growth and the environment.

McNeil and **Tom Sweet**, director of corporate relations, were in Rochester, N.Y., July 20, to meet with representatives of the Xerox Corporation about local government's role in the life cycle of manufactured products.

◆ At the National Sheriffs' Association's convention in Pittsburgh, Pa., June 10, Associate Legislative Director **Donald Murray** honored Hennepin County (Minn.) Sheriff **Don Omody** with NACo's Distinguished Service Award.

◆ In Little Rock, Ark., Associate Legislative Director **Jeff Arnold** and County Service Representative **Kaye Braaten** participated in a legislative training session sponsored by the National Association for Families and Community Education on Aug. 10.

◆ **Mary Uyeda**, director, County Health Policy Project, gave two presentations on health care reform last month. The first was on health care reform's affect on business at a health care forum sponsored by the Jacksonville (Fla.) Chamber of Commerce. The second was on health reform's impact on county government at a public policy forum in Chattanooga, Tenn., sponsored by the University of Tennessee.

◆ In Paradise, Texas for the Texas Service Delivery Area Administrators annual retreat, Aug. 10-12, Research Associate **Robin Fernkas** updated participants on job training and employment legislation.

Fernkas was in San Francisco, July 20-22, for the Western Job Training Partnership Association's meeting where she made a presentation on the Clinton Administration's Reemployment Act.

◆ Fernkas, McNeil and Research Associate **Lou Witt** conducted several on-site evaluations of the Radon Reduction/JTPA Summer Youth Initiative over the past month. Evaluations were made in Hennepin County, Minn.; Fulton County, Ga.; and Jefferson County, Colo.

◆ Witt represented NACo at an EPA-sponsored radon workshop, July 19-20, in Chicago, Ill.

◆ On Aug. 10, Public Policy Director **Ralph Tabor** and NACo Fellow **Phil Rosenlund** attended "Water 2000," a conference held by Agriculture Secretary Mike Espy on the Administration's proposal to get running water to every home by the year 2000.

◆ On June 29, Research Associate **Peter Lane** participated in a workshop on volunteerism in county government at the Florida State Association of Counties annual meeting.

County News

"THE WISDOM TO KNOW AND THE
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Published biweekly except August by:

National Association of Counties Research Foundation, Inc.

440 First Street, N.W.

Washington, D.C. 20001-2080

202-393-6226 FAX 202-393-2630

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Second class postage paid at Washington D.C. and other offices. Mail subscriptions are \$82.50 per year for non-members, \$55 per year for non-members purchasing multiple copies. Educational institution rate, \$41.25 per year. Member county supplemental subscriptions are \$16.50 each. Send payment with order and address changes to NACo, 440 First St. N.W., Washington, D.C. 20001.

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POSTMASTER: send address changes to *County News*, 440 First St. N.W., Washington, D.C. 20001

(USPS 704-620) • (ISSN: 0744-9798)

FEMA schedules town meetings to discuss risk-mitigation strategies

County officials are invited to attend a series of town meetings in September and October, sponsored by the Federal Emergency Management Agency (FEMA), to discuss developing and implementing a national mitigation, or risk-reduction strategy.

According to FEMA officials, the National Mitigation Strategy will offer innovative approaches for combining funds and coordinating with the private sector in eliminating or reducing the degree of long-term risk to life and property from natural and man-made hazards.

Town meetings are scheduled for:

Sept. 7	Harrisburg, Pa.	Sept. 28	Houston, Texas
Sept. 8	New Brunswick, N.J.	Oct. 12	Kansas City, Mo.
Sept. 14	Atlanta, Ga.	Oct. 13	Chicago, Ill.
Sept. 16	Boston, Mass.	Oct. 20	San Francisco, Calif.
Sept. 27	Denver, Colo.	Oct. 25	Seattle, Wash.

For more information on the National Mitigation Strategy or the meetings, please contact Mary Taylor at FEMA Headquarters, 202/646-3079.

Congress reauthorizes Airport Improvement Program

By Robert J. Fogel
associate legislative director

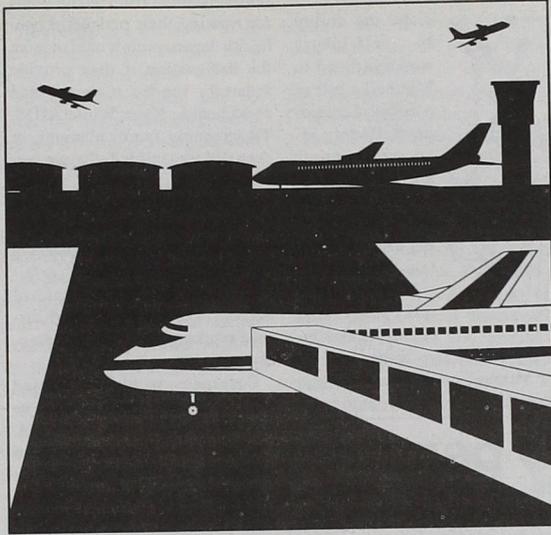
The House and Senate gave final approval on Aug. 8 to the conference report accompanying H.R. 2739, the Federal Aviation Administration Authorization Act of 1994. The president is expected to sign the legislation.

Included in this bill was one of NACo's legislative priorities for 1994, the reauthorization of the Airport Improvement Program (AIP).

The bill extends AIP for another three years at \$2.1 billion for FY94, \$2.16 billion for FY95, and \$2.2 billion for FY96.

Funds from this program go to county and other publicly owned airports. "We are pleased that Congress finally enacted this key infrastructure program that many local government airports rely upon for help with their major capital projects," said Bucks County (Pa.) Commissioner Andy Warren, chair of NACo's Transportation Steering Committee.

The bill also sets up a procedure for fees and charges disputes between airports and airlines to be resolved by the secretary of transportation. This provision was included as a result of the *Kent County vs. Northwest Airlines* case where the U.S. Supreme Court upheld the rights of airports to set fees and charges at airports. The airlines sought to have Congress overturn this case.



In a victory for airports and local governments, Congress resisted these efforts and created a procedure to resolve fee disputes through the Department of Transportation (DOT). The case must be decided within 120 days, and during that period, the airline must pay the disputed fee.

Of interest to smaller counties, the legislation provides for, with certain conditions, a 45-day notification by airlines before terminating service at non-hub airports. The bill also allows Passenger Facility Charge revenue to be used for the cost of compliance with certain federal mandates, such as

the Americans with Disabilities Act, the Clean Air Act and the Clean Water Act.

To deter revenue diversion at airports, the bill strengthens DOT enforcement against illegal revenue diversion. This was supported by those, the airlines in particular, who were concerned that local officials might be tempted to use revenue surpluses to fund non-airport programs.

DOT will be establishing a new policy which will include withholding of approval of new AIP grants and future Passenger Facility Charge applications. In a provision which NACo opposed, the Secretary of Transportation is authorized to levy civil penalties of up to \$50,000 on the owners of airports if diversion occurs. This penalty would be imposed on a county, city or authority, but not on an individual like a county official.

However, an airport must be given sufficient time to correct violations and the provision should be used only as a last resort. The bill also prohibits state

and local governments from collecting new taxes imposed exclusively on businesses at airports unless those taxes are utilized exclusively for airport purposes. This does not apply to general taxes on all businesses.

A totally unrelated section was added to the airport bill legislation which deregulates intrastate trucking regulation by state and local government in regard to rates, routes and services. Originally, this provision applied only to motor carriers affiliated with airlines such as Federal Express, but during the conference committee, it was extended to all intrastate carriers.

State and local governments could continue to regulate intrastate trucking in terms of safety, insurance, vehicle size and weight, and transportation of hazardous materials and household goods. Also, this pre-emption does not pre-empt regulation of garbage and refuse carriers.

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President signs payroll tax exemption for election workers

By Larry Jones
associate legislative director

On Aug. 15, President Clinton signed into law P.L. 103-296, which will increase the amount of annual earnings of election workers that would be exempt from the Social Security payroll tax from \$100 under current law to \$1,000 starting on Jan. 1, 1995.

Under the provisions of the bill, the amount of the exemption in future years will be indexed to the cost of living increase starting in the year 2000.

The changes were recommended by a panel of House and Senate conferees to settle the differences between their two versions of legislation that would make the Social Security Administration an independent agency.

This legislation will bring relief to counties and their election workers, each of whom are re-

quired to pay a 7.65 percent payroll tax on annual earnings that exceed \$100. In many cases, counties used election workers in more than one election, which made them entitled to pay that exceeds the \$100 limit under current law.

Besides the financial drain on election workers and local governments, the tracking of annual earnings has imposed an enormous administrative and record-keeping burden on counties. It also served as a disincentive for many experienced election workers.

"I want to thank all the people who contacted their members of Congress and urged them to approve this legislation," said Mary Harkrader, Peoria County (Ill.) clerk and president of the National Association of County Recorders, Election Officials and Clerks. "I only wish it could have been passed sooner," she said.

(Note: This bill is effective Jan. 1, 1995.)

Health reform direction remains muddled

By Thomas L. Joseph III
associate legislative director

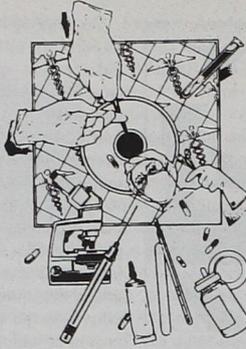
Despite all the talking and intense focus on health care, little progress is evident. With each passing day, new approaches are floated, and Democrat and Republican discussions range from heated to conciliatory.

The Senate spent its first week of debate on the health bill with senators making opening speeches and taking partisan shots at each other. Awaiting amendment is the bill introduced by Senate Majority Leader George Mitchell (D-Maine), S. 2357, as a substitute to

the Senate Finance Committee's bill, S. 2351.

Two key county employer provisions were eliminated in the Mitchell bill, despite their inclusion in both committee-passed bills. County governments were no longer allowed to self-insure or pool under his original bill.

Through a number of phone calls from state associations



and county officials, the ability to self-insure was reinstated in Mitchell's bill as a technical amendment. County association pools are still in jeopardy, and an amendment is being drafted to retain them.

With the exception of detainees, county service delivery issues fare rather well in the Mitchell mark. County public hospitals would receive automatic

reimbursement from health plans for treating their patients. Local health departments would receive the designation if they provide federally funded maternal and child health, Ryan White AIDS, TB screening, family planning, or sexually transmitted disease services.

Traditional public health activities would receive a designated source of funding, thus bolstering local health departments' original mission to ensure the health of the entire community through disease tracking and health promotion activities.

Detainees would be denied health plan coverage as soon as they are in jail awaiting trial. NACo is pursuing senators who would be willing to introduce an amendment to continue coverage until conviction as an adult, but has not yet been successful.

No movement toward a bill that could pass the Senate floor is evident as of this writing. Senator Mitchell is about 15 votes short for passing his bill. Senate Minority Leader Bob Dole (R-Kan.) has introduced a Republican alternative, conservative Democrats and moderate Republicans are meeting separately to fashion another bill, and another variation of a managed competition bill introduced last spring has emerged.

None of the approaches have the votes necessary for adoption.

On the House side, the Democratic leadership is focused on getting sufficient votes to overcome the stinging defeat on the crime bill. The House still awaits the cost estimates of the bill introduced by Majority Leader Richard Gephardt (D-Mo.).

The bill contains all of NACo's top legislative priorities for health. It allows counties of 100 or more employees to self-insure. Counties would be able to continue to pool.

On the service delivery side, all county hospitals and local health departments would be given automatic designation as essential community providers, which gives them guaranteed contracts with health plans when health plan participants come to them for care.

Traditional public health activities are given a capped entitlement to assist local health departments in ensuring the health of their entire communities. Detainees are also covered in the legislation.

As with the Senate leadership bill, there are not enough votes to pass Rep. Gephardt's proposal. A managed competition bill has re-emerged.

The schedule for debate is very uncertain as of this writing.

Retiree pitches PEBSCO benefits

A former employee of Nevada County, Calif. believes in the NACo Deferred Compensation Program so strongly that after he retired from county service, he began selling the plan. Donald Hossack of Truckee, Calif. recently became a sales representative for PEBSCO (Public Employees Benefit Services Corporation), plan administrator for the NACo program.

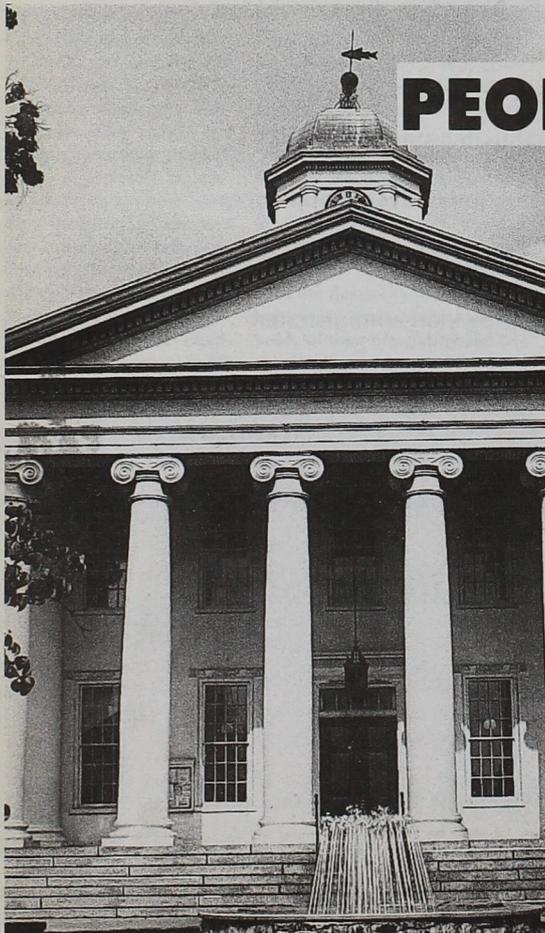
Hossack was extremely active in the plan, following the stock market closely and calling in to PEBSCO's national customer service line almost daily to make an

exchange in his investment options. During a 10-year period, Hossack deferred \$51,327 and increased his account value to \$161,000. Today it is well over \$230,000.

Of his recent retirement, Hossack remarked: "That 'golden handshake' was possible almost entirely because of deferred compensation. There is no other way I would have been able to retire at this point," he said. "I love it. That account value makes me 100 percent independent, and moving into a position with PEBSCO was just sort of a natural. I really do believe in this program.

When you have your own money involved, you can certainly become very knowledgeable.

"When I was president of the employee association, I did a lot of promoting for the NACo program," he added. "And since then, I've received numerous thanks from retirees for recommending this savings method to them. They knew I'd been through many of the battles while on their side of the fence, and I guess all those years of playing the game for my own benefit built me some credibility that will help me in this new job."



PEOPLE HERE VOTE FOR US.

When county officials elect a deferred compensation administrator, the vote always goes to the one that offers the most for county employees.

PEBSCO is the undisputed industry leader with more than 4,500 client jurisdictions across the country. As the exclusive plan administrator for the National Association of Counties, PEBSCO administers in excess of \$2 billion in program assets for over 180,000 public employees and 2,100 participating jurisdictions.

Our story is told in a new booklet called, *How To Select The BEST Deferred Compensation Program*. It's yours free when you call 1-800-545-4730. It'll tell you exactly how, and why, we've become the favorite elected representative of county government.

Proving, once again, that when government officials cast their votes for program administration, we win by a landslide.



Feds focus economic development efforts on distressed areas

By Haron N. Battle
associate legislative director

Over the past several months, both Congress and the Administration have been busy devising new tools for economic development in distressed areas. These include selection of jurisdictions to receive Empowerment Zone and Enterprise Community designations, House passage of the conference report authorizing community development banks, and release of the Administration's proposal to create a Competitive Communities Program within the Economic Development Administration (EDA).

The Department of Housing and Urban Development (HUD) announced that 519 jurisdictions submitted applications by the June 30 deadline for the nine Empowerment Zone designations and the 95 Enterprise Community designations.

HUD and the Department of Agriculture are expected to announce the winners in late fall.

Establishing a network of community development banks is another strategy for revitalizing distressed areas. On Aug. 4, the House adopted a measure that would authorize \$382 million over four years to fund community development financial institutions in rural and urban areas.

These institutions must promote community development as a primary mission, serve a distressed investment area or targeted population, provide development services in conjunction with equity investments or loans, and be accountable to residents of its investment area or targeted population.

The community development financial institutions fund can provide assistance in the form of equity investments, deposits, loans and grants.

Agencies of state and local governments are not defined as community development financial institutions. However, governmental bodies can be "community partners" working with community development banks by providing loans, equity investments or development services.

Community development financial institutions can receive up to \$5 million of assistance over a three-year period. This can be increased by \$3.75 million when an institution establishes a subsidiary in another state. Funds can be used to develop or support commercial facilities, businesses that provide jobs for low-income persons, community facilities, basic financial services, and housing-related services and lending principally for low-income persons.

Institutions must match federal assistance on a dollar-for-dollar basis. However, waivers can be granted for 25 percent of the funds that are disbursed.

The Senate is expected to adopt the conference report for H.R. 3474 prior to its August recess.

A third development tool on which the Administration is working is a new Competitive Communities Program within EDA. The goal is to assist businesses engaged in growth industries and located in distressed areas compete more effectively in global markets.

To achieve this, the Administration proposes that EDA award grants, based on a national competition, to not-for-profit intermediaries that submit strategic plans to assist local businesses. The inter-

mediary, in turn, would invest the funds in the specific transaction(s) on terms identified in the application. Grants would range between \$1 million and \$3 million.

The Administration insists that the intermediaries be non-profit organizations instead of governmental agencies. Examples of intermediaries are community development corporations; not-for-profit community development arms of local banks; and not-for-profit economic development arms of local institutions, such as universities and hospitals. Only EDA economic development districts (EDDs) organized as

nonprofits (20 percent of the EDDs) would qualify as intermediaries.

At the Annual Conference, the NACo membership adopted a resolution that opposes limiting eligibility for grants to not-for-profit intermediaries and urges that EDDs and other governmental economic development agencies qualify as grant recipients.

The NACo resolution also specifies that strategic plans developed under this program should take into account planning requirements in similar programs administered by the departments of Housing and Urban Development, Agriculture,

Transportation, and other federal agencies.

The Administration believes it has sufficient authority to initiate the program in FY95 without congressional action. It anticipates funding the Competitive Communities Program at \$57 million out of the defense economic conversion and economic adjustment accounts. Grants funded out of defense conversion would have to be spent in communities with closing military bases.

NACo has been meeting with EDA officials to work out details of this new initiative which still is in the planning stage.

Forest Health and Fire Danger in Inland Western Forests

You are invited to a conference to examine forest conditions in the Inland West and to explore the implications of those conditions for future forest health – especially the risks of catastrophic wildfires. Options for improving forest health, enhancing environmental quality, helping local economies and reducing wildfire risk will be discussed. Registration fee, \$75.

For more information, call Jeff Arnold
at 202/942-4286.

This conference is cosponsored by NACo.

September 8-9
Spokane, Washington

Survey shows NACo members value association's services

The results are in from NACo's member and non-member surveys. Overall satisfaction with NACo was good. More than one-third (36 percent) of all respondents said they were very satisfied with NACo. Fifty-five percent said they were somewhat satisfied with the organization.

Respondents also expressed a strong feeling that membership in the association was valuable to their county. Ninety-two percent of all current members said that belonging to NACo was a good value for the county's money.

NACo's legislative and annual conferences were the two benefits

Two-thirds of all respondents rated the provision of information about how federal legislation might affect members' counties as most important.

which respondents identified as most valuable. More than half of all respondents rated the Legislative Conference as extremely valuable,

and nearly half said the Annual Conference was extremely valuable.

NACo's research assistance and National County Government Week were other benefits which were rated valuable by two-thirds of all members.

Two-thirds of all respondents rated the provision of information about how federal legislation might affect members' counties as most important. Other services rated important included the opportunity to network with officials from across the country, access to timely and relevant information, and NACo's biweekly publication, *County News*. Member satisfaction was highest for receiving timely and relevant information from *County News*. Ninety-six percent of all respondents indicated that they received the newspaper, and almost three-fourths said they read at least 21 of the 24 yearly issues.

Members were also asked about services provided by NACo Services, Inc. The Deferred Compensation Program was the most familiar to over two-thirds of respondents.

Forty-percent of NACo members said the Deferred Compensation Program was extremely valuable. However, NACo members were less familiar with NACoNET and Local Exchange. Only two-fifths of respondents were aware of NACoNET and 29 percent were aware of Local Exchange.

Surveys were mailed to all 717 NACo former members and 75 were returned. Highlights from this survey show that only one in four previous members said they had ever been approached by a NACo staff member and asked to join the association. Also, former members have a positive impression of NACo. Only four percent said their impression of NACo was less than fair or poor.

Not surprisingly, finances was the reason that most former members mentioned for not joining NACo. Some former members cited the belief that NACo's dues are not commensurate with benefits and services. A majority of previous members said they would be more likely to join if membership dues were reduced.

Surveys were mailed to 1,269 current members and a total of 337 surveys were completed and returned to The Gallup Organization which NACo commissioned to conduct the surveys. Gallup surveyed NACo's current and previous members separately. The objective of the study was to obtain their attitudes and opinions from current and previous members regarding NACo and the services provided by the association. The survey was mailed to members of NACo's leadership, affiliate and caucus presidents, and randomly selected member county attendees of the 1993 Legislative and WIR conferences.

Report shows local governments play big health care role Spend \$85 billion annually on health-related services

Local governments spend an estimated \$85 billion annually to supply health-related services, and their health care role must be taken into consideration in plans for implementation of national health care reform, according to a research report issued late last month by the U.S. Advisory Commission on Intergovernmental Relations (ACIR).

ACIR undertook the study at the urging of ACIR board member and former NACo president, John H. Stroger, Jr., commissioner, Cook County, Ill.

ACIR found that approximately one of every eight dollars spent by local governments is for health-related activities, including: 1) protecting the health of the community, 2) providing health care for low-income and uninsured residents, 3) providing health benefits for their employees and retirees, and 4) helping states finance Medicaid.

The biggest expenditures are for:

- locally owned and operated hospitals — \$32.8 billion (1992)
- employee health care — \$3.1 billion (1993)



Photo by Tom Goodman

Mary Uyeda, NACo Health Policy Project director, explains a point about the counties' role in the nation's health care system during a press briefing on the ACIR report on health care. Also pictured, Dean Patterson, reporter, *The Bond Buyer*.

- retiree health care — \$2.6 billion (1993)
- public health services — \$13.7 billion (1992), and
- local share of Medicaid — \$4.6 billion (1993).

"Local governments provide access to health care for millions of Americans and pay a substantial share of the costs," said then-NACo President Barbara Sheen Todd, Pinellas County, Fla., com-

missioner. "This means," she continued, "that existing arrangements that are working at the local level should be disrupted as little as possible and local governments certainly should not be subjected to additional costs."

Not only is local government spending on health services a large budget component, it is a rapidly growing one.

In 1991-1992, spending on two key services — hospitals and public health — increased 9.1 percent and 8.9 percent, respectively.

ACIR found that these were the two fastest growing services of local governments, far exceeding the overall 4.9 percent increase in local government spending.

The report examined five principal areas of local government spending on health care: 1) locally owned and operated hospitals, 2) employee health care, 3) retiree health care, 4) public health services, and 5) local share of Medicaid.

The complete report, "*Local Government Responsibilities in Health Care*," is available from ACIR for \$10. To order, call 202/653-5640.

Videoconference tackles information highway

NACo, along with the International City/County Management Association, the National League of Cities and Public Technology, Inc., invite you to attend an interactive video teleconference on the national information highway, from 1-5 p.m. EST, Sept. 9.

This national teleconference is part of a joint effort to educate local government leaders about the im-

portance of telecommunications/information issues in their community and help them lead the way for advancing this technology for local governments.

The teleconference will cover national and local perspectives on:

- current telecommunications/information activities
- legislative/regulatory issues, and

the impact of advances in computer technology at the national and local levels.

You'll learn why local governments need to take advantage of this technology and discover what other communities have done to make on-line services accessible to their citizens. Invited speakers include: Vice President Al Gore; Delano Lewis, co-chair, U.S. Advisory

Council on National Information Infrastructure, and president, National Public Radio; William Gates, Microsoft Corporation CEO; and key local government executives who use new information technology.

Participants at each of the 42 sites across the country will be able to converse with the speakers using interactive data, audio and video technology.

Attendees will also complete paperless surveys using touch pads that allow for immediate tabulation of the results. Make sure that your vote is counted by attending this informative teleconference.

If you have any questions or wish to register, please contact Lisa Huffman via Internet at icma@capcon.net, or call 202/962-3584.

Space is limited to only 24-36 participants at each site, so reservations will be taken on a first-come, first-served basis. The registration fee is \$45.

Videoconference Sites

Albuquerque, N.M.
Atlanta, Ga.
Boston, Mass.
Carrollton, Texas
Cincinnati, Ohio
Dallas/Las Colinas, Texas
Denver, Colo.
Des Moines, Iowa
Grand Rapids, Mich.
Gurnee/Vernon Hills, Ill.
Harrisburg, Pa.
Houston, Texas
Irvine, Calif.

Jacksonville, Fla.
Kansas City, Kan.
Knoxville, Tenn.
Miami, Fla.
Minneapolis, Minn.
Naperville/Lisle, Ill.
New Orleans, La.
Orlando, Fla.
Oxnard/Ventura, Calif.
Parsippany, N.J.
Philadelphia, Pa.
Phoenix, Ariz.
Pittsburgh, Pa.

Pomona, Calif.
Portland, Ore.
Raleigh/Durham, N.C.
Reston, Va.
Salt Lake City, Utah
San Antonio, Texas
San Jose, Calif.
San Mateo, Calif.
St. Louis, Mo.
Syracuse, N.Y.
Toledo, Ohio
Tulsa, Okla.
Wichita, Kan.

HUD, CDBG bills pass House; action stalled in Senate

By Haron N. Battle
associate legislative director

By an overwhelming vote of 345-36, the House passed the Housing and Community Development Act of 1994 (H.R. 3838), which reauthorizes Housing and Urban Development (HUD) programs, including the Community Development Block Grant (CDBG) and the HOME Investment Partnerships programs, through FY96. The reauthorization bill in the Senate, S. 2281, is on hold until after the August recess.

H.R. 3838 contains a number of provisions that are important to counties. It increases the authorization for the HOME Program to \$1.7 billion in FY95 and \$2 billion in FY96. This is \$425 million above the current funding level of \$1.275 billion and \$200 million more than the \$1.5 billion in the Senate-passed HUD appropriations bill for FY95.

The House-passed bill authorizes a new homeless assistance block grant. One of the unresolved issues has been whether the block grant should be implemented in FY95 or delayed for one year. The House adopted an amendment to H.R. 3838 which gives HUD until April 1, 1995 to publish final regulations for the block grant.

as they currently are done as McKinney categorical programs. NACo supports this amendment because a number of counties are gearing up to administer their allocations from a homeless assistance block grant in 1995.

H.R. 3838 contains a number of provisions that are important to counties.

The House also amended how homeless assistance is factored into reuse planning for closing military bases.

Under the revised scheme, the Department of Defense would notify HUD about any surplus property and specify the redevelopment authority that exists for the facility. The redevelopment authority would have one year, with a possible six-month extension, to develop a reuse plan that includes provisions to assist the homeless, identifies homeless providers and public agencies that were consulted regarding the plan, and includes a commitment to enter into legally binding agreements to make available a reasonable amount of property or assis-

located either on the closing base or off of the installation. HUD would determine whether the amount of homeless assistance in the reuse plan is reasonable. If HUD determines that the level of assistance is not sufficient, the re-

development authority would have six months to correct the deficiency.

If HUD determines that the revised plan remains deficient, it can override the local plan and make the property available for use by the homeless.

The Senate is working on a similar provision which is expected to be offered as an amendment to its housing and community development authorization bill when it reaches the Senate in September.

DOJ requires accessibility to 911

By Kathryn Shane McCarty

The city of Los Angeles reached a voluntary ADA-related agreement with the Department of Justice (DOJ) on July 12 to make its 911 emergency dispatch system accessible to deaf and hearing-impaired persons.

The city will install text telephones (TDDs/TTYs) at each of its 27 dispatch centers, provide training to dispatch personnel, and ensure that the TDDs/TTYs are properly maintained. In addition, the city will develop a public education and outreach program to notify citizens of these changes.

According to Deval Patrick, assistant attorney general for DOJ's Civil Rights Division, "Without an effective 911 system, individuals who are deaf, hard of hearing, or

who have speech impairments are at risk of not receiving timely emergency service. This agreement should serve as a guidance for other large cities."

Under Title II of the Americans with Disabilities Act (ADA), all local governments, including counties, that offer telephone emergency service for police, fire or emergency medical services must provide direct access to individuals who use text telephones or computer modems to communicate.

This requirement applies to sheriff's departments as well. Deaf and hard-of-hearing citizens should not have to use the state relay services to report a fire or request emergency assistance, according to DOJ regulations implementing the ADA.

The Los Angeles agreement stemmed from a complaint filed by Sheri Farinha Mutti, who tried to

request emergency assistance when her young son was injured in 1992. The city dispatcher had access to a telecommunication device for the deaf (TDD), but hung up on the caller several times.

Because many TDDs do not notify the person receiving the call that an incoming call is waiting for a response, this is a fairly common occurrence. Regular training for dispatchers on what to expect and how to respond quickly is key to avoiding this mishap.

For more information, please write to: 911 Services, U.S. Department of Justice, Civil Rights Division, P.O. Box 66118, Washington, DC 20035-6118.

(Kathryn Shane McCarty, is a principal in ADA Vantage, Inc. an ADA consulting company based in Washington, D.C. For more information, call 202/296-ADAV.)

CRIME BILL

from page 1

when the Bureau of Alcohol, Tobacco and Firearms bans copycat weapons. These are weapons that have at least two of the characteristics of one of the 19 assault weapons that would be banned under the bill.

As County News went to press, House Democratic leaders had gained three more votes from Congressional Black Caucus members, but it appeared that no agreement had been reached with House Republicans to obtain greater Republican support.

In addition to Bovin, the county

delegation included: Arthur Blackwell, chairperson, board of commissioners, Wayne County, Mich.; Mary Boyle, commissioner, Cuyahoga County, Ohio; Neal Potter, county executive, Montgomery County, Md.; Harriet Fields, chair, Board of Commissioners, Richland County, S.C.

Also, Julia Gouge, commissioner, Carroll County, Md; Earline Parmon, commissioner, Forsyth County, N.C.; Prince Preyer, commissioner, Madison County, Ala.; and James Sago, commissioner, Marion County, W.Va.

Keep The Home Fires Burning

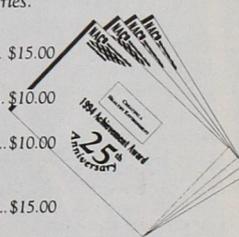
Build a secure future with U.S. Savings Bonds, a competitive, safe investment. Buy them where you bank or work.



Celebrating 25 Years of NACo Achievement Awards

Mugs, pins and four publications are now available to commemorate the 25th year of the NACo Achievement Award Program. Thank your staff for their award-winning work with a mug and pin, or glean new ideas for your county from the hundreds of award-winning projects summarized in the Research Department's publication series.

- Providing for Our Community: Innovations in Children & Youth, Employment & Training, Health, Human Services, Libraries, and Volunteers \$15.00
- Keeping the Public Safe: Innovations in Corrections, Court Administration and Emergency Management \$10.00
- Creating a Healthy Environment: Innovations in Art & Historic Preservation, Environment, Parks & Recreation, and Transportation \$10.00
- Managing Our Clinics: Innovations in Citizen Participation, County Administration, Community & Economic Development, Financial Management, Information Technology, and Personnel Management \$15.00



Quantity	Title	NACo Member	Non-Member	Total
_____	Providing for Our Community	\$15.00	\$20.00	_____
_____	Keeping the Public Safe	10.00	15.00	_____
_____	Creating a Healthy Environment	10.00	15.00	_____
_____	Managing Our Clinics	15.00	20.00	_____
_____	Complete Series (4 publications)	\$45.00	\$70.00	_____

Please add \$1.00 per publication for shipping & handling

Total Enclosed _____



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Pins	\$6.00 x	=	\$
Pin & Mug	\$13.00 x	=	\$
Prices include shipping & handling for mugs and pins only	Total	=	\$



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BE LESS PRODUCTIVE AT THE OFFICE.

The office has always been a place to get ahead.

Unfortunately, it's also a place where a

lot of natural resources start

to fall behind. Take a look around the next time you're at

work. See how many lights are left on

when people leave. See how

Use both sides of the paper when writing a memo.

much paper is being wasted. How much electricity is being used to

run computers that are left on. Look at how much

water is being wasted in the restrooms. And how much

solid waste is being thrown out in the trash cans.

We bet it's a lot. Now, here

are some simple ways you can produce less waste at

work. When

you're at the copier,

only make the

copies you

need. Use both sides of the

paper when writing a memo.

Turn off your light when you

leave. Use a lower watt bulb

in your lamps. Drink your

coffee or tea

out of

mugs

instead of

throwaway

cups. Set up a

recycling bin for

aluminum cans

and one for bottles.

And when you're in

the bathroom

brushing your teeth or

washing your face, don't let the

faucet run. Remember, if we

use fewer resources today, we'll

save more for

tomorrow.

Which would

truly be a job

well done.

FOR MORE INFORMATION AND

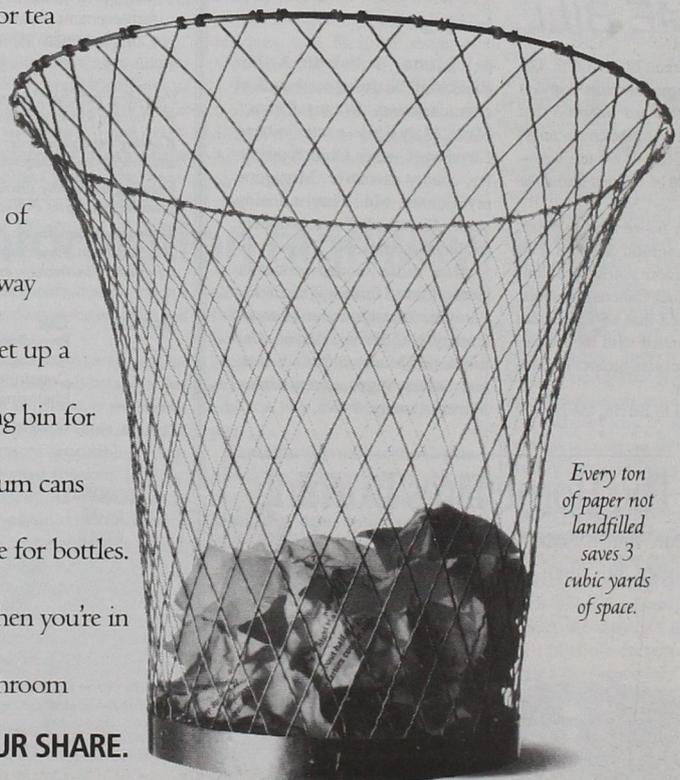
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Earth Share

NACo 59th Annual Conference

59th Annual Conference attracts 4,500 to Clark County



NACo's Executive Committee, both old and new, pose for official portrait after Thursday's election of officers. (l-r): John H. Stroger, Jr., Cook County, Ill. commissioner, outgoing immediate past president; Randy Johnson, Hennepin County, Minn. commissioner, newly elected third vice president; Michael Hightower, Fulton County, Ga. commissioner, second vice president; Randall Franke, Marion County, Ore. commissioner, president; Doug Bovin, Delta County, Mich. commissioner, first vice president; and Barbara Sheen Todd, Pinellas County, Fla. commissioner, immediate past president.

Nearly 5,000 county officials convened in Clark County, Nev. for NACo's 59th Annual Conference, July 31-Aug. 4.

America's county officials overwhelmingly endorsed, during the conference, the Kempthorne-Glenn bill — legislation in the U.S. Senate that would provide relief for local governments from unfunded federal mandates — and urged immediate Senate floor action on the bill.

"Our message is clear," said NACo President Barbara Sheen Todd, commissioner, Pinellas County, Fla. "We are committed to getting mandate relief passed this year, and view the Kempthorne-Glenn proposal as the beginning of our efforts to stop future unfunded federal mandates. We urge Senate leaders to bring S. 993 to the floor for a vote before the August recess."

To boost delegates' lobbying im-

pact, a Congressional Action Center was operating at the conference where delegates could fax or call their congressional representatives in support of mandate-relief legislation.

General sessions

Along with many speakers giving presentations at the more than 60 workshops offered, delegates heard from two keynote speakers during Tuesday's Opening General Session — Lou Tice and Linda Wertheimer.

A highlight of the conference focused on one of NACo's top priorities — the plight of the nation's children. A video teleconference involving more than 300 downlink sites across the country was held at Wednesday's General Session on this issue.

David S. Liederman, executive director of the Child Welfare League of America and keynote

speaker for the session, said all the reports and surveys being done are confirming that there are too many poor kids, homeless kids, and kids causing and suffering from violence.

The problem is, Liederman said, "we're fighting a major war with a BB gun."

Liederman said his organization has been urging President Clinton to develop a vision and strategy, and to give local officials the money to let them carry out the programs.

Other speakers during the teleconference emphasized the need for collaboration among children's service providers and integration of services. Video presentations of innovative county programs also were shown.

Thursday's General Session featured a split focus: the future of counties on the information superhighway and unfunded mandates, plus a last-minute plug from Attorney General Janet Reno for the Administration's crime bill.

U.S. Conference of Mayors President Victor Ashe, mayor of Knoxville, Tenn., said that unfunded mandates are the most critical issue facing local governments. "Kempthorne-Glenn provides the best means for relieving the enormous burden of mandates. We need the Senate Majority Leader [George] Mitchell and Minority Leader [Robert] Dole to schedule floor action immediately," he said.

Wisconsin Governor Tommy Thompson, a leader in the Na-

tional Governors' Association, and Boyd W. Boehlje, president of the National School Boards Association, also urged quick action on the mandate-relief bill.

In addition, the election of NACo officers and the adoption of the *American County Platform*, NACo's policy document, took place on Thursday. Marion County (Ore.) Commissioner Randy Franke took over as NACo president, while Hennepin County (Minn.) Commissioner Randy Johnson won an uncontested seat for NACo third vice president.

Awards

This was also a year for awards. The traditional NACo Presidential Scholarship was awarded to Pinellas County (Fla.) resident, David Michael Gagnon, who will attend Florida State University this fall.

The scholarship, established in 1985 by PEBSO founder David Davenport, awards \$2,000 per year for four years to a student selected by the outgoing NACo president.

NACo President Barbara Sheen Todd was recognized as County Leader of the Year by *American City & County Magazine*, and Doyle E. Allen, recreation director,

Kershaw County, S.C., was honored as the recipient of the Herb Stout County Technology Award.

In three new awards, counties were recognized for their achievements in promoting sustainable development, cultural diversity, and improving the quality of life for disabled Americans.

NACo President Barbara Sheen Todd named Wayne County, Mich. as NACo's first Multicultural Diversity Award winner.

The award, established by President Todd, recognizes outstanding approaches to fostering an understanding of cultural differences within the community or county work force.

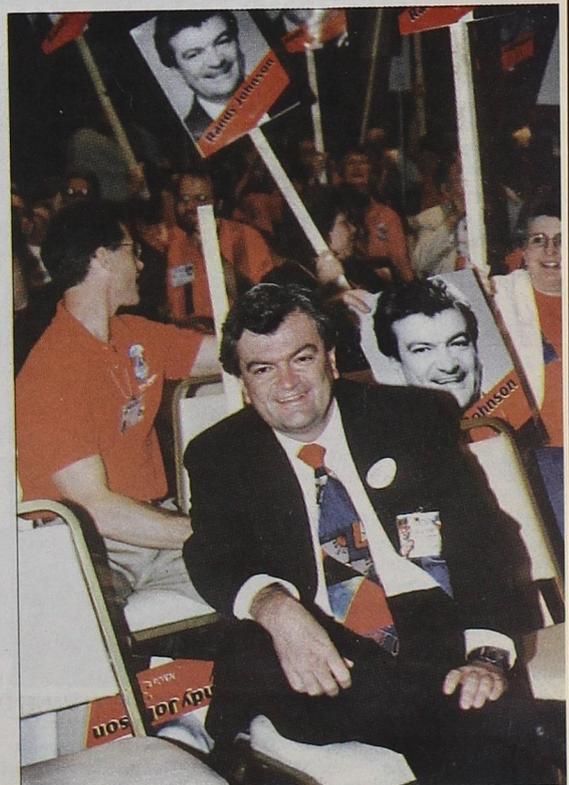
This year, NACo also recognized counties involved in sustainable development activities with the Presidential Leadership Award for Sustainable Development.

Receiving special recognition for their achievements were: Dade County, Fla.; Northampton County, Va.; and Aitken County, Minn.

Prince George's County, Md. received the first annual Award of Excellence, sponsored by NACo and the National Organization on Disability. The award is underwritten by the JC Penney Company.



(l-r) NACo Executive Director Larry Naaake and Wisconsin Governor Tommy Thompson discuss mandate relief during Thursday's General Session.



Third VP candidate, Randy Johnson, enjoys the support of the Minnesota delegation as they cheer his nomination speech.

All photos in Annual Conference report by David Hathcox

NACo 59th Annual Conference

Every county should have a voice, says new NACo President Franke Randy Johnson, Hennepin County, Minn. commissioner, new third vice

"I'm just a country boy," new NACo President Randall Franke told delegates gathered to hear his inaugural speech at the conclusion of Thursday's Annual Business meeting.

The commissioner from Marion County, Ore., who was reared on a farm and graduated from a small school, modestly accepted the presidency of NACo. "To come from this background, to have an opportunity to serve an organization with over 3,000 counties... it is an honor," he said.

Franke reminded the audience that when he ran for NACo office three years ago, his platform revolved around the concept that every county is important.

"Everyone should have the opportunity to have their issues brought to the table and heard," he said. Large urban counties must support the needs of smaller rural counties and the rural counties need to support the needs of the large urban counties, he urged. "We must stand together as we approach the issues in Washington, D.C. If we don't stand together, then how can we expect our fellow commissioners, supervisors, police jurors to make those calls when it's our priority? ... We can't do anything by ourselves."

Franke called on members of the Board of Directors for help in keeping NACo strong and financially secure. "NACo must continue to improve its fiscal strength if it is going to be able to meet the evol-

ing needs of counties."

To help the Board be more effective, he said, the newly established Finance Committee will advise the body on financial matters; a Board of Directors manual has been created; and for new members, an orientation program will be conducted during the winter meeting.

"We need to focus on the positive possibilities, focus on what we agree," he said, because NACo "won't be around if we don't tend to business."

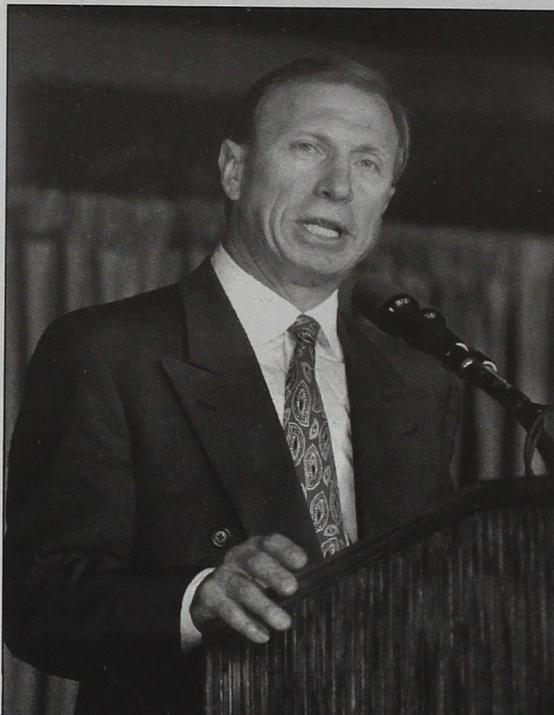
The NACo staff play an important role, he added, but "no matter how effective the staff is in Washington, D.C., they can only do so much. ... The real people who make this organization effective are sitting out there looking at me."

Franke picks up where President Barbara Sheen Todd left off with the NACo's Children's Initiative — his priority issue during his term.

"As we enter the second year of our children's agenda, we will be sharing our learnings from the first year with counties across the nation," he said, "focusing our attention on how to implement those findings, and developing the new skills among county leaders necessary to mobilize our communities for the betterment of children and families."

"It's important to understand the problems that our children today face," he added. "Barbara started us down that road and I'll continue to do that."

Counties must embrace the many changes ahead, Franke believes, par-



Newly elected NACo President Randall Franke pledges to continue NACo's initiative on children's issues, the focus of his term, during his acceptance speech at Thursday's Annual Business Meeting.

ticularly in the field of technology. "It has always amazed me how change can bring people together," he said. "No matter what people

disagree on, all you have to do is suggest a change and it brings people together to criticize the proposed change. However, change is inevi-



Hennepin County (Minn.) Commissioner Randy Johnson thanks delegates after his uncontested election to the office of NACo third vice president.

table in today's shrinking world."

There is an old adage, "If it ain't broke, don't fix it," he recalled. "I don't think that holds true anymore. If you hold on to that adage, change will pass you by," he said.

"I'm just hopeful that we can look back on this year and say we learned something new. ... I'm looking forward to an exciting year."

Franke's speech was preceded by a video encore of the spectacular fireworks display Hennepin County, Minn. treated delegates to at NACo's 1992 Annual Conference. The presentation was in celebration of Hennepin County Commissioner Randy Johnson's election to the office of NACo third vice president.

In acceptance remarks, Johnson thanked supporters and told delegates, "Counties represent a level of government that interacts intensively with people. We must be responsive in providing highly effective and efficient programs to our citizens. I am optimistic about the future of local government, but we have to work hard to prepare counties for this mission."

Johnson, who has chaired the NACo Research and Technology Focus Group and the Energy Subcommittee of the Environment, Energy and Land Use Steering Committee, told delegates that he believes that expanding county government's influence on federal policy is becoming increasingly important and that he sees NACo as the primary tool for doing so.

"I believe in local government," he said. "And I believe NACo can be an even stronger voice for county government in Washington, D.C."

Johnson concluded his comments by saying, "I can't promise fireworks at every NACo meeting, but I can promise you'll get a 100 percent commitment out of me."

(Compiled by Jill Conley and Susan D. Grubb, County News staff writers.)

Wisconsin Governor Thompson praises local leaders, blasts Washington

By Susan D. Grubb
staff writer

A spirited Wisconsin delegation, complete with a trumpeter playing "On Wisconsin," rose to their feet cheering their home state governor Tommy Thompson as he took the dais during Thursday's General Session.

"You are the true leaders of your communities and your states," he said in praise. Thompson knows of what he speaks, having been county board chairman himself, who replaced his father on the Winnebago County board, after some 30 years of service.

Working in partnership with counties has always been a priority for Thompson and has been invaluable, he says, in addressing some of the state's most vexing problems.

He used the state's county-administered social services as an example. Together, with county input, he said, innovative programs such as Learn Fare were created, resulting in a 20



Wisconsin Governor Tommy Thompson vows delegates at Thursday's General Session with his energetic anti-mandate message.

percent decrease in state welfare rolls — more than all other states combined.

The state found that more than 40

percent of its welfare clients hadn't completed high school. Learn Fare encourages kids to stay in school, he explained, "and if they don't, we don't give them a welfare check. ... What's wrong with inculcating some degree of responsibility?"

Another innovative state-county program is Children First. Parents who are not paying child support are given a choice, he explained, pay the support or go to jail. If they don't have a job, they are given 16 weeks of non-paid county work. "Within 10 days, 80 percent of them find a job," he chuckled. "It's good county politics and good for the individual."

With county support, the state has also requested a federal waiver for permission to cut off cash benefits to welfare recipients after two years. "We're going to make sure it's successful," he said. "We're going to be a model for the rest of the country."

Even in the area of trade, the governor gives credit to the counties for its part in a state-county export consortium, which helped boost state exports 11 percent last year, com-

pared to four percent nationally.

Innovative ideas from local leaders have made Wisconsin a true leader, he told the Wisconsin delegates.

A major obstacle to carrying out some of these innovative programs is unfunded federal mandates, Thompson said. The state spends approximately \$300 million annually on these mandates "that could be going to county programs."

The country needs to "get back to the dreamers and framers of the Constitution," whose intention was to limit the intrusion of the federal government on states, the governor exclaimed fervently. "We need to get back to partnerships."

Thompson then unleashed his anger toward Washington, pounding the dais, "If you want to pass a bill and fund it, then pay for it! ... It's time to start taking our federal government back!"

The crowd, now in a frenzy, stood and cheered as the governor left the podium, leaving the NACo placard on the front dangling by one corner.

NACo 59th Annual Conference

Ashe, Kempthorne rally delegates on behalf of mandate relief

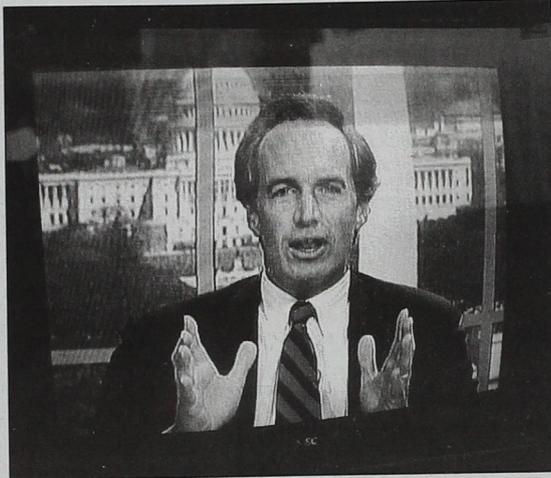
By Jill Conley
staff writer

At Thursday's General Session, Knoxville (Tenn.) Mayor Victor Ashe, president of the U.S. Conference of Mayors, asked county officials to invite their senators and representatives home to look at their county's and city's budgets if they don't seem to be getting the unfunded mandate message.

"As mayors and county officials, we've learned how to cut spending. We've been forced to learn how to lay off employees. We've even learned how to justify tax increases when they're necessary," he said. "The problem is when we have to do all these things, not because of the needs in our communities, but because of what the mandate makers in Washington have decided we need to do.

"They take the 'credit' for supposedly improving our communities — and we pay the costs," he continued. "And ultimately, it's the people we serve who suffer. They get the bill and the cuts in services they need most."

In an effort to educate the public



Senator Dirk Kempthorne (R-Idaho), sponsor of the Senate mandate reform bill, addresses Wednesday's General Session via satellite and assures county officials that the mandate reform effort is paying off.

about unfunded mandates, Knoxville prints on tax and utility bills the percentage of the amount due that goes to pay for unfunded mandates. "We've made progress in educating people and encouraging them to let officials know what they

think," he said. "But the warnings given by myself and many other local officials went unheeded in Washington — until just last year when NACo and the U.S. Conference of Mayors joined forces to call for an end to unfunded mandates."

"As mayors and county officials, we've learned how to cut spending."

Victor Ashe
Knoxville, Tenn. mayor
president, U.S. Conference of Mayors

Ashe explained that the joint, non-partisan effort is paying off, as is evidenced by the support of a majority in both the House and the Senate for mandate reform legislation. And it may be one of the few issues President Clinton and Senator Bob Dole (R-Kan.) agree on — both support mandate reform.

In a live satellite broadcast at the same session, Senator Dirk Kempthorne (R-Idaho), sponsor of the Senate mandate reform bill, echoed Ashe's optimism.

"SB 993 was the first bill I ever introduced," said the freshman senator. "When I introduced the original bill, I was told over and over that I could talk all I wanted for the next six years, but I would never get a public hearing."

That was more than a year ago, and last year, when NACo held its Annual Conference in Chicago, the

bill had only 20 cosponsors.

"We now have 61 cosponsors," said Kempthorne. "And we've had three public hearings. And the fact is that the bill has come out of the Senate Government Affairs Committee with unanimous approval."

Kempthorne is hoping for a markup in the near future and urged conference delegates to continue to pressure their senators and representatives. He also said, "If I have to attach it as an amendment to some other bill, I'll do it, because we're going to have a vote this year."

He concluded his remarks by thanking NACo and its members for being key instruments of "dramatic fundamental change in how the federal government works."

"Continue the pressure," he urged, "so when we meet again, it will be to celebrate the passage of this bill."

Attorney general appeals to delegates for crime bill support

By Susan D. Grubb
staff writer

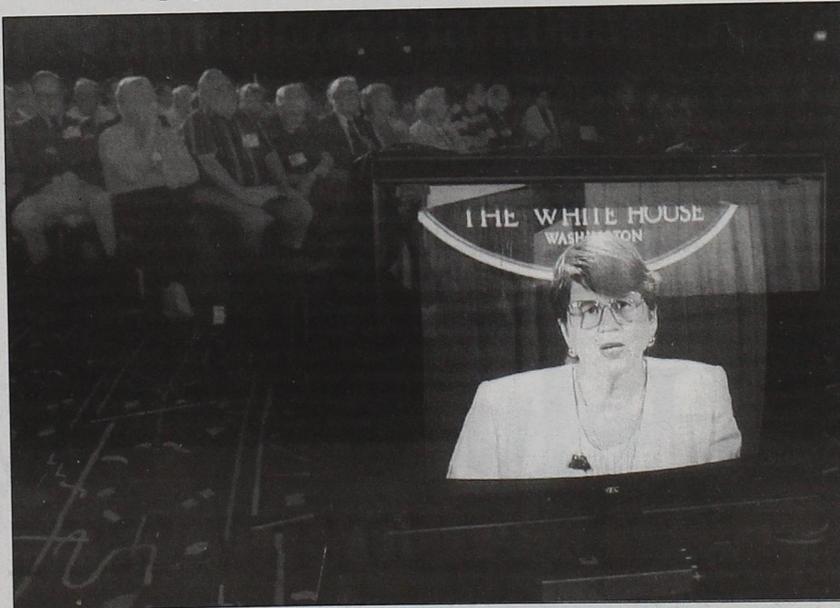
In her third appearance before a NACo conference in two years, U.S. Attorney General Janet Reno again addressed delegates — this time by satellite from Washington — appealing to them for help in passing the crime bill.

At that point, the bill had been reported out of the conference committee and was headed to the floor of both houses for votes.

The conference report has a "balanced approach to fighting crime," she told the audience at Thursday's General Session, a balance of "punishment, prevention and policing."

The legislation contains \$100,000 for community police forces, explained Reno, a proponent of community policing. "Community policing is working," she said. "They're bringing communities together. ... You can see the trust that's being built." After the bill's enactment, she added, there could be as many as 20,000 police officers on the streets within the first year of enactment.

Funding for prevention programs, some of which are based on county-run projects; drug courts; and domestic violence initiatives are also included in the bill, said Reno. "If we don't end violence in homes,



U.S. Attorney General Janet Reno appears on a monitor in front of the head table at Thursday's General Session. Reno appealed to conference delegates via satellite for help in convincing Congress to pass the crime bill.

we'll never be able to end it in our communities."

One of the more controversial parts of the bill — the ban on certain assault weapons — could put the bill in jeopardy, but Reno believes

that "these weapons are for no other reason than to kill people."

A key part of the legislation is the Local Partnership Act (LPA), Reno believes. "The LPA gives to counties the opportunity to use these

funds as you think they're needed in your communities."

Overall, she added, the Administration has tried to have sufficient flexibility for local government in the bill "so it won't be run

from Washington."

"You have a staggering task," she continued, imploring delegates to contact their members of Congress in support of the bill. "I want to work with you in fashioning a real partnership ... so it's a two-way street. ... Working together, I think we can make an extraordinary difference."

During a question and answer period, Blue Earth County (Minn.) Commissioner Colleen Landkamer mentioned a report by the Carnegie Institute, which claimed how critical the years 0-3 are in the development of children. What actions can counties take based on the report's findings? she asked.

The federal government needs to figure out "how we can translate our programs to support your efforts in the counties," she responded. Programs like the Ounce of Prevention Program, which is in the bill, can help in addressing this. If children can be reached early in life, "we can save money and heartbreak down the line."

Bonnie Hays, board of commissioners chairman, Washington County, Ore., asked the attorney general how comprehensive partnership plans fit into the bill.

"In everything we do, we must fashion a comprehensive approach," she said. "If we can sit down and work together, we can make such a difference."

Winners line up for old and new NACo awards

As well as being the setting for the presentation of a number of traditional awards, this year's Annual Conference also marked the debut of several new awards, underscoring the new directions counties are taking as they enter the 21st century.

Multicultural Diversity Award

For its outstanding leadership in the development and support of the Wayne County Business and

Community Coalition, Wayne County, Mich. was the recipient of NACo's First Multicultural Diversity Award.

The coalition was created to bring together Arab American business owners in the Detroit area and their African American clientele to forge a better business/community relationship. As part of the effort, the two groups created a list of principles, which include the hiring of more African American workers and more involvement on the part

of Arab American business owners in neighborhood activities, such as sponsoring sports teams and endorsing college scholarship programs.

The award, sponsored by the National Association of Black County Officials, the National Association of Hispanic County Officials and Women of NACo, gives national recognition to outstanding, significant, and innovative approaches which promote understanding of cultural differences within the com-

munity and the county work force.

Award for Excellence

Sponsored by NACo and the National Organization on Disability, the first annual Award for Excellence was given to Prince

George's County, Md. for its "Community Harmony: Voices from the Community" Program.

At the heart of the program is the Community Unity Chorus, made

See **WINNERS LINE UP**, next page



(l-r) President Barbara Sheen Todd and President's Leadership Award for Sustainable Development winners, Art Carter, commissioner, and Tom Harris, county administrator, Northampton County, Va.



(l-r) American City & County Magazine Editor Janet Ward and President Todd, who was named "County Leader of the Year" by the magazine.

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Helping Govern



WINNERS LINE UP

up of people with and without disabilities, who perform around the county, make presentations about community residential programs,

and facilitate discussions on the need for all citizens to work together.

As part of the award, the county

received \$1,000 from the JC Penney Company.

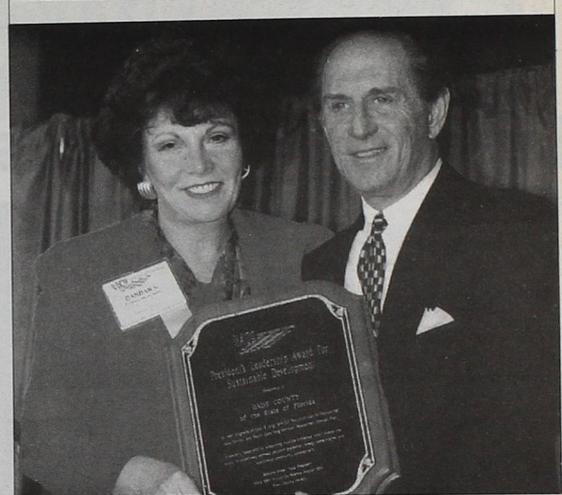
President's Leadership Award for Sustainable Development

To encourage and recognize counties that have made sustainable development a priority, President Todd inaugurated the President's Leadership Award for Sustainable Development. This year's winners were: Aitkin County, Minn.; Dade County, Fla.; and Northampton County, Va.

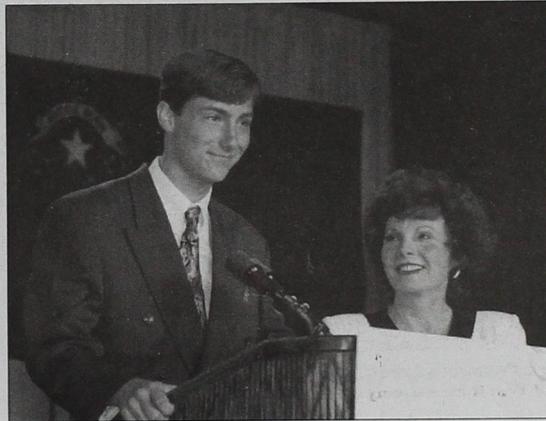
(below) David Michael Gagnon, winner of the NACo Presidential Scholarship, thanks delegates for their support as President Todd looks on.



(l-r) President Barbara Sheen Todd and Aitkin County (Minn.) Commissioner Mary Haug, accepting the President's Leadership Award for Sustainable Development.



(above) President Todd and President's Leadership Award for Sustainable Development winner, Harvey Ruvin, county clerk, accepting on behalf of Dade County, Fla.



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NACo 59th Annual Conference

Leaders must focus on ideal, not problems

By Beverly Schlotterbeck
editor

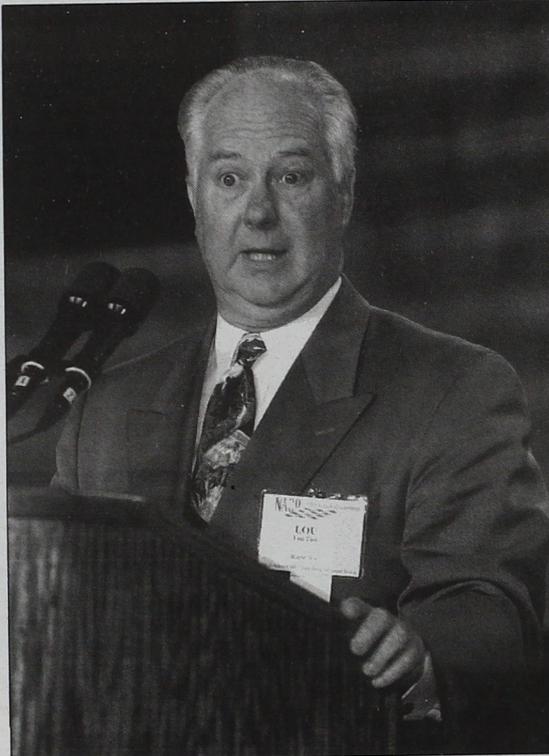
Some people believe you are what you eat. Lou Tice believes you are what you see. And changing what you see about yourself or situations can lead to profound changes in your performance.

Tice has transformed this abiding faith in the ability of individuals to change and grow into a multi-million dollar, worldwide training company, Pacific Institute.

Headquartered in King County (Seattle), Wash., the Pacific Institute staff has trained groups as diverse as Fortune 500 employees, professional sports teams, welfare recipients and juvenile detention detainees.

Its curriculum melds the latest findings from research in human behavior into comprehensive, practical tools for improving individual and group performance.

In an hour-long speech before delegates at the Opening General Session, Tice, a former teacher and high school football coach, transfixed the audience with his part didactic, part inspirational address.



Lou Tice, featured speaker at the Opening General Session, urges delegates to embrace diversity.

Opening his talk on an upbeat note, Tice told delegates, "In a short period of time, I want you to know how important you are, how creative you are."

He continued from there to explain the fundamental principle that drives Pacific Institute's training philosophy: "Human beings move toward and become like that which they think about." Consequently, change how you think or see situations, and you change yourself.

He offered an example, that proved his point in the negative, from his days of football coaching.

"We'd lose a game on Friday. Then the next week, we'd review the tape of the game, concentrating on the mistakes we made. Then we'd go right back out there and make the same mistakes."

Instead, Tice said, he and the team should have concentrated on what they were doing right. "We are drawn to what we think about, whether we like it or not."

Tice cautioned that for leaders this does not mean ignoring problems. However, it does mean that leaders cannot afford to dwell on problems, but must, instead, focus on their solutions. "You must envision the ideal outcome. Don't

look at where you don't want to go."

Leaders should look at current reality and then think about how they want it to be. "The work between current reality and the ideal is your business," Tice told the delegates.

It takes hard work, though, and discipline to focus on solutions rather than problems, since leaders are constantly bombarded by outside forces clamoring for attention to their problems.

Leaders should also be aware of the blind spots in their thinking. Which, in turn, is why diversity is so important in a community. "If you can't see, someone else can help you see," Tice explained.

If embracing diversity is critically important for leaders, so too is the quality of their "self-talk." Reminding the audience that humans move toward what they think about, Tice pointed out that negative self-talk, or repeatedly telling one's self how bad one is, only serves to keep one going in that direction.

"You must never devalue yourself. You must think positive thoughts about yourself, and build esteem and image up in people," Tice advised.

Lively discussions mark seminar on land use

On July 31, NACo, in conjunction with the Conference of Western Attorneys General and the Urban, State and Local Government Law Section of the American Bar Association, sponsored a pre-Annual Conference continuing education seminar on public land governance issues. The seminar was attended by more than 100 county officials, constitutional attorneys, deputy U.S. attorneys and other interested parties.

The seminar was designed to provide participants with an up-to-date picture of the land governance issues affecting counties in America's West.

These issues revolve around who owns the public land, who governs that land, and what role counties should play in that governance. The panels were balanced and thoughtful in their presentations, but a great deal of emotion packed the remarks of many.

Jim Catron, of Catron County, N.M., led off the discussion with a revelation. The "old" Catron County ordinances, which set forth the county's right to "manage" public lands within its boundaries, regardless of federal land management practices and procedures, had been re-

placed by a more congenial Memorandum of Understanding (MOU) on Land Management.

The MOU provided a framework for the consultation required in the Federal Land Policy and Management Act. Catron suggested this new approach precluded the need for the more contentious approach formerly advocated by Catron County and replicated in 25 other counties in the West.

Professor David Engdahl, of the Seattle University School of Law, argued the concept of "equal footing" as espoused by its proponents (a

concept that suggests the federal government does not own the public lands and that they should be given back to the states) was not valid, although neither was the federal government's assertion of governance privileges over public lands outside of those used for the constitutionally enumerated powers of the federal government.

Engdahl suggested that the federal government was no different a landowner in the eyes of the Constitution than a more typical private property owner, and that county laws applying to private owners should apply to

federal owners.

Joe Stringer, assistant U.S. attorney from Utah, discarded both Catron's and Engdahl's arguments by asserting the supremacy and the property clauses of the Constitution provide all the authority the federal government needs to assert ownership and jurisdiction over these lands, and that ordinances and other county-inspired approaches will not be viewed as necessarily helpful by federal land managers.

Tom Lustig, of the National Wildlife Federation, presented a paper taking the ordinance/equal footing proponents to task for their inability to properly understand and interpret the law.

He used numerous legal arguments to refute, dismember and disallow the assertions made by members of the audience about the validity of the concept of equal footing.

Other speakers discussed some of the other interactions counties and other local groups have had with federal land managers, both from a legal perspective and from a more anecdotal frame of reference. These were generally positive and provided useful information about the possibilities of cooperative planning and management.

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NACo 59th Annual Conference

Liederman calls for national strategy on behalf of children

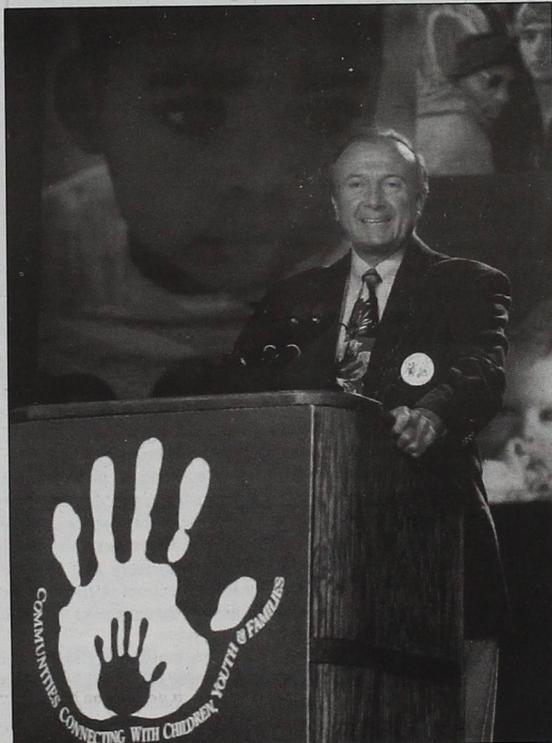
By Jill Conley
staff writer

David Liederman, executive director, Child Welfare League of America (CWA), painted an alarming picture of the state of the nation's children and called for local leadership in developing a "friendly" national welfare reform strategy at Wednesday's General Session, titled "Communities Connecting with Children, Youth and Families."

"Report after report tells us that there are too many poor kids in America, too many homeless kids in America, too many abused and neglected kids, too many kids having kids, too many kids who are victims of school violence, too many kids in gangs, and too much drugs and alcohol wreaking havoc with kids and their families all over America," he told participants in the live satellite broadcast, which was cosponsored by the Extension Service, U.S. Department of Agriculture.

He went on to outline current efforts to fix what he described as "25 years of neglect," citing health care reform, Empowerment and Enterprise Zones, the Americorps National Community Service Act, expansion of the Earned Income Tax Credit, the Family Preservation and Support Program, increased Head Start funds, and the crime bill as steps in the right direction to addressing the needs of America's children.

"The problem with all this, however, is that we continue to take a piecemeal approach to our problems, and we are fighting a major war with



David Liederman, executive director, Child Welfare League of America, calls for a national plan for addressing the needs of the nation's children in his address during Wednesday's General Session. The general session was broadcast live via satellite to more than 300 downlink sites across the country.

a BB gun and we are being outgunned by the problem," said Liederman. "We have no plan. We have no national articulated vision that the majority of us have absorbed into a strategy to take on these problems in

a big league."

Liederman is calling for a comprehensive national plan that would be financially supported by federal, state and local governments and carried out by local communities.

"You can't run programs from Washington. You have to run them from the local level," he pointed out, adding, "Why are we so dumb that we can't figure out that if we don't deal with the systemic problems in our country we will never have a child welfare system capable of coping with the ever increasing numbers of kids living with poverty, drugs, lousy neighborhoods and schools."

also cost you, the counties, hundreds of millions of dollars in cost transference of emergency assistance and more," he said.

"There are 10 million AFDC kids. Let's be careful," he went on. "Another experiment is not what we need to lift kids out of poverty."

According to CWA, 70 percent of AFDC mothers come off welfare by themselves within two years. "The problem is they go back on," said Liederman. "Let's concentrate on the 70 percent who come off and provide them support services to keep them off welfare."

He advocated the implementation of comprehensive neighborhood strategies in targeted neighborhoods that would: identify community leaders and support them to take control of their own neighborhoods; give them technical assistance and resources to fix up the neighborhoods, build new and rehabilitated housing and infrastructure; and offer programs to kids of all ages. "How about an army of youth workers who are trained and knowledgeable about the neighborhoods and culturally competent to work with community police and serve as role models," he suggested. "There isn't a neighborhood in this country where you couldn't turn me loose and I could find a terrific leader."

Liederman closed his remarks by asking county officials to pressure Washington for "friendly reforms" that lift kids out of poverty and are paid for with real dollars. "We have to begin to invest smart," he said, "and counties are in the best position to invest in America's children and families."

"We are fighting a major war with a BB gun and we are being outgunned by the problem."

David Liederman
executive director
Child Welfare League of America

According to Liederman, poverty can be singled out as the greatest threat to the nation's children and families. Poor kids, he says, have lower birth weights, poorer nutrition, a greater chance of exposure to lead poisoning, higher rates of accidental injury, greater risks of prenatal drug exposure, and exposure to AIDS, and are likely to go without health insurance. "They are also more likely to grow up in lousy neighborhoods and dilapidated housing, drop out of school, be the victims of crime, and become victimizers."

Liederman argues that current efforts to reform welfare will not lift people out of poverty. "With a two-year, up-and-out family cap, it will

Sexual harassment: County employers must act, not react

By Susan D. Grubb
staff writer

The traditional way in which employers have dealt with sexual harassment in the workplace, with a defensive, reactive focus on keeping liability costs down, "isn't going to work anymore," said Philip Rosenberg, Broward County (Fla.) personnel director.

Sexual harassment must be looked at as a "symptom that breeds race and gender discrimination," and ultimately affects how services are delivered, he told participants at Tuesday's workshop, "Sexual Harassment in the Workplace: Are You Prepared to Deal With It?"

One of the symptoms is arrogance, Rosenberg said. "Our world is marred with the inability to accept personal responsibility. ... It's an incredibly ugly problem in human services."



At Tuesday's "Sexual Harassment in the Workplace: Are You Prepared to Deal With It?" workshop, Pam Gallina, director of the Las Vegas, Nev. chapter of the National Organization of Women, advises county employers to encourage their employees to use the direct confrontation technique when confronting sexual harassment.

Whether it's sexual harassment or race discrimination, he advised, employers need to adopt the attitude of: "Don't walk by something that's wrong." Be proactive, he said. "Make your organization better today than what it was yesterday."

County employers must also extend their sexual harassment policies to contracts with outside agents which may present a cause for potential liability.

Rosenberg offered two ways in which county policy could be changed: 1) recruit women executives, and 2) promote gender equity pay.

He also suggested some guidelines for managers:

- Managers must not engage in this behavior. They need to be teachers and role models.
- Take prompt and effective remedial action. Speak directly to both parties and give both due process. It

wouldn't hurt to have female investigators.

- Make sure other employees know the result.

Finally, Rosenberg encouraged delegates to establish an employee assistance program. These programs are no longer just a reactive program dealing with employees drinking on the job, he explained. When employees deal with personal problems on the job, it results in absenteeism and performance failures, he added. "It's a solution that's cheap. It's a wonderful tool."

Direct confrontation is key to discouraging sexual harassment in the workplace, said Pam Gallina, director of the Las Vegas, Nev. chapter of the National Organization of Women, who advised delegates to encourage their employees to use this technique.

Women traditionally aren't direct, she explained, but a victim of sexual harassment has to be direct, and there

must be "no victim talk." If the perpetrator is confronted in a public area, she added, he has been put on notice that "this is now high-risk behavior."

"Direct confrontation works because of its shock value," she said, and it "reverses the power role. ... It removes the rewards of sexual harassment," such as power, control, respect from other men.

Gallina suggested some actions that male supervisors can take to curb sexual harassment in the workplace:

- Don't laugh at sexist jokes.
- Confront others yourself.
- Don't remain silent when you see it.
- Ask yourself how you would feel if your wife, mother or daughter were confronted by this.
- Lead by example.
- Don't reward sexual harassment behavior.

NACo 59th Annual Conference

It's best to befriend information technology, speakers say

By Beverly Schlotterbeck
editor

If you need to be hit over the head before you acknowledge how the revolution in information technology is transforming the planet, think about this fact: The Nintendo company, manufacturer of the popular computer game, has a work force of 872 employees, and last year accumulated \$6.6 billion dollars in sales. That's \$5.5 million per employee.

Those blowout productivity figures are but one sign of the electronic tidal wave that is breaching the shores of contemporary life.

At Wednesday's Third General Session, three speakers wrestled

with the present and future implications of this revolution during "Putting Your County in the Driver's Seat on the Information Highway."

Noted futurist, Robert Mayer Evans, president, Global Trends Institute in Fulton County, Ga., took delegates on a fast-paced tour of the "topography of tomorrow," which, as he painted it, will be dominated by high technology, globalization, a new "business solar system," and a new work force and customer base.

Counties will be in the future, like it or not, Evans said, and will find themselves buffeted by changes over which, very often, they have no control.

For instance, the next four decades will see a 60 percent in-

crease in the country's population; the end of the movement from farms to cities (almost complete now with 97 percent of the population living in urban areas); a stunning reduction in factory workers, whose ratio to the population, by the year 2035, will resemble the current ratio of farm workers to the general population; and an unprecedented movement of people across borders.

The latter, Evans suggested, will prove to be both a blessing to local economies and a challenge to America's social structure as it faces, for the first time, "minorities unified by a language other than English." Evans also tagged "women in the economy" as the "most powerful force of all" in the changing demographics of the



Robert Evans (l) asks Michael Hightower, NACo third vice president how he would make orange juice.

next few decades.

In the meantime, powerful technological changes, driven mostly by corporate interests, will buffet counties. As an example, Evans cited a laboratory that has successfully extracted from an orange only the molecules that make orange juice.

These molecules, he pointed out, can be found anywhere — in an office building, for example. "Imagine the savings," Evans speculated, quickly adding that he did not mean to suggest making orange juice from wallpaper. Rather, he meant to illustrate that "high technology yields an array of options that we never had before."

Ever upbeat on the topic of the future, Evans ended his talk by telling delegates, "You face a future that's almost unimaginable, exciting and stimulating."

Many counties across the country have already hitched a ride on the information highway, and their story was told in a videotape presentation which followed Evans' speech.

Produced by Marion County, Ind., the videotape highlighted nine county programs — King County, Wash.; Clark County, Nev.; Denver County, Colo.; Orange County, Fla.; Marion County, Ind.; Riverside County, Calif.; Blue Earth County, Minn.; Oakland County, Mich.; and Mecklenburg County, N.C. — that use a variety of technologies to enhance their services.

The tape also featured a short interview with David Barram, deputy secretary, Department of Commerce, who acknowledged in his message to the delegates that "frankly, we haven't thought enough about how local government will fit into [the information highway]."

It is precisely this "benign" ne-

glect that Jim Ley, assistant Clatsop County (Nev.) manager, and the session's next speaker, find troublesome.

Only two local government officials serve on the National Information Infrastructure Advisory Committee, Ley pointed out, and Congress is fast stripping local government of its authority to regulate and franchise the emerging new technologies.

The public mandate, Ley contends, is being pushed aside in favor of business and consumer interests. Local governments, he argues, are in the best position to speak for their communities. Yet so far, they've been bypassed by the giant telecommunications and cable companies capture and carve up the spoils from the information highway. "No one watching out for the public interest," Ley warned.

Coincidentally, local governments also control the "last mile" or off-ramp, from the information superhighway to the individual home, business or school. "The last mile is on your street, your conduits, your poles."

Ley suggested that counties use these assets to negotiate better deals for their communities from service providers. He also advised rural counties to devise strategies to attract the information superhighway to their communities.

In a misapplication of poetic justice, Ley, who came well-prepared with a stack of overheads, needed to shorten his presentation to accommodate a live satellite feed of Attorney General Janet Reno, who was scheduled to address delegates during the second half of the general session.

Life on the information superhighway isn't always going to be in the fast lane.

Voter discontent spurs increase in tax limitation laws

By Susan D. Grubb
staff writer

"How many of you are from counties that can adjust the property tax?" asks Steven Szalay, county administrator, Alameda County, Calif., at Wednesday's workshop titled "Are Those Pesky Tax and Expenditure Limitations Taxing Your Patience?" Only a few hands go up. "Enjoy it," he replies.

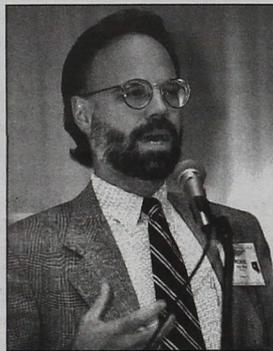
According to the U.S. Advisory Commission on Intergovernmental Relations, all but six states have some type of local government tax or expenditure limitation in place.

Colorado became the latest, when in 1992, voters passed Amendment I, a revenue, expenditure and debt-limitation initiative.

There's a great deal of dissatisfaction in Colorado, explained Peter King, executive director, Colorado Counties, Inc. Polls show that if it were on the ballot again, it would pass by an even wider margin, he added. Thirty-five petitions are out there now and "I wouldn't be surprised to see 12-15 on [this year's] ballot."

Colorado is not perceived to be a high-tax state, King explained. It ranks 22nd in state and local collections per capita, 45th in state government tax receipts per capita, and sixth in local government taxes per capita. "We're one of the few states where local governments collect more tax than the state."

King believes voter dissatisfaction is aimed at the federal level, but that the electorate is not distinguishing between the different levels of



At Wednesday's workshop, "Are Those Pesky Tax and Expenditure Limitations Taxing Your Patience?" Peter King, executive director, Colorado Counties, Inc., explains how Colorado became the latest state to pass a tax-limitation initiative.

No revenue raising ability and no flexibility to revise programs leads to unfunded mandates.

government. "Don't assume that your state is immune to this."

King referred to a series of people-on-the-street interviews about government. "It was pathetic," he said. "They didn't know a county from a city from a state." They were also in the dark on the sources of funding for county programs. If time and effort were put into educating the public about where their money goes, King said, "I'd feel better about these votes."

Do voters want to vote on all of

these things, or do they want to elect people to do it? he asked. In Colorado, "they want to dot the i's and cross the t's."

California was the pioneer of tax limitation, when, in 1978, Proposition 13 was approved by 65 percent of the voters. The measure limited property tax to one percent of market value; limited reassessment to change of ownership or new construction; cut property taxes 50 percent, or \$7 billion, statewide the first year; and reduced property taxes \$190 billion over 16 years.

As a result, counties' ability to raise revenue was drastically restricted and local governments became much more dependent on the state, according to Steven Szalay. "Counties were left with no practical way to raise revenue without a vote ... and sometimes a two-thirds vote."

It's a classic Catch-22, he explained: No revenue raising ability and no flexibility to revise programs leads to unfunded mandates.

In 1979, he continued, the voters approved Proposition 4, which places an annual limit on expenditures from proceeds of state and local taxes. The limit is adjusted annually for changes in cost of living, population, and transfers of financial responsibilities between governmental entities.

"We're kind of the invisible government," he empathized with the audience, and urged them to get involved in mandate-relief efforts and to encourage their states to prioritize services.

"The experience in California has been awful and I apologize for leading you in the wrong direction."

NACo 59th Annual Conference

Issues more popular than president, Wertheimer says

By Jill Conley
staff writer

"What's so fascinating about [President Clinton], is that he's doing so well at getting things moving and making things happen," said Linda Wertheimer after citing his initiatives on crime, health reform and welfare reform. "But he is doing so badly at the same time."

Wertheimer, host of National Public Radio's "All Things Considered," was on hand at the Opening General Session, Monday, offering delegates an insider's view of the current political climate in Washington, D.C.

"Jobs are up. Housing starts are up. The economy is up. Americans are buying cars. The country is really beginning to recover," she pointed out. "We blame the president for everything else. Why aren't we blaming him for all this new prosperity and progress?"

"Clinton wanted to believe he could be the agent of change for the post-war generations. But, I'm not sure Baby Boomers are convinced that Baby Boomers ought to be running the country," she said of the president's unstable popularity ratings.

"The president thinks it's because change is hard and people hate it. I think it's that people want to follow a leader, and not participate in every agonizing detail of where he's going to go," she said, suggesting that Clinton's gift for intimacy may also be one of his curses.

Also interfering with the president's ability to garner approval, according to Wertheimer, are the competing sets of beliefs being advocated from Washington.

"One is that America has the finest health care system in the world and they don't want anything to happen to it," said Wertheimer, adding, "Another belief is that the few who have doubts about how the health system is performing have been persuaded by the aging, whiny yuppies named Harry and Louise that reform would be worse than anything else."

But, Wertheimer says, the American people have a different view of reality. "The American people actually believe health care needs to be reformed, that employers should pay for health care, and that health care should be universally available," she said.

Wertheimer conceded that the public is concerned about whether or not a government-run health care program would really work and that there is also a great perception that losing the ability to



Linda Wertheimer, host of National Public Radio's "All Things Considered," tells delegates at the Opening General Session that a lot of people who don't like the president's health reform package may be reacting to the man and not the plan.

On the issue of choice, she said, fewer and fewer Americans have a choice anyway. "Many people are grateful to be able to go to the 'Doc in the Box.' Many people would be grateful to go to the HMO and take the first doctor up," she said. "Still, that's a choice that the American people think they ought to have."

Wertheimer went on to cite the results of several recent polls on health care: Sixty percent of the respondents to a *Los Angeles Times* survey said they were afraid of losing their health care insurance; 80 percent told CBS News that universal health care is very important to them; 57 percent told the *Wall Street Journal* that the Republican Party is being obstructive, not constructive, on health care.

"So why don't we hear each other. Why is it we have a whole set of leaders in Washington who are talking about one view of reality, while the American public

is saying a whole different thing?" she asked, offering the following response: "One thing you have to consider is that 'the status quo in health care is one of the best-financed arrangements in American politics. There has been a tremendous amount of money invested in persuading members of Congress that Americans have the best health care system in the world. And for those people who have access to health care, that's probably true," she said. "But there are a lot of people who either don't have access or are afraid they're going to lose it."

"It's also true that the American people have two realities in their heads at one time," she went on. "We want programs for prescription drugs and long-term care, but we don't want taxes. So, in essence, we're saying, 'Give us these things that are expensive, but don't ask us to pay for them.'"

According to Wertheimer, these disparate realities translate into a

big problem for the president — one where he has difficulty generating support for his health reform initiative.

"The president says employers should pay for health care and 80 percent of Americans agree," she said. "Are we reacting to the plan or idea, or are we reacting to the messenger — the president."

Wertheimer concluded her remarks by predicting that the president's approval ratings will soon improve. "If you look at the polls, you find that he does better when Congress is out of town," she said. "And they're getting ready to go."

She also predicted that a lot of legislative issues would be addressed before the recess. "They're like school kids waiting until the last minute to do a paper. They don't do them until they're due."

Her final prediction is that President Clinton will indeed win on some of his initiatives "because his issues are more popular than he is."

choose a health care provider is a big problem.

DOT toughens rules on drug and alcohol testing

By Susan D. Grubb
staff writer

Starting Jan. 1, 1995, new rules from the Department of Transportation (DOT) will require counties to expand testing of employees in the transportation field for drugs and alcohol, as well as establish anti-drug and alcohol misuse prevention programs.

Lamar Allen, senior program analyst, Drug Enforcement and Program Compliance, Department of Transportation, was on hand at Wednesday's "Understanding the New Federal Drug and Alcohol Testing Requirements for County Workers" workshop to explain the new requirements and how counties will be affected.

Currently, the 1991 Omnibus Transportation Employee Testing Act targets "safety-sensitive" employees in the fields of aviation, rail, transit and motor carrier. "Commercial motor vehicles and mass transit are the main areas of concern here," he told delegates. "If your state requires you to have a CDL (commercial driver's license), then you fall under the rule."

The 1994 amendments to Part 40 of the act add breath alcohol testing procedures and additional urine specimen collection procedures that provide for split urine specimens for drug testing.

The new rules require implementation beginning on Jan. 1, 1995 for



During the question and answer period at Wednesday's workshop, "Understanding the New Federal Drug and Alcohol Testing Requirements for County Workers," Lamar Allen, senior program analyst, Drug Enforcement and Program Compliance, Department of Transportation, explains the new requirements affecting county employees.

large employers (generally 50 or more safety-sensitive drivers) and Jan. 1, 1996 for all other employers.

Under the rules for alcohol, Allen explained, performance of safety-sensitive functions is prohibited: while having a breath alcohol concentration of 0.04 percent or greater as indicated by an alcohol breath test, while using alcohol, or within four hours after using alcohol.

Refusing to submit to an alcohol test and using alcohol within eight hours after an accident or until tested are prohibited. "Alcohol is alcohol under this rule," he said, it could come from medicine or Scope.

Employers are required to conduct the following confidential tests: pre-employment, post-accident, reasonable suspicion (when a driver appears to be under the influence), random (unannounced testing just before, during or just after driving), and return-to-duty and follow-up (when a driver returns to work after treatment). If the first test indicates an alcohol concentration of 0.02 or greater, a second confirmation test must be conducted.

Each year, according to Allen, the number of random tests must equal at least 25 percent of all the safety-sensitive drivers.

Breath testing must be conducted by a certified Breath Alcohol Technician (BAT), he said, and trained under a DOT model course. Only devices approved by the National Highway Traffic Safety Administration can be used.

Employers are responsible for implementing and conducting the testing programs by using their own employees, contracting services, or by joining together in a consortium that provides services to all member companies.

Employees who engage in prohibited conduct must be immediately removed from safety-sensitive functions, under the rules, he said. Those who have engaged in alcohol misuse cannot return until they have been evaluated by a substance abuse professional and complied with any treatment recommendations. And, drivers who have an alcohol concentration of 0.02 or greater must also be removed from performing such duties for 24 hours.

Before the act, if a driver was visibly intoxicated before climbing into the bus, there would be intervention, he explained. "Now [the new rules] make it a mandate that you do something about it."

Employers will be required to keep detailed records of their alcohol misuse prevention programs, he said, which the Federal Highway Administration (FHWA) will audit. Some selected employers will have to sub-

NACo 59th Annual Conference

From toe tags to beach towels: L.A. County taps alternative revenues

By Jill Conley
staff writer

Where there's a will, there's a way. And nobody knows this better than the county officials whose strangled budgets have forced them to find new "ways" or cut much-valued services.

Something of a "ways master," Dusty Brogan, marketing specialist for Los Angeles County's (Calif.) Department of Beaches and Harbors, was on hand at a workshop, titled "From Toe Tags to Beach Towels: Innovative Ways to Generate Revenues and Reinvent County Government," to share some of the ways her county has successfully managed to come up with alternative revenues.

One of the most intriguing Los Angeles County revenue generators was born in the coroner's office and has drawn media attention from across the globe. The office raked in \$300,000 last year selling beach towels adorned with chalk markings of dead bodies and toe tags — yes, tags that are used for identification in the morgue.

Who would have guessed that a personalized toe tag would be a big hit in the key chain world? On the other hand, it's hard to imagine a better medium for the powerful message it conveys: "This could be you. Please don't drink and drive."

Not only do the products make nice, educational gifts, they also generate the revenue that funds the department's juvenile drunk driving program. And, according to Brogan, to be able to fund good programs or services that may otherwise be threatened by budget cuts is the beauty of bringing the entrepreneurial spirit to



Spartanburg County (S.C.) Council Member Danny Allen (r) and Dusty Brogan, marketing specialist for Los Angeles County's (Calif.) Department of Beaches and Harbors, show workshop attendees a beach towel designed by the Los Angeles County Coroner's Office. These and other products generated \$300,000 in revenues for the department last year.

county government.

Responsible for the safety and maintenance of Los Angeles County's public beaches and harbors, Brogan's department serves 60 million people each year — a huge market by any standard. And it has managed to capitalize on this massive appeal to insulate its operations from budget crises.

The following is a sampling of how advertising agreements have saved costs and generated revenue for the county:

- Under one sponsorship program, Nissan donates beach rescue vehicles to the Department of Beaches and Harbors for two years and then buys them back for 40 percent of the original cost.
- Jantzen pays \$190,000 for a small logo to appear on lifeguard

tower caution and ordinance signs, and, in the process, funds a program to bring inner-city kids to the beach to teach them how to swim.

- In 1993, 150 trash barrels bearing small advertisements were donated and placed on beaches by local businesses, earning the department \$65,000.

- A private interest built 12 shelters on county bike trails, and guarantees the county \$100,000 annually in advertising revenue. The advertising is sold and the shelters maintained by the third party.

- The department receives preferred pricing on baywatch boats, servicing, parts, and a donation to a safety education program from a boat manufacturer that wants its name associated with the county's beaches.

- GTE donated pay phones that provide 911 service, and guarantees the county \$80,000 per year, or 20 percent of the revenue, whichever is greater.

- In exchange for a small piece of signage on time and temperature boards, a bottled water company donates water chests and bottled water for lifeguards, and guarantees 35 percent of vending machine profits to the county. Under similar agreements, lifeguard uniforms, benches, bike racks, and volleyball nets are donated to the county.

Altogether, Beaches and Harbors generated \$1.4 million through its marketing programs in 1993. And, says Brogan, "We needed those revenues to keep our beaches lifeguarded and clean."

While some of these types of

(below) Dusty Brogan, marketing specialist for Los Angeles County's (Calif.) Department of Beaches and Harbors, shows conference delegate a sample of the personalized toe tags available from the county coroner's office.



agreements may not be replicable in other counties, Brogan encouraged county officials to consider where the basic concepts may apply in their jurisdictions. She said the most important thing to consider when deciding to pursue any alternative revenue project is whether your department has the capacity not only to implement it, but to monitor it continuously. She also warned that relying on product sales for revenue can be dangerous "because it can be hot this year and cold next year."

Spartanburg County (S.C.) Council Member Danny Allen and David Brodsky, Moody's Investor Services, also spoke at the session.

New voter registration laws: easier access for voters, more work for counties

By Susan D. Grubb
staff writer

Starting on Jan. 1 of next year, counties will be required to comply with the National Voter Registration Act (NVRA), otherwise known as the "motor-voter" bill.

Local governments will be greatly affected by the act, which requires accommodations for voter registration at numerous public agencies as well as increased data collection and record keeping.

At Tuesday's workshop titled "What's Expected of Counties Under the New Motor Voter Law?" Brian Hancock, public affairs specialist with the Federal Election Commission (FEC), gave an update on the progress leading up to the implementation date and what coun-



Barry Weinburg, deputy chief, Voting Section, Civil Rights Division, U.S. Department of Justice, explains the implications for counties under the new voter registration laws at Tuesday's workshop, "What's Expected of Counties Under the New Motor-Voter Law?"

ties should expect.

Final rules for the act were published on June 23 and became effective July 25, Hancock said. A draft of the national mail voter registration application form is undergoing final stylistic revisions and editing, he continued, but final forms and booklets should be available by early October from the Government Printing Office.

The registration form will consist of a pair of tear-out applications within an 8 1/2" x 11" booklet of instructions, he explained. (The application card itself will break down to 5" x 8".)

The booklet will contain instructions on how to complete the application, a list of each covered state's eligibility requirements, and the address of the appropriate state election official for forwarding com-

pleted forms.

The application, translated into seven languages, will also be made available separate from the booklet for voter registration drives.

The cost of the materials is still undetermined, he said, since negotiations for printing are still underway.

According to Hancock, the FEC is required to submit a report to Congress no later than June 30 of each odd-numbered year, assessing the impact of the act on the administration of elections for federal office in the preceding two-year period. The report will include recommendations for improvements in federal and state forms, procedures and other matters.

The FEC carefully considered the burden this may create for state and local election officials, he reassured.

Reporting will be conducted as the FEC now conducts reporting for the Voting Accessibility for the Elderly and Handicapped Act, where the chief state election official will compile the appropriate information from local election officials.

Some of the information required for record keeping and reporting purposes includes:

- number of registered voters in the state as of the 1994 general elections (for the first 1995 report only) and a brief narrative description of the state's NVRA implementation

- number of registered voters (active and inactive) in the federal general election prior to most recent federal general election

- number of registered voters in

See VOTER REGISTRATION, page 22

NACo 59th Annual Conference

Endangered Species Act endangers communities

By Susan D. Grubb
staff writer



San Bernardino County (Calif.) Commissioner Marsha Turoci shares her county's experience with the Endangered Species Act at the "Endangered Species or Endangered Communities?" workshop on Tuesday.

Because of the discovery of an endangered fly species, San Bernardino County (Calif.) had to move its hospital, already under construction, six feet, at a cost of \$3 million.

The Mojave ground squirrel, another threatened species, is preventing the county from converting a now-defunct air force base into a job-producing site until accommodations are made for the creature that was last seen there 11 years ago.

"The rationale behind some rules are comical," explained San Bernardino County Commissioner Marsha Turoci at Tuesday's workshop, "Endangered Species or Endangered Communities?" "We tell everyone in our county that we're the endangered species," added Turoci, whose county also is in this midst of a study to purchase land for a habitat for the desert tortoise.

It's infuriating to have rules and regulations established by those who don't live in the affected community, she said. "We need to get angrier and start fighting back, or we'll be on the outside looking in and truly be endangered."

The Endangered Species Act, the subject of the workshop, and Turoci's wrath, is scheduled to be reautho-

riated by Congress next year. caused by the northern spotted owl and old-growth forests, and is in the area affected by President Clinton's forest plan, came equipped with multicolored maps and charts to help the audience understand the situation they face.

There are 5,000 square miles in the county overall, he explains, referring to the first overlay on Map #1. Next overlay: 52 percent of which is owned or administered by the federal government. Next overlay: 284,000 acres of prime timberland are considered "legislative set asides." Next overlay: Key watershed areas will be overseen by a panel. Next overlay: There will be 10 Adaptive Management Areas. The final overlay highlights areas that will be considered "hands-off old-growth timber areas."

Section 4 of Clinton's forest plan gives the federal government enormous control over private land, Robertson explained; the proposed rule covers 620,000 acres.

What do you think happened when citizens heard about it? he asked. "We saw an enormous increase in the amount of timber-cutting permits." There are a lot of people who feel that too much timber is cut, he continued, but when it's their land, it's different.

"People are being compelled to participate in the recovery of a species... by contributing their own per-

sonal assets." This is the next step in the takings issue, he added.

His next set of maps are of the United States. The first has strips of colored tape placed on those areas that are affected by the 1973 Endangered Species Act, which listed 134 species as endangered.

Map #2, now covered with two different colors of tape, portrays the 728 species that have been added to the list since. On Map #3, the state boundaries are barely visible for all the pieces of tape indicating the approximate 7,000 species, including plants, now being considered for the endangered list.

Robertson offered some advice to other counties faced with the issue:

1) Pursue legal remedies when it's appropriate, especially when citizens must be protected. (Douglas County successfully sued the Fish and Wildlife Service for not undertaking an Environmental Impact Study after its decision to protect the northern spotted owl. Fish and Wildlife is appealing the decision.)

2) Energize your state legislature and help them understand that this is a state's rights issue. (The state of Oregon didn't support Douglas County's lawsuit.)

3) Realize that the Endangered Species Act should be changed. "We have to be at the table and help

implement that change."

Implementing the Endangered Species Act is a three-step process: 1) listing of species, 2) designation of habitat, and 3) executing a recovery plan, said Lane County (Ore.) Commissioner Steve Cornacchia, who would prefer a combination of those steps. "A thorough analysis should be completed no later than the listing," and all three steps should be done before the land can be shut down.

Specifically, Cornacchia would like to see the following changes:

1) Determining which species qualify to be on the endangered list should be a scientific process with integrity. Listing decisions shouldn't come from those with a financial interest.

2) Identify weaknesses in data and submit them to a blind peer review by someone who isn't paid to research a particular species.

3) An economic analysis should be done also. Public comment should take place in the communities affected, not in Washington, D.C.

It's the national policy to protect endangered species, he said, but the impact on people must be factored in too. The nation, he added, may need to consider the idea "that some species may be — hold your breath — expendable."

riated by Congress next year.

Local governments have to be clear with federal agencies about the rules they promulgate, added Douglas County (Ore.) Commissioner Doug Robertson. "The ability we have to communicate is essential."

Douglas, whose county has been in the middle of such controversies

Rural development workshop offers homegrown solutions

By Philip Rosenlund
NACo fellow

"Communities in Economic Transition," a rural development workshop, attracted a large number of county officials who heard from James Wiesing, county extension director from Grand Traverse County Mich., and Ross Childs, administrator for Traverse City, about a rural development project that they had been directing in Grand Traverse County.

Wiesing outlined the planning process used in involving the citizens in the project. A strategic plan was developed to help set the long-term goals and steps that are necessary for success of the project. Childs stated that communities are dynamic and will grow or stall if not managed and developed for future growth. The outcome of the strategic plan was to create a community assessment questionnaire and accumulate as much local input as possible. Once this document was completed, collaborative contacts were initiated to help with the team building.

It was shown that the rural areas in many parts of the country are

losing jobs, young people, and have low average wages and less housing than the urban areas. This is a major concern for rural America, said Wiesing.

From the first quarter of 1990 to the first quarter of 1991, rural manufacturing employment fell by 200,000 jobs; a number greater than the total number of rural manufacturing jobs created during the previous 10 years. Only 18 percent of all 3,103 counties are classified as having strong to very strong economic viability.

Small business is the primary business development strategy that is successful in rural areas. More than 80 percent of new jobs are created by small business. Education and technical assistance is available through teams by partnering with national, state and local resources on business plans, marketing feasibility, financing and other related issues.

"Communities in economic transition" will offer several areas that can be developed: value-added agriculture, home-based business, tourism, retail development, small manufacturing, youth entrepreneurship and micro-enterprise development.

One example of such a project is "Our Town," a rural vacationing

marketing system which uses a computerized user-friendly data base of rural vacation attractions and destinations to help communities develop tourism as a new industry in several Western states.

The outcome of these projects has been new businesses created, more

local jobs, increased sales for existing business, new markets entered and new products marketed by existing firms, and more economic diversity among small and rural communities.

It was noted in the discussion that economic development is not a pro-

gram of growth, it is a program of maintenance. Wiesing stated that active rural development programs will decrease many other community problematic symptoms such as poverty, crime, substance abuse, homelessness, loss of farms and other negative impacts.

TESTING from page 19

mit annual summary reports to the FHWA.

Drug testing rules issued by FHWA in November 1988, with later amendments, remain in effect, however, Allen said, the new rules require split urine specimens, so that if the first specimen confirms the presence of illegal substances, the driver has 72 hours to request a second test of the second specimen.

Urine specimens are tested at laboratories certified and monitored by the Department of Health and Human Services for traces of marijuana, cocaine, amphetamines, opiates and phencyclidine (PCP).

The testing rules cover the same drivers and the types of test required are the same: pre-employment, post-accident, reasonable suspicion, random, return-to-duty and follow-up.

Employers are responsible for conducting random, unannounced drug tests, he continued, which must equal at least 50 percent of the safety-sensitive drivers.

As with an alcohol misuse violation, a driver must be removed from safety-sensitive duty if he/she has a positive drug test result.

Employers are required to provide information on alcohol and drug use and treatment resources to safety-sensitive drivers, he said, and all supervisors must attend at least one hour of training on the signs and symptoms of drug abuse.

Approximately 400-500 employees in Clark County, Nev. will be affected by the new regulations, according to Felice Lipkintmis, employee assistance and wellness manager for the county.

County officials will have to meet with union and management officials to rewrite the rules affecting testing, she said, and supervisors and employees will have to be retrained.

One of the most effective deterrents to drug and alcohol violations is training, she advised. When the county's original policy was implemented, she found that more and more employees with abuse problems came out of the woodwork for help before being tested.

"What we really want to do is make sure we're providing a drug-free workplace for the public and our employees."

Asked whether the DOT rules will actually be ready by Jan. 1, Allen replied, "I don't see much changing. ... I do not see a 'black cloud' that will stay these rules."

NACo 59th Annual Conference

Policy deliberations yield a score of new resolutions

Policy deliberations normally dominate the first few days of the Annual Conference, and this year was no exception. Steering committee members and NACo delegates adopted a score of resolutions, many of them on major federal initiatives, such as welfare and health care reform, which will guide the association's legislative activities for the following year. Following are the highlights.

General

Delegates adopted several general resolutions which dealt with sustainable development, lifting investment sanctions against South Africa, and supporting children and family-friendly services and tax policies.

Agriculture and Rural Affairs

Members of the Agriculture and Rural Affairs Steering Committee unanimously approved a resolution establishing NACo's policy on the 1995 farm and rural development legislation.

The statement addresses several issues in the bill that affect the ability of county governments to provide services to their citizens. NACo supports the bill's basic approach, but offers amendments in the following areas: maintenance of farm income, environmental issues, rural development, world trade and food safety.

Community and Economic Development

In a major policy action, the Community and Economic Development Steering Committee passed a resolution urging Congress to fund the HOME Investment Partnerships Program at least at \$1.5 billion in FY95. The resolution also calls for 14 legislative refinements and 17 regulatory refinements.



(l-r) Patsy Kinsey, Mecklenburg County, N.C.; Marsha Osboin, Summit County, Colo.; Olivia Lazor, Mercer County, Pa.; and Hilda Barg, Prince William County, Va. discuss resolutions during the Human Services and Education Steering Committee meeting.

The committee also passed a resolution supporting the conversion of categorical McKinney homeless assistance programs into a block grant with full implementation in FY95 and offering guidelines for local administration of the grants. The resolution also:

- opposes the provision in S. 2281 and H.R. 3838 specifying that HUD should distribute homeless assistance funds through competition when the appropriation for the block grant is less than 50 percent of the authorization level

- calls for local government authority to form consortia as they do under the HOME Investment Part-

nerships Program

- states that the non-federal matching requirement should not exceed 25 percent and recommends one instead of two categories of distress, thereby allowing a complete match waiver for jurisdictions which meet either the poverty rate or per capita income measures of distress, and

- recommends that the administrative fee be capped at 10 percent instead of five percent of a jurisdiction's block grant.

A resolution recommending seven legislative changes and four administrative refinements to the Community Development Block

Grant Program and asking Congress to appropriate a minimum of \$4.6 billion for the program in FY95 was also passed.

The committee also passed a resolution supporting reauthorization of the Economic Development Administration and the Appalachian Regional Commission, and outlining what counties' role in the Competitive Communities Program should be.

Employment

The Clinton Administration's Reemployment Act of 1994 gained support from the Employment Steering Committee. However, the

group's approval is contingent upon the Administration modifying the bill to support changes suggested by NACo, which Labor Department officials have agreed to do. Those changes include:

- One-stop proposal should require states to enter into agreements with localities regarding administration, accountability, fiscal authority and liability.

- States and localities should assure that one-stop centers adhere to four outcomes consisting of: universality, accountability, customer choice and integration.

- Substate grantees should be permitted to select and designate career center operators without a competitive process, and designations shall be for a two-year period with an automatic two-year renewal as long as the center meets federally established performance standards. Centers not meeting performance standards would be subject to redesignation through a competitive procurement system.

The committee also passed a resolution opposing the proposed rescission of \$50 million or any further cuts to the Title IIC program under the Job Training Partnership Act.

Environment, Energy and Land Use

In reaction to recent court decisions that cast a cloud over the ability of local governments to manage the disposal of municipal solid waste, delegates adopted a resolution supporting federal legislation that would:

- dispose of the Commerce Clause barrier to designation by authorizing states and local governments to designate MMSW (but not separated recyclables) to MMSW facilities

See **RESOLUTIONS**, page 23

VOTER REGISTRATION from page 20

most recent federal general election

- number of new valid registrations between the past two federal general elections

- number of registrations that were deleted from registration list between last two federal general elections, and

- number of registration applications received from or generated by different sources, i.e. motor vehicle offices, mail registrations, public assistance offices.

Will all 50 states be ready by January 1? someone in the audience asked. "It's a must-do," Hancock replied. About 28 states have passed implementing legislation, he said, however, some have

been given extensions to Jan. 1, 1996, he pointed out. Other states such as North Dakota are exempt from the law because it has same-day registration.

Asked if there will be backup regulations for counties to follow if state legislatures fail to pass a bill, he said there must be a bill from the state legislature.

"These procedures have to be in place and working by January 1," added Barry Weinburg, deputy chief, Voting Section, Civil Rights Division, U.S. Department of Justice. "It's the states to which the laws are addressed," he continued, however, "it's really on the counties that all this work is going to

impact on."

Some of that extra work will result from the expected increase in minorities registering to vote. As Jan. 1, 1995 approaches, he said, "the expectation is that new [minority] registrations should be rolling in."

A section on purge protections, which will place restrictions on removing names from voter rolls "will require an awful lot of record-keeping and accuracy," he warned. "There's a lot the counties will have to be prepared for."

Several audience members were concerned about the costs to carry out requirements under the act. One delegate from South Dakota, where the legislature is currently debating

on funding, asked how counties should proceed if funding isn't approved in time. Weinburg replied, "I don't know. I hope it gets worked out."

Counties can only lobby the state legislature, another delegate added, but can a county be sued for not having the changes in place by the deadline? Again Weinburg replied, "I don't know."

Anxious about encountering logistical problems with the new mail-in system, another asked how to prevent this.

Weinburg suggested conducting a test mailing of the sample federal form to find out where the mistakes are being made. "The

amount of time and money you spend up front to work out the bugs will save you a lot of money down the road," Hancock added.

County employees will be required to assist those who need help filling out the registration form, said another delegate. How can lawsuits accusing local officials of influencing a registrant be avoided?

The Department of Justice isn't interested in bringing lawsuits against "things that don't matter," said Weinburg. "Our best approach is to get people talking, figuring out the problem."

"You must train your people well," added Hancock. "It'll become routine."

NACo 59th Annual Conference

RESOLUTIONS from page 22

- permit state and local governments to continue to fully implement their long-range, comprehensive solid waste management plans
- allow local governments to control the flow of municipal solid waste, whether generated from residential, commercial, institutional or industrial sources, and
- grandfather existing contracts, state laws, ordinances, franchises, solid waste plans or other legal authority granting waste flow control powers enacted by state or local governments.

In action related to Superfund sites, delegates adopted a resolution, which, among other actions, urges Congress to pass legislation limiting the Superfund liability of any local government which owned or operated any disposal site used primarily for disposing ordinary municipal waste, including both garbage and sewage sludge.

In other action, delegates adopted a resolution that would support legislation or regulations allowing differential groundwater monitoring requirements for small arid landfills. This resolution comes in the wake of a Sierra Club and Natural Resources Defense Council suit against EPA charging that EPA's exemption from groundwater monitoring requirements for small arid landfills exceeded the agency's authority.

A U.S. Court of Appeals voided the exemption, saying that EPA could only grant exemptions based on whether monitoring "was necessary to detect contamination." It could not grant wholesale exemptions to classes of landfills.

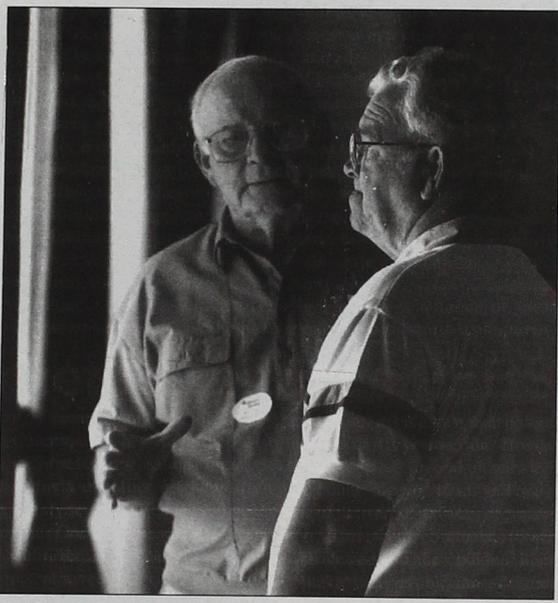
Finally, delegates accepted a resolution opposing an Administration proposal to eliminate the Boating Safety Account in the Wallop/Breaux Trust Fund. The trust fund is used to support state boating and water safety education programs. Many states share trust fund moneys with local governments for recreational boating and water safety programs.

Health

Health Steering Committee members approved several resolutions related to health reform legislation, including:

- support of the eligibility of county inmates and detainees for guaranteed health benefits
- support of federal designation of county mental health and substance abuse programs as essential community providers
- support of county involvement with states in the design and operation of home and community-based care or other long-term care programs, and urging county representation on the Federal/State Commission for Integration of preven-

tion of prevention of



(l-r) Lyle Shields, Champaign County, Ill., and Clyde Linzay, Rapides Parish, La., exchange views at the Agriculture and Rural Affairs Steering Committee meeting.

tive, acute and long-term care

- urging Congress to include in health care reform legislation the creation of the Medicaid Commission, as recommended by President Clinton; urging Congress to charge the Medicaid Commission to give consideration to transferring currently authorized Medicaid funding of services to the Title XX appropriation, while maintaining the flexibility authorized by Title XX; urging that the same "health care inflation" growth rate to be authorized in health care funding be applied to the funding authorized for these expanded Title XX services; and urge that the commission develop mechanisms to assure that these transferred Title XX funds be allocated to counties that deliver these services.

Human Services and Education

Delegates adopted three new resolutions in this area. One advocates the appointment of at least one county elected official to a state's delegation to the 1995 White House Conference on Aging. A second encourages the federal government to make Electronic Benefits Transfer (EBT) available and cost-effective to local governments and advocates the passage of legislation that would permanently exempt government benefit electronic delivery systems from Regulation E of the Electronic Fund Act.

In a major policy statement on welfare reform, delegates adopted a comprehensive series of policy stances, including a reaffirmation of NACo's strong opposition to pro-

posals that would shift costs to county governments, such as entitlement program caps and reductions, and eliminating or reducing immigrants' eligibility for federal programs.

Intergovernmental Relations

A resolution that originated in the Intergovernmental Relations Steering Committee in support of legislation to curb unfunded federal mandates received unanimous support from all 12 steering committees.

It urges Congress to enact the Federal Mandate Accountability and Reform Act (S. 993/H.R. 4771), which will provide state and local governments relief from the burdens of future unfunded federal mandates, but also calls for changes in H.R. 4771 to ensure a separate vote on mandates. The resolution also vows that NACo will continue to work with other state and local public interest groups in urging Congress and the executive branch to support legislative and regulatory reforms to achieve this goal.

Intergovernmental Relations Steering Committee members also approved a resolution requesting House and Senate conferees on the National Competitiveness Act to include the Local Flexibility Act as part of the legislation, and asks that Congress and the president approve the measure.

Justice and Public Safety

In addition to a resolution calling on Congress to pass the Omnibus Crime Bill of 1994, the Justice and

Public Safety Steering Committee passed resolutions opposing a proposed Food and Drug Administration regulation that would make oxygen available only by prescription for emergency care, urging the Federal Communications Commission to exempt correctional facilities from "billed party preference" requirements, and supporting the Cooperative Extension System as an ideal conduit for ongoing education and guidance in re-establishing the social, institutional and economic order during recovery from a disaster.

The committee also passed a resolution supporting Secretary of the Treasury Lloyd Bentsen's proposal to reform the Federal Firearms License (FFL) Regulatory System. That proposal seeks to: provide the Bureau of Alcohol, Tobacco and Firearms with the authority to require firearm dealers to be in compliance with state and local laws and ordinances, revoke licenses immediately upon a felony conviction, require FFLs to report thefts or other losses to their firearms inventories, remove the prohibition on the secretary's authority to request business reports from FFLs, and increase the penalty from a misdemeanor to a felony for willful falsification of records.

Labor and Employee Benefits

The Labor and Employee Benefits Steering Committee passed three resolutions.

The first opposes passage of the Occupational Safety and Health Reform Act, H.R. 1280/S. 575, or any new mandate that imposes additional requirements on state and local governments, unless the cost of implementing those requirements are fully paid for by the federal government; and urges Congress and the Administration to complete a cost-benefit analysis as the basis for determining the impact of Oc-

cupational Safety and Health Reform Administration standards.

The second resolution supports parity in participation requirements between all public and private employers in providing health coverage, ensuring coverage for individuals who retire before they are eligible for Medicare, and retaining the option for employers to offer flexible spending accounts under Section 125 of the Internal Revenue Code.

The committee's final resolution urges the Senate to enact H.R. 2722, or similar legislation, to permanently exempt public safety workers from the Age Discrimination in Employment Act.

Public Lands

One of the more controversial resolutions adopted by delegates at the Annual Conference concerned the use of used oil as a dust suppressant on rural dirt and gravel roads. As originally presented, the resolution simply supported its use as a dust suppressant. However, that resolution was opposed by the Environment, Energy and Land Use Steering Committee. In a last-minute compromise, the resolution was changed to support EPA regulations that would allow states to petition the agency for authority to use used oil if it were found to be environmentally safe.

The steering committee also presented, and delegates subsequently adopted, a broad-ranging resolution on the Bureau of Reclamation Projects.

In part, the resolution urged the Administration and Congress to recognize in its operating policies: all existing statutory and contract commitments and obligations owed to the Western states and continuance of those historic operation policies which have already proven effective in providing a variety of ben-

See RESOLUTIONS, page 24



(l-r) Children's Initiative Task Force Chair Barbara Shipnuck and Taxation and Finance Steering Committee Chair Mary Boyle confer on a joint resolution during the Policy Coordinating Committee meeting on Monday at the Annual Conference.

NACo 59th Annual Conference

RESOLUTIONS from page 23

efits to a large segment of the American population.

Resolutions concerning the need to begin planning for the management of siltation problems at Bureau of Reclamation-managed dams and expressing opposition to the American Heritage Areas Partnership Program Act were also adopted.

Taxation and Finance

A resolution supporting reasonable standards for disclosure practices in the municipal securities market was passed by the Taxation and Finance Steering Committee. The resolution calls for reforms to be targeted at addressing specific market problems in a cost-effective manner without imposing burdensome requirements. It also reiterates NACo's long-standing support for the Government Finance Officers Association's Disclosure Guidelines for State and Local Govern-

ment Securities, which encourage the provision of timely, accurate and complete information to investors in those obligations.

The committee also passed resolutions:

- urging the Securities and Exchange Commission to withdraw Rule G-37 and to work with all market participants to propose workable and equitable reforms in the disclosure and reporting of political contributions

- urging Congress to adopt legislation exempting county treasurers and tax collectors from the provisions of 31 CFR Part 103, so that county tax collection officials can deposit large sums of cash without being singled out by bank tellers for special reporting purposes

- calling for a local government exemption from an increase in postal rates and reaffirming its position calling for a postal rate reduction to

local taxpayers by means of the development of a "not-for-profit" postal rate for local government-mandated mailing services, such as tax notices, voter registration ballots and payments, welfare payments, jury service notices and payments, utility bills, and all other related services, and

- requesting enactment of legislation amending bankruptcy laws to preserve the priority of local tax claims and liens, protect the interests of counties in bankruptcy proceedings, and prevent the application of the automatic stay contained in Section 362 of the Bankruptcy Code of 1978 to all local government revenue sources, such as ad valorem and special assessments, levied after the filing of the bankruptcy petition.

Transportation

NACo delegates adopted 10 resolutions recommended by the Transportation Steering Committee. They involved:

- a major statement on telecommunications policy that urged both the Administration and Congress to enhance the ability of local governments to protect the interests of consumers and taxpayers in the development of high-quality telecommunications services

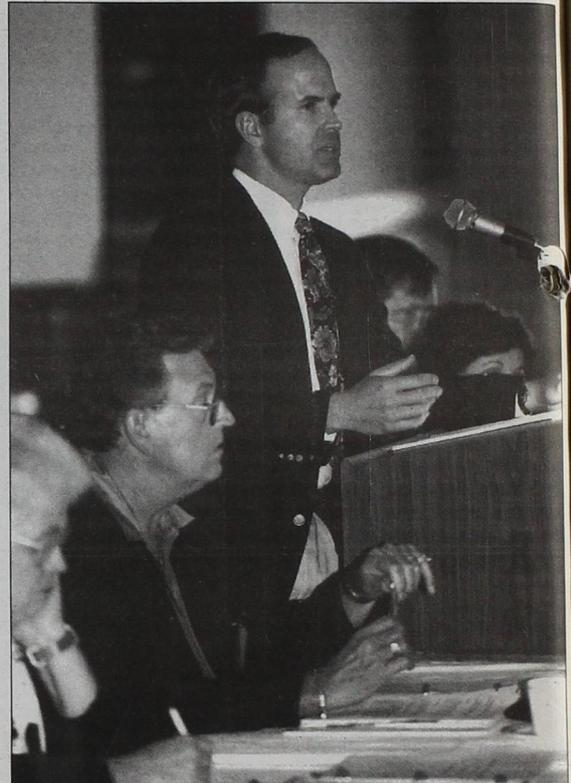
- opposition to any legislative attempts to restrict local government authority over airport rates and charges

- opposition to the Administration's proposed FY95 cuts in transit operating assistance

- support for rescinding the mandated conversion to metrics in the United States for highway-related construction projects and signage

- support for the National Highway System

- opposition to an Intermodal



Randy Lamdin, environmental specialist, EPA Region 8, briefs members of the Environment, Energy and Land Use Steering Committee. Seated left is Joel McTopy, steering committee chair.



Vern Peterson, commissioner, Fergus County, Mont., expresses his views at the Transportation Steering Committee meeting on Monday at the Annual Conference.

Surface Transportation Efficiency Act (ISTEA) provision that mandates the use of crumb rubber in asphalt

- more flexibility for ISTEA funds at the state and local level

- support for the development of a U.S. flag cruise ship industry through the passage of the Passenger Vessel Development Act

- support for the Comprehensive

One-Call Notification Act of 1994, and

- support for federal legislation that would continue the railroad industry's obligation to pay a 2.5 cents fuel tax to the Highway Trust Fund.

(Compiled by Jill Conley and Susan D. Grubb, County News staff writers, and Beverly Schlotterbeck, County News editor.)

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— Jim Bob Moffett, Chairman and CEO, Freeport-McMoRan

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News from the nation's counties

North

ILLINOIS

As part of the Names Project, **COOK COUNTY** Hospital (CCH) dedicated its fourth AIDS memorial panel to The Quilt, an international AIDS memorial that immortalizes the names of those who die of AIDS.

This panel includes 236 former CCH patients who died of the disease between Dec. 15, 1991 and March 18, 1993. Combined with the three previous quilts, the hospital has inducted the names of 945 of its patients.

"These panels and The Quilt as a whole are representative of the countless instances of compassion and caring," said Renslow Sherer, MD, director, CCH/HIV Primary Care Center. "It draws upon a new source of resolve to combat this deadly disease," he added. The Names Project has provided The Quilt with over 26,000 three-by-six-foot fabric panels, each hand-sewn. The names represent 12 percent of the U.S. deaths attributed to AIDS.

The Quilt was founded 1987 in San Francisco, the same year work on CCH's first panel began by a group of AIDS service workers who sewed the names of 175 people onto a panel. The Quilt, which stretches across 11 football fields, was nominated for a Nobel Peace Prize in 1988 and won the Leadership Award from Funders Concerned About AIDS. It bears the names of such greats as tennis superstar, Arthur Ashe; fashion designer, Perry Ellis; and AIDS activist, Ryan White.

NEW JERSEY

Hoping to recover thousands

of dollars worth of overdue books, cassettes, magazines, audio-visual equipment and other items, the **BURLINGTON COUNTY** Library Commission has taken a long-avoided, but necessary big step: It has hired a "library policeman."

Public Resources Recovery, a firm owned and operated by Hugh Tague of Souderton, Pa., will soon be under contract to track down and return missing materials. The firm will receive \$7 for each overdue "record" it resolves by recovering the missing materials.

"You have to give the library and the library commission credit," said Freeholder Martha W. Bark, who oversees the library. "No one likes to go after library patrons who fail to return books. But we're talking about long overdue materials."

"Keep in mind that every library user is also a taxpayer. They paid for the resources, and they need some assurance that they are being maintained," Bark said. "They should be able to walk into one of the branches and know that the material they are looking for is on the shelf or will be back in circulation soon."

The library currently has 5,312 records of missing items valued at nearly \$200,000.

South

FLORIDA

A **SARASOTA COUNTY** employee's suggestion may save dozens of birds from a deadly tangle of fishing line.

Now bins will be placed at boat ramps so that fishermen can discard broken fishing line in them instead of tossing the line in the water. The fishing line collected from the bins

will be recycled.

"Marine patrol officers report that they find many dead birds who have become tangled in fishing line. The birds have drowned or become hung up in trees," said Mike Solum. Solum is an environmental specialist in the Coastal Zone Division of the county's Natural Resources Department.

He received an employee suggestion award in recognition of his work on the project.

The problem is not a small one. Seventy-eight miles of fishing line was collected during one Coastal Clean-Up Day in Florida.

At first, seven bins will be placed at county-operated boat ramps and fishing piers. Later, additional bins may be placed at private marinas which agree to participate. The Recycling Division of the Solid Waste Department is providing the bins, and campers in the summer camp program of the Parks and Recreation Department are painting them.

Volunteers from the Adopt-A-Shore Program, administered by Mote Marine Laboratory, will help collect fishing line from the bins and package it for shipment to a company that recycles fishing line.

VIRGINIA

The U.S. Department of the Army recently presented the **PRINCE WILLIAM COUNTY** Board of Supervisors with the deed for the former Woodbridge Military Housing Facility, which is now the site of the county's Dawson Beach Transitional Housing Program.

Prince William County applied to the federal government to obtain the site under the provisions of the Stewart B. McKinney Homeless Assistance Act of 1988, which mandates that federal agencies make surplus property available to local

governments and non-profit organizations for sheltering and assisting the homeless.

Prince William County's proposal was the first in the nation to win approval.

"Through the use of this former military facility, the county now has an ideal setting to help families end their recurring homelessness and transition into independent living," said Board Chair Kathleen Seefeldt.

The Dawson Beach Transitional Housing Facility includes seven townhouse units and a one-story duplex on a 6.23-acre site. Families may live in the housing for up to two years and receive services including employment and education counseling on-site.

waste management, service delivery as it relates to density and development, emergency services, public health, economic development, parks and open spaces, transit, drainage facilities and control, law enforcement, human services, public utilities, and coordination of land use.

West

CALIFORNIA

As **SACRAMENTO COUNTY** struggles to meet a growing demand for drug and alcohol treatment services within the confines of dwindling resources, County Director of Health and Human Services Robert S. Caulk has launched a new program to change the way assessment services are delivered.

With grants from the Annie E. Casey Foundation and the state of California, social workers and nurses will be trained to provide various levels of assessment, intervention and treatment. Instead of referring clients to long waiting lists, workers will be incorporating these activities into their daily jobs. The effect: Clients already being visited by social workers and nurses receive immediate drug and alcohol services. In turn, this will free up waiting lists and allow clients who require higher levels of treatment immediate placement in appropriate community-based programs.

"We are in the early implementation stages of this pilot," says Dr. Caulk. "However, there is a growing excitement about the potential to significantly reduce the effects of drug and alcohol abuse we see in our caseloads."

Midwest

MINNESOTA

In an effort to improve service delivery through public participation, hundreds of **RAMSEY COUNTY** residents were randomly selected to receive letters and application forms this month, asking them to participate in a strategic planning process for the county.

Citizens will serve on a number of planning committees as part of the process of developing a plan for coordination of service delivery with other units of government. Each planning committee will work on a specific theme as required by the Ramsey County Charter, including the areas of: streets and highways, location and improvement of public buildings, availability and location of public and elderly housing, solid

More news from

GEORGIA — In **COBB COUNTY** (pop. 448,000), a relatively new economic incentives ordinance is being credited with bringing in over \$500 million in maintaining business and industry worth more than \$500 million in just one year.

The Cobb County Economic Incentives Ordinance was adopted in August 1993 and provides businesses that locate in the area, or existing businesses that undergo expansion, with as much as \$50,000 in waivers. The ordinance is set up so that certain types of businesses and industries will be attracted to various parts of the county. Not all incentives are available in all areas of the county.

To be eligible, the county requires that the prospective business offer at least 25 new jobs and a forecast for economic impact on the county of \$500,000 per year.

As a result of the new ordinance, a major retailer and resident of Cobb County, The Home Depot, has announced a five-year plan to expand its current operations. The expansion will include 3,200 new jobs and the building of 1.5 million square feet of office space.

The incentives ordinance was developed by the Cobb Economic Coalition — a group of government and business leaders brought together to promote economic growth.

For more information, contact J. Virgil Moon, director of finance, Cobb County, 100 Cherokee St., Suite 410, Marietta, GA 30090-9610, phone: 404/528-1500.

We invite readers to submit items for "News from the nation's counties."

Mail to us: c/o County News 440 First St., N.W., Washington, DC 20001, or FAX to:

202/393-2630

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Ad Council

Notices . . . notices . . . notices

CONFERENCES

Over the next several months, the **Center for Environmental Research Information (CERI)** will be conducting seminars on various issues, including combined sewer overflows, managing environmental problems and bioremediation of groundwater.

To register, contact Dan Murray, CERI, phone: 513/569-7522, fax: 513/569-7585.

The **National Resource Center on Child Sexual Abuse** is sponsoring a seminar titled "Accountability and Resolution," Sept. 19-23 on the University of Alabama in Huntsville campus.

For more information, contact: Jo Ann Plucker, assistant director, National Resource Center on Child Sexual Abuse, 107 Lincoln St., Huntsville, AL 35801, phone: 205/534-6868.

The **Department of Engineering, University of Wisconsin-Madison/Extension** will host the Seventeenth International Madison Waste Conference in Madison, Wis., Sept. 21-22.

This conference will feature seminars on waste planning, composting and special wastes, leachate collection and liners, and landfill gas. The cost is \$395.

For more information, contact: Engineering Restoration, The Wisconsin Center, 702 Langdon St., Madison, WI 53706, phone: 608/262-1299 or 800/462-0876, fax: 608/265-3448 or 800/442-4214.

"Competing for Customers" is the theme for the 1994 Annual Conference of the **American Public Transit Association (APTA)**. The conference will be held Sept. 25-29 in Boston, Mass.

News, information and features about the latest developments in public transportation will be offered at this conference. The registration fee is \$590.

For more information, contact: American Public Transit Association, 1201 New York Ave., N.W., Washing-

ton, DC 20005, phone: 202/898-4000, fax: 202/898-4070.

AIC Conferences Inc. will sponsor "Financing Real Estate Development Through Public/Private Partnership" in New York City on Sept. 29-30.

The key issues to be discussed include utilizing capital markets, teaming, tax increment financing, and structuring public/private partnerships. The registration fee for the private sector is \$1,295; public sector, \$995.

For more information, contact: Conference Administrator, AIC Conferences, Inc., 50 Broad St., 19th Floor, New York, NY 10004, phone: 212/952-1899 or 800/409-4242, fax: 212/248-7374.

Are you interested in exploring opportunities for improved environmental management, decision making and impact assessment through applications of computer simulation technology?

Then you should attend the "Conference on Environmental Impact Prediction: Simulation for Environmental Decisionmaking," hosted by the **North Carolina Supercomputing Center** in Research Triangle Park, N.C. on Oct. 5-7. The registration fee is \$325.

For registration information, contact: Christine M. Stahl, Meetings, Inc., P.O. Box 18803, Charlotte, NC 28218-8803, phone: 704/366-2427, fax: 704/365-4344.

"Kaleidoscope: Changing Patterns in Volunteerism" is the theme for the **Association of Volunteer Administration (AVA)** 1994 International Conference, Oct. 5-8, in Anaheim Calif. Workshops will focus on the diversity of the volunteer community, volunteer management and resource development.

For registration information, contact AVA at 303/541-0238.

"Access to Capital: Fulfilling the Promise," will be held Oct. 17-18 in Washington, D.C.

The **National Housing Conference** is sponsoring this program on how to

attract needed investment capital to our central cities and how to increase the availability of financing for residential and commercial endeavors for all Americans.

For more information, contact: National Housing Conference, 815 Fifteenth St., N.W., Suite 601, Washington, DC 20005, phone: 202/393-5772, fax: 202/393-5656.

Georgia Tech will present a seminar titled "Creating the Future Downtown" in the following cities: Minneapolis, Minn. (Oct. 17-18); Atlanta, Ga. (Oct. 24-25); and New York, N.Y. (Nov. 3-4).

This course is designed for those who are serious about the revitalization and economic rebirth of their downtowns and to provide you with the tools to immediately jump-start your downtown enhancement effort. The course fee is \$495.

For more information, contact: Georgia Tech Continuing Education-R, P.O. Box 93686, Atlanta, GA 30377, phone: 404/894-2400, fax: 404/894-8925.

"Job Training: New Paths to Employment" is the theme of the Missouri Governor's Conference being held in Lake Ozark, Mo. on Oct. 26-28. This conference is being sponsored by the **Missouri Training & Employment Council** and the **Missouri Governor's Office**.

Several sessions will be offered on school-to-work, welfare-to-work, work-to-work, and quality customer service issues.

For more information, contact: Missouri Training Institute, University of Missouri-Columbia, 11 Middlebush Hall, Columbia, MO 65211, phone: 314/882-2860.

Would you like to rekindle a spirit of hope among educators and members of the community to reclaim our youth?

Then you need to attend the **National Educational Service Conference**. "Breaking the Cycle of Violence" is the theme of this year's conference and it will take place in Chicago Ill. on Oct.

31-Nov. 1. The cost is \$345.

For more information, contact: National Educational Service, 1610 West Third St., P.O. Box 8, Bloomington, IN 47402-0008, phone: 800/733-6786 or 812/336-7700.

The **National Association of Government Communicators** will hold its Annual Communications School, Dec. 3-6 in Alexandria, Va.

This school will offer training for public information professionals in information trends and technologies and help government communicators get information to the public.

To register, contact: Debbie Trocchi, National Association of Government Communicators, 669 S. Washington St., Alexandria, VA 22314, phone: 703/519-3902, fax: 703/519-7732.

The **Florida Emergency Medicine Foundation (FEMF)** will hold its 16th Annual International Disaster Management Conference, titled "Disaster '95," in Kissimmee, Fla., Feb. 24-27, 1995.

To register contact: Disaster '95 Registrar, Florida Emergency Medicine Foundation, 3717 S. Conway Rd., Orlando, FL 32812-7607, phone: 407/281-7396 or 800/766-6335.

PUBLICATIONS

DPRA Environmental Consulting has released a directory titled "The Use of Tires and Glass In Highway Construction."

This directory is available to assist in increasing the use of tires and glass in highway construction by creating a better understanding of the benefits of these products. The cost is \$15 per copy.

For price and ordering information, contact: DPRA Environmental Consulting, E-1500 First National Bank Building, 332 Minnesota St., St. Paul, MN 55101, phone: 612/227-6500, fax: 612/227-5522.

PEER EXCHANGE PROGRAM

The **International City/County Management Association's (ICMA)**

SARA Title III Peer Exchange and Superfund Assistance Programs have been renewed by the EPA.

ICMA's SARA Title III Peer Exchange Program has successfully coordinated over 50 information exchanges between local emergency planning committee members and other local officials involved with emergency planning and community right-to-know issues. The Superfund Assistance Program will focus on community participation, economic development, federal facilities, and environmental justice.

To find out how to get involved, contact: ICMA's Environmental Programs Office, 777 North Capitol St., N.E., Suite 500, Washington, DC 20002-4201, phone: 202/289-4262, fax: 202/962-3500.

AWARDS

The **Public Pension Coordinating Council's 1994 Public Pension Principles Achievement Award** Programs is accepting applications.

This award promotes high professional standards among public employee retirement systems and recognizes systems that adhere to the standards. The deadline for applications is Oct. 31.

For more information, contact: Paul Zorn, award administrator, Public Pension Coordinating Council, P.O. Box 66308, Washington, DC 20035-6308, phone: 703/476-0922 or 202/429-2750.

Applications for the **1995 Presidential Design Awards** are being accepted. This award recognizes excellence in design accomplishments and honors those individuals who have made outstanding contributions to federal design.

Works that have been sponsored, authorized, commissioned, produced or supported by the federal government are eligible and the work must have been completed and in use between June 1, 1984 and June 1, 1994. Deadline for entries is Oct. 31.

For entry form or information, contact: Thomas Grooms, Presidential Design Awards at 202/682-5437.

Job market

CITY MANAGER — SAVANNAH, GA.: Population: 142,683. Historic, colonial community. One of America's first planned cities. Seaport with one of largest historic districts in the nation. Diverse community with an active, involved citizenry. Full-service council/manager City including water and wastewater utilities. Salary negotiable DOQ, plus automobile and excellent fringe benefit program. Present salary \$114,795. One person has held the position since 1970 and is retiring December 31, 1994. \$121M budget. 1896 employees. Reports to nine-member City Council elected two at-large and six by district for four-year, consecutive terms. Mayor directly elected at-large. Requires bachelor's degree in public or busi-

ness administration or related field. A related master's degree preferred. Requires fiscally-conservative, seasoned professional management experience and skills, principally as local government manager or assistant preferred. Private sector experience a plus. Demonstrated experience in managing a large and complex organization, economic development, reducing costs and developing alternative revenue sources, community/neighborhood and environmental needs required. Strong leadership, professional judgement, decision-making public relations and problem-solving skills. Excellent communicator, with open/team management style and proven interpersonal skills. Visionary with effective facilitation and negotiating

skills. Resumes should be sent by September 9, 1994 to James L. Mercer, President, The Mercer Group, Inc., 990 Hammond Drive, Suite 510, Atlanta, GA 30328. IN ACCORDANCE WITH GEORGIA'S OPEN RECORDS LAWS, RESUMES OF FINALISTS ARE SUBJECT TO PUBLIC DISCLOSURE. Equal Opportunity Employer.

COUNTY ADMINISTRATOR — PEORIA COUNTY (PEORIA), ILL.: (Population: 185,000). Competitive pay and benefit package depending on qualifications. Peoria County is located in central Illinois about 165 miles southwest of Chicago. Peoria is an exceptional quality-of-life community. The County government is politically and administratively stable. The County Administrator reports to an eighteen-member County board. The Board is organized into committees. All Commissioners are elected by districts (soon to be) four year staggered terms. The Chairperson is elected by the Board. The County Administrator has responsibility for the administration of the County's financial systems as well as for the preparation

and administration of the county-wide budget. The Administrator has full management responsibility for the organization and operations of the following functions: Nursing Home, Board of Review, Emergency Services and Disaster Agency, Personnel, Facilities, Highways, Assessments, and Zoning and Planning. The 1994 County Budget is about \$45M and there are about 820 County employees and 8 employee bargaining units. Requires demonstrated training and experience needed to successfully perform the job. Prefer Masters Degree in Public Administration and at least 5-years administrative/management experience which clearly prove knowledge and skill in planning and execution of administrative functions, the budgeting and control of revenues and expenditures, the management and leadership of a complex organization comprised of diverse departments and functions, and the provision of quality staff support to an elected or appointed policy making body. Send confidential resume as soon as possible to: Robert E. Slavin, President, Slavin, Nevins & Associates, Inc., 3040 Holcomb Bridge Road, Suite B-1, Norcross, Georgia 30071, phone: 404/449-4656, fax: 404/416-0848. An Equal Opportunity Re-

cruiter/Employer.

COUNTY ENGINEER — HIGHLANDS COUNTY, FLA.: Highlands County is accepting applications for the position of County Engineer. Responsible for planning, direction, and administration of the County's Engineering activities to include: highway design, surveying, public works permitting, water/sewer system design and operation, and aquatic weed control programs. Minimum qualifications include: Graduation from an accredited 4-year institution with a degree in Civil Engineering; 6 years' experience in the field of Public Works Engineering, with a minimum of 3 years in a managerial capacity. Licensed Professional Engineer (P.E.) required. Salary range: \$36,197 - \$52,649 DOQ. Excellent benefits incl. health insurance, retirement, paid vacation, County vehicle. CLOSING DATE: Sept. 30, 1994. Send resumes to Highlands County Board of County Commissioners, Personnel Department, 411 South Eucalyptus Street, Sebring, FL 33870. EEO/VP.

DEPUTY COUNTY MANAGER FOR ADMINISTRATION —

Continued on page 28

Neal R. Peirce's column
will appear in the next issue of
County News.

Job market from page 27

HENRICO COUNTY, VA.: Position #0002, Salary Range: \$65,191-\$111,777. The County of Henrico is #2 in the state and #2 in the nation in fiscal management. It is AAA bonded and operates under the County Manager form of government with a 441 million dollar budget. This position works under the general direction from the County Manager overseeing the areas of Finance, Data Processing, General Services, and Libraries. It requires a Bachelor's Degree in Business, Public Administration or a related field and eight years progressively responsible administrative and managerial experience; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities. Should have held a major top-level leadership position, have strong financial and budgeting background, and have excellent oral and written communication skills. Salary negotiable. Resumes are accepted only with a completed Henrico County application. Deadlines for receipt of a completed Henrico County application is September 30, 1994. Request application from: County of Henrico, Personnel Department, P.O. Box 27032, Richmond, Virginia 23273; (804) 672-4628; 8 a.m.-4:30 p.m.; Monday - Friday. FAX: (804) 672-5287. EOE.

DEPUTY COUNTY MANAGER FOR COMMUNITY OPERATIONS — HENRICO COUNTY, VA.: Position #0014, Salary Range: \$65,191-\$111,777. The County of Henrico is #2 in the state and #2 in the nation in fiscal management. It is AAA bonded and operates under the County Manager form of government with a 441 million dollar budget. This position works under the general direction from the County Manager overseeing the major areas of Public Utilities, Public Works, Recreation, and Real Property. Must have knowledge of engineering principles and practices as relates to assigned areas. Position requires a bachelor's degree in Engineering, Public Administration, Business or a related field and eight years of progressively responsible technical, administrative and managerial experience; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities. Should have held a major top-level leadership position and have excellent oral and written communication skills. Salary negotiable. Resumes are accepted only with a completed Henrico County application. Deadlines for receipt of a completed Henrico County application is September 30, 1994. Request application from: County of Henrico, Personnel Department, P.O. Box 27032, Richmond, Virginia 23272; (804) 672-4628; 8 a.m.-4:30 p.m.; Monday - Friday. FAX: (804) 672-5287. EOE.

DIRECTOR OF COUNTY DEPARTMENT OF ECONOMIC DEVELOPMENT, PROMOTION & PLANNING — SULLIVAN COUNTY, N.Y.: Director of Economic Development, Promotion and Planning for a rural county with a population of 70,000 near the City of New York. Manage and direct staff. Responsible for developing and implementing strategy to attract and retain business. Prepare budgets. Develop grant proposals. Experience: Substantial experience developing and implementing business development programs, administration and supervision of a professional staff, and ability to analyze plans and programs, including financial analysis and loan packaging. Experience with long range comprehensive planning. Ability to work with business, academic and political community. Excellent communication skill. Knowledge of related laws, regulations and funding sources. Proven track record of obtaining grants related to economic development, promotion and planning. Experience with promotion and public relation activities. Qualifications: Graduation from a recognized college or university and possession of a record of paid professional experience of not less than six years, three of which must be in a supervisory capacity. Salary: \$48,500 with good benefit package. Mail resume by October 14, 1994 to: Sullivan County Personnel Office, 100 North Street, P.O. Box 5012, Monticello, New York 12701, or call: (914) 794-3000 ext. 5028 for additional information. EEO/AA Employer. M/F/V/H.

DIRECTOR, PUBLIC HEALTH AND LONG TERM MEDICAL CARE — ST. LOUIS COUNTY, MINN.: St. Louis County is seeking an experienced administrator to lead and direct public health and medical care professionals and support staff in the management of programs and services in its Public Health and Long Term Medical Care Department. This position reports to the County Administrator, and is responsible for overseeing a program and operating budget of \$29 million, and a workforce of 600 + FTEs. Qualifications: Masters Degree in Public Health, Nursing, or Hospital Administration (MBA or MPA with Health Administration acceptable), plus five years executive management experience in not-for-profit or private health agencies. \$64,000 to \$82,000 salary plus excellent benefit package. Inquire at St. Louis County Civil Service/Personnel Department, phone: 218/726-2422, by September 16, 1994. St. Louis County is an Equal Opportunity Employer.

tunity Employer.

DIRECTOR, PUBLIC SERVICES — MANATEE COUNTY, FLA.: Manatee County (population 212,000) on Florida's Gulf Coast is seeking a Director - Public Services Department. Reporting to the County Administrator, manages activities for a department that includes Water/Wastewater, Utility Design, Eco-Systems Management and Project Management. Bachelors degree in Civil, Hydraulic, Sanitary Engineering or related discipline and ten (10) years of related experience in a state, county or local government setting. Candidates must possess a current Florida Professional Engineer Certificate or Professional Engineer Certification from another state with ability to obtain Florida Professional Engineering Certificate within six (6) months of employment. Residency desired within six (6) months of employment. Salary Negotiable DOQ. Apply by: 09/16/94. Manatee County Human Resources, P.O. Box 1000, Bradenton, FL 34206, phone: 813/748-4501 ext. 3520, fax: 813/749-3035. EOE. M/F/H/V.

EXECUTIVE DIRECTOR, JACKSONVILLE CHILDREN'S COMMISSION — JACKSONVILLE, FLA.: Live in sunny Florida and administer a multi-million dollar budget aimed at improving the lives of our children. The job includes development, implementation, monitoring and evaluation of programs funded by the Commission. We are conducting a national search for a performance-oriented individual with ten years experience in planning, social work, or public administration with at least three years involvement in children's advocacy issues. Position requires a minimum of a baccalaureate degree in a relevant field of study from an accredited institution. Salary range: \$60-70,000 commensurate with experience. Send resume and philosophy to: BHR&A, 2426 Phillips Highway, Jacksonville, FL 32207, Attn: M.P. Reid. No applications accepted after October 1, 1994. Equal Opportunity Employer.

RESEARCH ASSOCIATE, COASTAL WATERSHED MAN-

AGEMENT, ENVIRONMENTAL PROGRAMS — NATIONAL ASSOCIATION OF COUNTIES: The National Association of Counties announces an opening for a Research Associate within the Coastal Watershed Management Project. The person in this position will be responsible for a variety of professional and technical work assignments to successfully fulfill the requirements of the U.S. Environmental Protection Agency Cooperative Agreement. Primary duties and responsibilities under the direction of the Environmental Programs Director: provide technical assistance by disseminating EPA literature and documents, and responding to telephone and written inquiries of county officials and state associations of counties about wetlands and watershed issues; coordinate meetings and workshops for the purpose of providing technical information to counties, and exchanging information about implementing programs between counties; prepare articles, reports and fact sheets for publication in County News, County Environmental Reporter and coastal/estuarine management journals or newsletters; develop, record and distribute Public Service Announcements for use by counties located in National Estuary Programs; provide staff and logistical support for the watershed advisory committee, a subgroup of the water quality steering committee, and complete written reports following meetings; work closely with EPA's Office of Wetlands, Oceans and Watersheds (especially the National Estuary Program) and other watershed management organizations; research and summarize experiences and priority issue areas at the county level for use by the National Estuary Program (NEP); coordinate with NACo's Volunteerism Program to establish a volunteerism initiative within NEPs, training local county volunteers; develop and promote financing strategies for local governments working with NEPs; conduct workshops regionally and at NACo conferences for the purposes of technical information transfer; and perform other duties as assigned. Qualifications: Bachelor's Degree plus three years experience or Master's Degree plus one year experience. Degree should be in marine affairs/policy, environmental sciences or public administration. Must possess the following: experience planning workshops and coordinating partner-

ships between organizations; strong decision-making skills; ability to work well in a political environment; excellent oral and written communications skills; ability to meet deadlines and work well under pressure; ability to plan and develop programs; experience working with local governments; knowledge of federal and state estuarine/watershed management programs (experience with the National Estuary Program desired); experience with word processing and desktop publishing software; a team player who is innovative, self-motivated and creative. Supervision Exercised: None. Supervisor: Jerald T. McNeil, Project Director. Salary Range: Salary range has been set according to the Hay chart-profile method of job classification. Incumbent's salary will be determined by candidate's qualifications and experience. Minimum salary: \$28,773/yr. Persons interested in this position should submit a resume and cover letter by August 31, 1994 to: Human Resources Manager - CWM, National Association of Counties, 440 First Street, NW, Washington DC 20001. NACo is an equal opportunity employer and encourages minorities and women to apply. NACo provides a smoke-free work environment.

SENIOR PLANNER (HUMAN SERVICES) — BROWARD COUNTY, FLA.: \$34,971 - \$50,594 per year. Master's degree in urban planning, public or business administration or related field and four (4) years responsible research and/or planning experience in demographic based policy development including experience in a supervisory capacity; or any equivalent combination of training and experience. Official application must be received by the Broward County Personnel Division by 4:00 P.M. on September 9, 1994. Official applications and additional information may be obtained from the Broward County Personnel Center, 115 S. Andrews Ave., Annex B, Ft. Lauderdale, FL 33301. Phone (305) 357-6444. BROWARD COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER AND PROVIDER OF SERVICES (MINORITY/FEMALE/DISABLED/VETERAN).

Job Market - Classified Rate Schedule

Rates: \$5 per line.

(You can figure the approximate cost of an ad by counting the number of characters, including spaces and punctuation marks, in your copy. One line consists of approximately 38 characters. Divide 38 into the number of characters in your ad. The resulting figure will give you the approximate number of lines. Multiply that figure by 5 to figure your approximate cost.)
Display Classified: \$30 per column inch.
Billing: Invoices will be sent after publication.
Mail advertising copy to: Job Market, *County News*, 440 First St., N.W., Washington, DC 20001.
FAX advertising copy to: Job Market, *County News*, 202/393-2630.

Be sure to include billing information along with copy.
For more information, call *County News*, National Association of Counties, 202/942-4256.

Fleet Management Study Proposal Solicited (RFP 94-642)

The Muskegon County Board of Commissioners invites proposals from interested parties for a fleet management study on Muskegon County's vehicles. Muskegon County desires to contract with a consultant experienced in fleet matters to evaluate and assist in major aspects of our vehicle operation and maintenance programs.

Proposal Request forms are available in the Muskegon County Purchasing Department, County Building, 990 Terrace Street, Muskegon, MI 49442. Proposals are due in the Purchasing Department no later than 3:00 P.M., prevailing time, Wednesday, September 21, 1994. No late proposals will be accepted.

The Board reserves the right to accept or reject any or all proposals, reserves all rights granted to it by law, reserves the right to waive formalities, and to take such action as it deems necessary in the best interest of the County of Muskegon. The County of Muskegon operates on an equal opportunity/affirmative action basis in its bidding policy (Title VII of Civil Rights Act of 1964, Equal Opportunity Clause, Executive Order 11246, Chapter 60, Subpart 1, 60-1.4, Revised Order No. 4). Bidding is open to all interested parties, in compliance with national, state and local laws.



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