

County News

National Association of Counties • Washington, D.C.

www.countynews.org

Vol. 33 No. 20 • October 29, 2001

Ridge urges cooperation for security

By BEVERLY SCHLOTTERBECK
EXECUTIVE EDITOR

White House Office of Homeland Security Director Tom Ridge told members of NACo's Homeland Security Task Force that over the next several weeks he will form a State and Local Government Advisory Committee. The committee will be modeled in some respects

after the so-called "Big-7" organization, which includes members from the seven national associations, like NACo, representing state and local governments.

Ridge, who coordinates the domestic terrorism preparedness activities of numerous federal agencies, spent 40 minutes with the task force and heard several presentations from

its members about county needs.

The task force, meeting for the first time, Oct. 26 in Washington, D.C., was formed by NACo President Javier Gonzales, and is intended to provide a link between

counties and the federal agencies charged with domestic security.

In his remarks to Ridge, Gonzales said NACo wants

- a new anti-terrorism block grant to fund local law enforce-

ment and public safety agencies
• \$1.8 billion in funding for the Public Health Threats and Emergencies Act, and

See **HOMELAND** on page 6

House passes Internet moratorium, Senate lags

By RALPH TABOR
ASSOCIATE LEGISLATIVE DIRECTOR

The House last week passed a two-year extension of the moratorium on Internet access taxes and discriminatory taxes on electronic commerce. The current moratorium expired on Oct. 21.

The bill, H.R. 1552, was brought to the House floor under suspension of the rules which allows no amendments, and was approved by voice vote. NACo supported the two-year extension along with most of the other state and local government organizations, retailer groups and technology companies involved in e-commerce.

The Senate also had been expected to vote on the House-passed bill prior to the expiration of the moratorium. However the Senate did not act in time because of the annexation-caused closure of the Capitol. Senate Majority Leader Thomas

Daschle (D-N.D.) is now indicating that any new moratorium should include legislation addressing sales tax concerns.

Sen. Byron Dorgan (D-N.D.) agreed and stated that, "We want to act as soon as possible, but I don't think state legislatures are going amuck and running out to enact new taxes. We have some time."

However, it is not clear that the Senate will have time to act on a sales tax compromise during this session, and it is also not clear whether the House will try to find some other must-pass legislation to attach a moratorium as an amendment.

In the meantime, in an effort to develop compromise legislation that could have broader appeal, Sen. Michael Enzi (R-Wyo.) sponsored a revised sales tax simplification and

See **MORATORIUM** on page 4



Photo by Tom Goodman

(l-r) Before he addresses NACo's Homeland Security Task Force, Gov. Tom Ridge, director of the White House Office of Homeland Security, spends a few moments with Doug Hill, executive director, County Commissioners Association of Pennsylvania, Commissioner James Cadue, Monroe County, Pa.; Larry Naake, NACo executive director; and Commissioner Javier Gonzales, Santa Fe County, N.M. and NACo president.

Labor, Health, Education, Human Services funding bills move forward

With unusual speed, the House of Representatives and Senate moved their versions of the FY02 Labor, Health and Human Services, and Education Appropriations bills to near completion. The House adopted its version, and the Senate Appropriations Committee sent its bill to the full Senate for a vote. Normally, this bill is the last appropriations bill considered and is often wrapped up in a larger omnibus appropriations bill. But the emerging concerns around bio-terrorism and the faltering economy motivated members to move

this appropriations bill forward.

The respective subcommittee chairs in each chamber made note of this. Sen. Tom Harkin (D-Ind.) said "Our nation's health and the strength of our tomorrow are shaped by the critical health, education and labor investments made by this bill." And Rep. Ralph Regula (R-Ohio) said, "The bill is balanced and bi-partisan ... we have also made efforts to strengthen our nation's defenses in the area of bio-terrorism. The safety of our people is of utmost importance, and we have made it a high priority in the bill."

Labor Funding

On the Labor front, the House and Senate committees adopted similar proposals. Both would provide about \$1.5 billion for dislocated worker services, about \$950 million for adult services, and about \$1.35 billion for youth programs (excluding Job Corps). The House and Senate recommendations would bring Workforce Investment Act funds back to pre-rescission levels, and \$500 million above the level first

See **BILLS** on page 3

County News

Quik Takes

Lowest per capita state taxes

South Dakota	\$1,228
Texas	\$1,315
Tennessee	\$1,360
New Hampshire	\$1,372

2001 Census Press Release (July 27)

Guest → Editorial

Below is an article, provided by the FORSCOM PAO (U.S. Forces Command Public Affairs Offices) that tells the story of the American spirit as seen in the eyes of a reporter in Romania.

An Ode to America

Why are Americans so united? They don't resemble one another even if you paint them! They speak all the languages of the world and form an astonishing mixture of civilizations. Some of them are nearly extinct, others are incompatible with one another, and in matters of religious beliefs, not even God can count how many they are.

Still, the American tragedy turned three hundred million people into a hand put on the heart. Nobody rushed to accuse the White House, the army, the secret services that they are only a bunch of losers. Nobody rushed to empty their bank accounts. Nobody rushed on the streets nearby to gape about.

The Americans volunteered to donate blood and to give a helping hand. After the first moments of panic, they raised the flag on the smoking ruins, putting on T-shirts, caps and ties in the colors of the national flag. They placed flags on buildings and cars as if in every place and on every car a minister or the president was passing. On every occasion they started singing their traditional song: "God Bless America."

Silent as a rock, I watched the charity concert broadcast on Saturday once, twice, three times, on different TV channels. There were Clint Eastwood, Willie Nelson, Robert de Niro, Julia Roberts, Cassius Clay, Jack Nicholson, Bruce Springsteen, Sylvester Stallone, James Wood, and many others whom no film or producers could ever bring together. The American's solidarity spirit turned them into a choir. Actually, choir is not the word. What you could hear was the heavy artillery of the American soul.

What neither George W. Bush, nor Bill Clinton, nor Colin Powell could say without facing the risk of stumbling over words and sounds, was being heard in a great and unmistakable way in this charity concert. I don't know how it happened that all this obsessive singing of America didn't sound croaky, nationalist, or ostentatious! It made you green with envy because you weren't able to sing for your country without running the risk of being considered chauvinist, ridiculous, or suspected of who-knows-what mean interests.

I watched the live broadcast and the rerun of its rerun for hours listening to the story of the guy who went down one hundred floors with a woman in a wheelchair without knowing who she was, or of the Californian hockey player, who fought with the terrorists and prevented the plane from hitting a target that would have killed other hundreds or thousands of people. How on earth were they able to bow before a fellow human?

Imperceptibly, with every word and musical note, the memory of some turned into a modern myth of tragic heroes. And with every phone call, millions and millions of dollars were put in a collection aimed at rewarding not a man or a family, but a spirit, which nothing can buy.

What on earth can unite the Americans in such a way? Their land? Their galloping history? Their economic power? Money? I tried for hours to find an answer, humming songs and murmuring phrases, which risk of sounding like commonplaces. I thought things over, but I reached only one conclusion.

Only freedom can work such miracles!

House Republican bill expands safety-net for displaced workers

By NEIL BOMBERG
ASSOCIATE LEGISLATIVE DIRECTOR

A bill to expand the safety net for displaced workers was introduced by House Education and the Workforce Committee Chairman John Boehner (R-Ohio), and Reps. Sam Johnson (R-Texas) and Howard "Buck" McKeon (R-Calif.). The bill — dubbed the "Back to Work Act" (HR 3112) — would authorize \$3 billion in special National Emergency Grants (NEGs) to states to help displaced workers maintain their health care coverage, supplement their income and receive job training. If adopted, the bill would authorize President George W. Bush's plan to expand the federal "safety-net" for workers displaced in the wake of the Sept. 11 attacks on New York and Washington.

According to Boehner, the bill would permit states experiencing "a major plant closure, mass or multiple layoffs, or dislocations" to apply for NEGs. These grants would be awarded "if the governor of a state certifies that the terrorist act of Sept. 11 contributed importantly to the closure, layoffs or dislocations." States that receive the grants could use the funds to:

- pay up to 75 percent of health care premiums covered by COBRA for up to 10 months after the worker is laid off

- provide additional weeks of income support for individuals who have used up their unemployment compensation or individuals who are ineligible for unemployment compensation but are able to show that they were working, and

- provide a full array of job search and training services, including customized training, placement assistance, and relocation expenses.

"We think this is a good start. We think the president's proposal to set aside \$3 billion for displaced workers is the right approach," said Deborah Sims, chair of NACo's Labor and Employment Steering Committee and Cook County, Ill. commissioner.

"But we think that some of these funds should be distributed by formula to local areas. States should take care of the medical insurance and unemployment payments through their unemployment insurance programs. Job training and job search assistance should be provided locally through the existing one-stop system."

In testimony before the committee, Secretary of Labor Elaine Chao praised the bill as an appropriate response to the current economic crisis. She noted that programs for dislocated workers exist and that programs are operating in an effective manner.

"The Workforce Investment Act

system is a very flexible and vigorous system ... that we want to 'turbocharge' with an additional \$3 billion for National Emergency Grants," she said. Chao also praised the one-stop offices operated locally and supported by local workforce investment boards, calling them the nation's "reemployment offices."

"This is a system that is up and running and can do the job," said Chao.

National Emergency Grants are grants that go to governors and local areas to address mass layoffs within specific industries. What they do not do is address the problems faced by individuals who are laid off from smaller businesses or self-employed individuals who find themselves out of work.

For this reason, NACo is asking Congress to consider giving a significant portion of the funds to local workforce investment areas through formula funding. "We think that at least a third of the funds should be available to local areas through formula funding. These funds would be made available to one-stop centers to provide direct job training and job search services to displaced workers," concluded Sims.

The Senate is also considering providing assistance to displaced workers though no formal proposal has been developed.

FY02 PILT Appropriation reaches milestone

By PAUL V. BEDDOE
ASSOCIATE LEGISLATIVE DIRECTOR

On Oct. 19, with little fanfare, Congress sent the FY02 Interior and Related Agencies appropriation bill to President George W. Bush for his signature. Included in the \$18.7 billion dollar measure is a record \$210 million for the Payment in Lieu of Taxes (PILT) program, the top funding priority for NACo's Public Lands Steering Committee and Western Interstate Region.

"I'm glad Congress remembered the federal government's responsibility to counties containing federally managed land," said WIR President George Enneking (Commissioner, Idaho County, Idaho). "Even though the program isn't fully funded, we're moving in the right direction."

Full funding for PILT would be just over \$327 million, under the formula laid out in the PILT Act.

This is the highest PILT appropriation ever — \$10 million more than last year's record high. The final sum represented a 50-50 compromise between the \$220 million appropriated by the Senate and the House amount of \$200 million.

"This is great news," said Joe Skeen (R-N.M.), chairman of the House subcommittee that sets spending levels for PILT. "This money replaces funds lost because the federal government pays no taxes to local entities. The \$210 million will go a long way toward making up this loss and will mean a great deal to those folks." Skeen added that local governments support the federal government in many ways and should not have to bear the additional burden of having to replace lost property tax value.

PILT payments, which are administered by the Department of the Interior's Bureau of Land Man-

agement (BLM), help fund vital community services, such as firefighting and police protection, and construction of hospitals and public schools.

During the conference process, Sen. Conrad Burns (R-Mont.), urged his fellow conferees for an amount closer to the Senate's funding level. "As a former county commissioner, I understand the importance of PILT funding for the upkeep of our roads, schools and infrastructure," Burns said. "I have used my position as ranking member of the Interior Subcommittee to secure these PILT payments for Montana, and I will continue working with Sen. Byrd (D-W.V.), [Chairman, Senate Appropriations Committee] to see that these increases are preserved and built upon."

NACo continues to support the effort to secure full funding for PILT on a permanent or ongoing basis.

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, fax or e-mail to: County News, NACo, 440 First St., N.W., Washington, DC 20001-2080; (202)393-2630; cnews@naco.org.

NACo fall conference invests in people ... invests in the future

The National Association of Counties will hold its 30th Annual *Workforce Development and Human Services Conference* in Broward County (Fort Lauderdale), Fla., Nov. 7-10.

The theme of this year's conference is *Investing in People... Investing in the Future*. Sessions will focus on ways counties can provide their citizens — from the youngest to the oldest — with the services they need to meet the challenges of the future.

Nationally noted demographer, Harold "Bud" Hodgkinson, director, Center for Demographic Policy in Washington, D.C., will kick off the conference with an in-depth look at how the nation's changing demographics will directly affect the way



counties deliver workforce development and human services programs in the years ahead. Other keynote speakers include National Public Radio commentator, Juan Williams, who will discuss the needs of at-risk children.

The conference will include more

than 25 workshop sessions highlighting how counties have successfully dealt with such issues relating to workforce development, welfare reform, adult protective services, aging services, child protective services and child welfare. Specific sessions will include:

- Will amendments to the Workforce Investment Act really happen?
- What does reauthorization of TANF really mean for counties?
- leadership for high performance
- attracting and retaining county workers
- appointing the best workforce investment boards
- meeting the needs of an aging population, and
- providing access to health care for the working poor

This year's conference is being held at the Fort Lauderdale Wyndham Bonaventure Hotel. The hotel has two 18-hole PGA-managed golf courses, an award-winning spa and is close to deep-sea fishing, airboating, jai-alai and the famous Sawgrass Mills outlet mall.

(For more information, see Registration Forum on p. 16, or visit NACo's Web site: www.naco.org/events/work/index.cfm)

BILLS from page 1

requested by the president as part of his FY02 proposal.

Health funding

Health programs generally fared well in both the House and Senate committee bills, with the House bill being a little more generous on average. The Community Health Centers received increases in both bills, as did the Centers for Disease Control, the National Health Service Corps, Ryan White CARE Act, many Substance Abuse and Mental Health Services Administration programs (although more generous in the House bill), and the Maternal and Child Health Block Grant.

The major difference between the two is in the House, which funded the Community Access Program (CAP) at \$120 million for FY02, with \$15 million set aside for state grants. The Senate bill provides \$15 million for state grants only and does not provide funds for community CAP grants.

Meanwhile, the Senate Health, Education, Labor and Pensions Committee suggested a funding level of \$125 million when it recommended legislation to authorize the program back on Aug. 1. Last year the program received \$125 million.

NACo strongly supports funding for this program, which provides grants to communities to develop integrated systems of care for the uninsured and underinsured. NACo continues to lobby to support funding of this program which had been targeted for elimination in President George W. Bush's budget.

Funding for CAP will ultimately be determined in the conference com-

mittee negotiations between the House and the Senate.

In the meantime, NACo is advising its members to contact their senators and representatives and urge them to support funding for CAP at least at the level in the House bill.

Human services

Overall, human services programs did quite well. The House, for example, voted to fund Title XX, the Social Services Block Grant (SSBG), at \$1.7 billion. The House Appropriations committee also restored the authority to transfer 10 percent of the Temporary Assistance for Needy Families Block Grant (TANF) to SSBG.

The Senate Appropriations Committee voted to fund SSBG at the same level as the House, but only increased the TANF transfer authority to 6.9 percent.

The Senate Appropriations Committee voted to fund Head Start at \$6.6 billion, an increase of \$400 million over last year while the House voted for \$6.48 billion, an increase of nearly \$300 million over last year. The House voted to fund the Older Americans Act at \$440 million, while the Senate Appropriations Committee voted to fund the program at \$450 million, an \$80 million increase over last year's funding.

Once the Senate acts on its version of the Labor, Health and Human Services, and Education Appropriations bill, the House and Senate will conference and produce a final version of the bill that is likely to be adopted and go into effect by mid-November.

(This article was compiled by Neil Bomberg, Sally McElroy and Marilina Sanz, associate legislative directors.)

Best ITS International Practices Workshop

Scheduled for November 29
in Austin, Texas

The ITS (intelligent transportation systems) Best Practices Workshop will focus on the electronic real-time traveler information components as examples of Intelligent Transport Systems.

This inter-disciplinary workshop is designed to be of interest to all mobility managers and decision makers who are involved or expect to get involved in traveler information systems and regional ITS applications.

The workshop will take place at the Austin (Texas) Omni Hotel on Nov. 29 and 30. The workshop places special emphasis on ITS traveler information experience and planning in the U.S. and Europe.

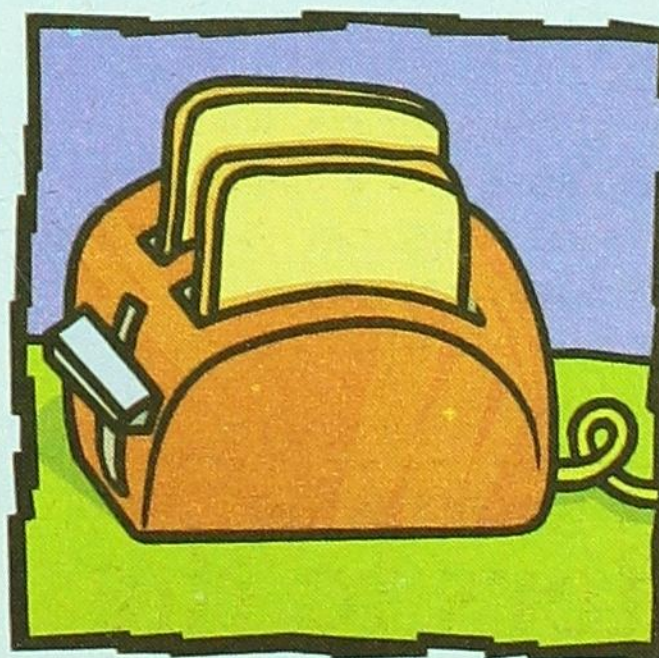
Transit operators and planners, regional and municipal transportation officials, traffic engineers and ITS systems integrators as well as consultants and suppliers of components are expected to attend. The registration fee of \$75 includes lunch, refreshments, a continental breakfast and a reception. Space is limited.

Organized by the American Public Transportation Association (APTA), with the support of the Federal Transit Administration, this is the sixth in an ongoing series of workshops featuring current topics in ITS implementation and best practices from here and abroad.

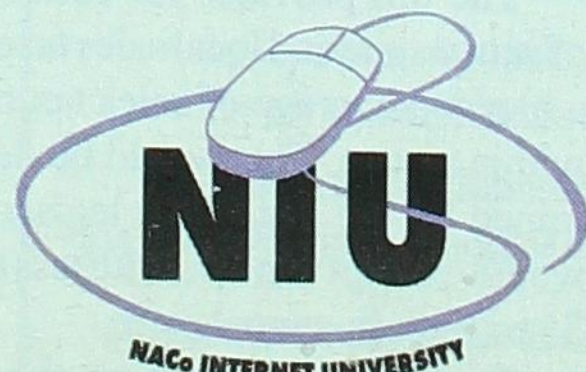
Online registration is available on the APTA web site, www.apta.com. A block of rooms has been reserved for the workshop at the Omni Austin Hotel. When making your reservations directly with the hotel (Tel: (512) 476-3700), please refer to the ITS workshop to qualify for the special rate of \$139 single/double.

County training? Try the next best thing since sliced bread! NACo Internet University (NIU)

- Hundreds of IT Library courses
- Hundreds of Professional Skill Development Library courses
- No travelling and no lost time
- Earn college credits and CEUs



- Lowest possible library access fees
- On-line mentoring for IT courses
- Reports available to managers
- Courses available for all skill levels
- Accessible 24 Hours, seven days a week



www.nacoiu.org

eLearning Solutions to County Problems.™

Contact education@naco.org to get started with your training program today!

PROFILES

in service...

Steve A. Perez



**Kern County, Calif.
Supervisor**

**NACo Board
of Directors**

Number of years active in NACo: Seven years

Years in Public Office: Seven years

Occupation: Kern County Supervisor (elected official)

Education: High school and six years of college, no degree

The hardest thing I've ever done: Notify a family member of the death of their son.

Three people (living or dead) I'd invite to dinner: Dale Earnhart, Abe Lincoln and Becky Perez (my wife).

A dream I have is to: Be remembered.

You'd be surprised to learn that I: Am a journeyman electrician and love to cook.

The most adventurous thing I've ever done is: Lead an economic delegation to Taiwan for nine days.

My favorite sport is: Golf.

I'm most proud of: My family.

Every morning I read: The local newspaper.

My favorite meal is: Mexican food.

My pet peeve is: People that can't or will not make a decision.

My motto is: Just do it! (stolen)

The last book I read was: *The Testament*, by John Grisham.

My favorite movie is: *Grapes of Wrath*.

My favorite music is: Country.

My favorite president is: Abraham Lincoln.

New post-terrorism mental health bill supported by NACo

By SALLY McELROY
ASSOCIATE LEGISLATIVE DIRECTOR

In response to the continuing mental health "fallout" experienced by many people across the country due to the Sept. 11 attacks, the Senate is moving on a new bill to specifically address mental health care, diagnosis and treatment in the wake of a disaster.

On Oct. 16, the Senate Health, Education, Labor, and Pensions (HELP) Committee unanimously approved an unnumbered draft bill that would provide grants to school systems, and to state and local entities to address mental health needs of those affected by the Sept. 11 attacks and any future disasters or act of terrorism. Specific funding levels for the grants have not been outlined in the bill.

The grant program for state and local public entities is designed to be used to locate individuals in need of mental health services as a result of the attacks, to provide treatment, including medication if necessary, and to develop programs to respond to mental health needs arising from a disaster.

MORATORIUM

from page 1

Internet access tax bill (H.R. 1567). Cosponsors include Sens. Dorgan, Kay Bailey Hutchison (R-Texas), John Kerry (D-Mass.), Craig Thomas (R-Wyo.), Bob Graham (D-Fla.), George Voinovich (R-Ohio) and Tim Hutchinson (R-Ark.). The bill was introduced Oct. 18.

The Enzi legislation would ban Internet access taxes permanently in states that do not have such taxes in place already. It would extend the ban on discriminatory taxes on electronic commerce through the end of 2005.

S. 1567 would provide authority to require retailers to collect out-of-state sales taxes for those states that simplified their taxes. The list of simplifications is similar to proposals being developed by 30 states under the Streamlined Sales Tax Project.

The bill provides for collection of actual state and local sales taxes or a blended average of sales tax rates within a state. This would be determined by the state. The legislation would exempt vendors with less than \$5 million in annual sales.

To gain more support, the bill further clarifies and defines Internet access services and telecommunication services.

Requirements outlined for grant proposals include:

- a coordinated response program among public and private providers
- a designated lead coordinator, a crisis counseling program
- a public information program, an available supply of appropriately trained mental health professionals
- provisions for special populations, and appropriate case finding, and
- management mechanisms.

School system grants would be used to develop programs that respond to the mental health needs of school children. The school system plans would have to include the following elements:

- a lead coordinator
- appropriate training for school personnel regarding how to talk to students about disasters
- partnerships with mental health professionals and service systems
- a communication program for parents
- a program to identify students in need, and
- an allowance of local private schools to participate in the program.

School systems would also be required to coordinate their response programs with existing public and private programs.

In addition, grants could be

awarded to states to provide assistance to local educational agencies that would not otherwise apply. The federal government would distribute comprehensive information and education programs to assist school systems in developing appropriate materials and programs for responding to the mental health needs associated with students in disasters.

Finally, in recognizing that disasters and other traumatic events have a significant impact on mental health, the bill promotes scientific research on the mental health effects of the Sept. 11 attack.

Provisions are included to provide support for programs developed by public and nonprofit entities to focus on the behavioral and biologic aspects of psychological trauma for both children and adults and to develop evidence-based treatments for psychiatric disorders resulting from witnessing or experiencing a traumatic event.

Other provisions in the legislation focus on increased training of mental health providers and the creation of a national information clearinghouse to compile and disseminate information on mental health needs associated with a disaster.

NACo supports this legislation and joined with other interested groups in expressing support to the HELP Committee.

County News

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

President: **Javier Gonzales**
Publisher: **Larry Naake**
Public Affairs Director: **Tom Goodman**
Executive Editor: **Beverly Anne Schlotterbeck**
Senior Staff Writer: **M. Mindy Moretti**
Graphic Artist: **Jack Hernandez**
Editorial Assistant: **Stacey Kennedy**

Advertising Staff:
Beverly Schlotterbeck, national accounts representative
Stacey Kennedy, Job Markets/Classifieds
(202) 393-6226 • FAX 202/393-2630

Published biweekly except January and August by:
National Association of Counties Research Foundation, Inc.
440 First Street, N.W.
Washington, D.C. 20001

202-393-6226 FAX 202-393-2630

E-mail: cnews@naco.org

Online address: www.countynews.org

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

Mail subscriptions are \$90 per year for non-members. \$60 per year for non-members purchasing multiple copies. Educational institution rate, \$45 per year. Member county supplemental subscriptions are \$20 each. Send payment with order and address changes to NACo, 440 First St. N.W., Washington, D.C. 20001.

POSTMASTER: send address changes to *County News*, 440 First St. N.W., Washington, D.C. 20001
(USPS 704-620) • (ISSN: 0744-9798)
©National Association of Counties Research Foundation, Inc.

Report looks at how local agencies can improve children's services

A new report from The Urban Institute's Assessing the New Federalism Project, *Welfare Reform and Opportunities for Collaboration Between Welfare and Child Welfare Agencies*, looks at what city and county agencies are doing to improve services to vulnerable children. Among the findings:

- While collaboration has been a problem with TANF in general, it is especially important to link the welfare and child welfare agencies. There is significant overlap in the clients. These clients are among the most vulnerable and high risk population.
- Kinship caregivers are one of the "overlap" populations who can

most benefit from collaboration between the welfare agency and the child welfare agency. Kinship families often experience hardships caring for an additional child. Child welfare agencies are not always equipped to meet those needs, but the welfare agency may be. The welfare agency can provide financial assistance and link families to food stamps and Medicaid. Data from the National Survey of America's Families suggest that such collaboration may be occurring.

- The report documents three types of collaborative efforts: casework practice (collaborative efforts on the front line); program develop-

ment (joint efforts to create new programs and services); and organizational infrastructure (extent to which the system supports collaborative casework and programs).

- Factors that help or hinder collaborative efforts include: agency history and politics; leadership and policy direction; resource availability; information systems; co-location of workers from both agencies in a single office; staffing and workload; confidentiality; and palatable payoffs.

(You can download the report at <http://newfederalism.urban.org/pdf/occa53.pdf>.)

NACo explains county revenue

NACo, in a joint venture with the Carl Vinson Institute of Government, University of Georgia, recently published, *County Fiscal Capacity, County Revenues, A Survey of Authority and Practice*.

Ever wondered how other governments structured their revenue capacities? Or why a neighboring government has made "good" with guys at the state capital? A look at this report might help!

Through the years, counties struggled with ways to increase revenues for their communities while adhering to state laws that define specific types of activities and outline revenue sources that are permitted. In addition to balancing those two items, many counties are dealing with mandates handed down from the federal government through the

states in an effort to transfer more responsibilities to local government.

This publication provides some insight and answers to questions that arise as counties develop, revise and update their fiscal capacity. This report is part of an ongoing effort by NACo to conduct research about the form, function and finances of county government. The report presents the findings of a review of state revenue laws for counties and a survey of county revenue practices.

This is the result of the first part of a two-year study of county revenue capacity. It examines, for fiscal year 1999, the revenue-raising options available to counties under state law and the revenue practices of a representative sample of counties. The study specifically examines the current revenue-raising authority and

practice of counties and then compares the results with a review of applicable state laws from all 50 states — to learn the extent to which counties utilize the revenue options available to them under state law.

(For more information on this publication, contact Jacqueline Byers, NACo director of research, at (202) 393.6226 or jbyers@naco.org.)

(To order this publication, contact Stacey Kennedy at (202) 942-4256 or e-mail skennedy@naco.org.)

Publication looks at nation's local public health infrastructure

The National Association of County and City Health Officials (NACCHO), in cooperation with The Robert Wood Johnson Foundation, is proud to announce the release of its latest publication. *Local Public Health Agency Infrastructure: A Chartbook* provides an extensive look at the infrastructure of our nation's local public health agencies.

It includes over 60 figures and tables on:

- programs and services
- workforce
- partnerships and collaboration
- community health assessment, and
- general characteristics of LPHAs (local public health agencies).

The *Chartbook* can be used in many ways: to compare a health department to the nationwide picture, to educate others about local public health agencies, to learn what local public health agencies feel are their strengths and challenges, and to help develop programs and policy for the community.

As the national association representing local public health agencies nationwide, NACCHO has a profound interest in assuring that local public health agencies have the ca-

capacity, infrastructure, and information needed to help strengthen and improve the health of communities. NACCHO's research on infrastructure is one of the few national sources of data on local public health practice, according to Thomas L. Milne, NACCHO executive director.

Patrick Libbey, NACCHO president and Health Director of Thurston County, Wash. Public Health and Social Services Department says, "Recent events have brought to the nation's attention what public health officials have said for several years. The infrastructure of public health needs to be strengthened." The results of this study will help make programmatic and policy decisions. It identifies some of the critical areas of need, such as workforce development and funding, as well as identifies the strengths of public health.

(If you are interested in ordering the *Chartbook*, please contact Anjum Hajat at NACCHO, (202) 783-5550 x253 or ahajat@naccho.org. The cost is \$30 per book for those organizations and individuals who are not members of NACCHO and \$15 for active NACCHO members. You can also download it from the web at www.naccho.org for free.)

Attend a free, national symposium... without leaving your desk

Community Response to the Threat of Terrorism November 13-19, 2001

This all-electronic program will be held in the Symposium Center at www.riskinstitute.org. It will focus on what small- and medium-size communities can do to prepare for and cope with the threat of terrorism.

- Read five thought-provoking papers that will look at law enforcement, public works, biological and chemical terrorism, emergency services, and cyberterrorism.
- Connect, discuss the issues, and share ideas with colleagues and officials from across the country in an open forum.
- Sign up now at www.riskinstitute.org and we'll send you each day's presentation via e-mail. There is no charge for this service.

Co-sponsored by the National League of Cities, National Association of Counties, International City/County Management Association, and International Association of Emergency Managers.

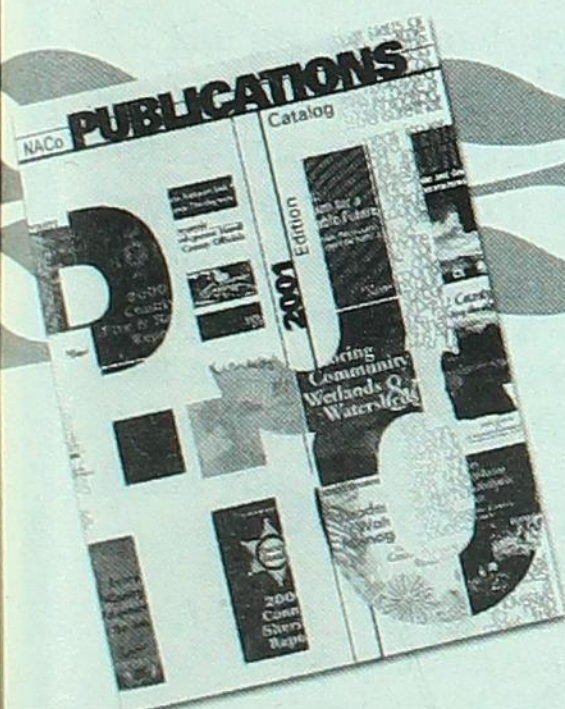
Community Response to the Threat of Terrorism is presented as a public service of the Public Entity Risk Institute, which provides information, training support, and grant funding to improve local government risk management.

11350 Random Hills Rd., Suite 210
Fairfax, VA 22030



703.352.1846
www.riskinstitute.org

The 2001 Edition NACo Publications Catalog



Information
at your
fingertips...

For a FREE copy of the 2001 NACo Publications Catalog, contact Stacey Kennedy at (202) 942-4256. The catalog is also available online at www.naco.org.

Mineta urges support for House airport security bill

HOMELAND from page 1

• the immediate passage of an airport security bill.

Secretary of Transportation Norman Mineta also addressed the 42-member task force, reporting on the security effort to-date for the nation's airports and other transportation infrastructure.

He especially urged NACo to support the current Airport Security bill that's in the House (H.R. 3150), saying it gives the president more flexibility in deciding whether to use contract or federal employees to provide security.

He also said the bill would establish a new transportation security agency within the Transportation Department that would embrace all transportation modes from ports to pipelines.

In addition to Ridge and Mineta, other top federal officials and experts in emergency preparedness briefed task force members. They included Michael Brown, deputy director and general counsel, Federal Emergency Management Agency; Larry D. Thompson, deputy attorney general, U. S. Department of Justice; and Ruben Barrales, director of

the White House Office of Intergovernmental Affairs.

Speaking on emergency preparedness issues were Patrick Libbey, president, National Association of County and City Health Officials; Chief Robert Full, Department of Emergency Services, Allegheny County, Pa.; Trina R. Hembree, executive director, National Emergency Management Association (NEMA) and Elizabeth B. Armstrong, executive director, International Association of Emergency Managers (IAEM).

The emotional highlight of the meeting came during presentations by Capt. Mark Penn, deputy coordinator, Emergency Services, Arlington County, Va. and Assistant Fire Chief James Short on the county's emergency response to the attack on the Pentagon. Both men stressed the importance of preparation, mutual aid agreements, coordination and a unified command structure when faced with a major disaster.

In conjunction with the meeting, NACo released the results of a recent survey on county emergency preparedness. Overall, the survey showed that major urban counties

are well prepared to respond to domestic terrorism. All counties with a population greater than 1 million had terrorist response plans prior to Sept. 11. Eighty percent of those counties also have specific plans to deal with chemical warfare.

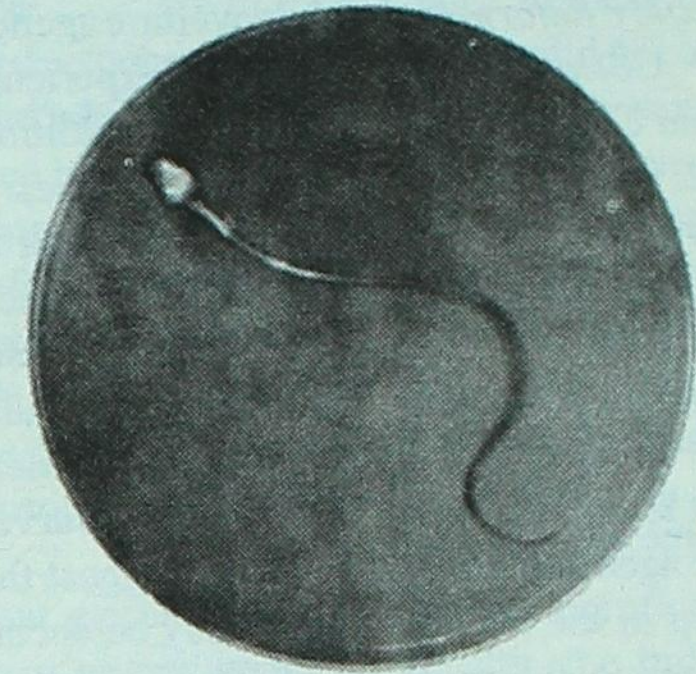
In general, 94 percent of all counties surveyed have disaster plans in place that include all aspects of disaster mitigation and search and rescue operations. However, counties with populations below 10,000, the mostly rural areas of the country, reported the fewest number of terror response plans, with only 22 percent having specific emergency plans to deal with terrorist activities.

Later in the day, task force members began considering a NACo policy agenda to support counties in security efforts and a plan to provide new homeland security-related programs and services to members.

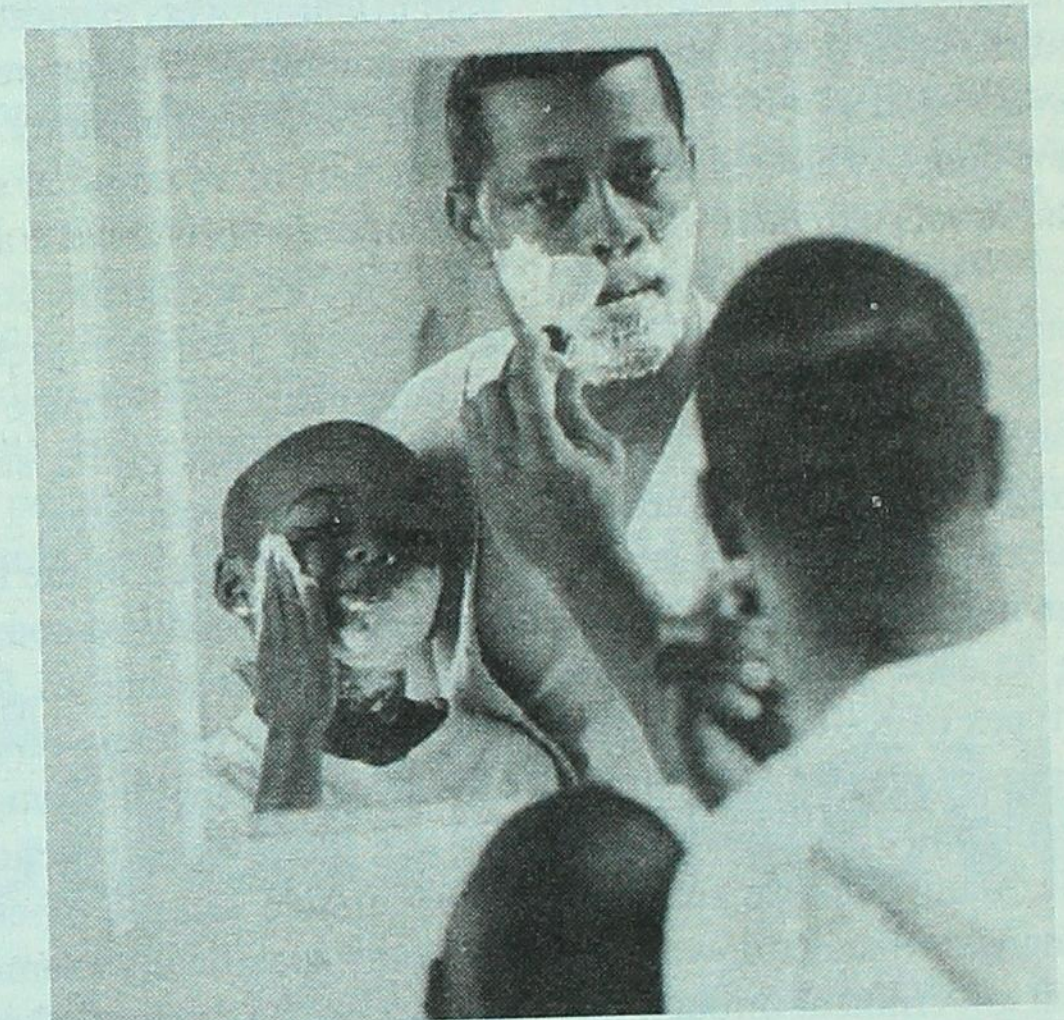
The group will meet Nov. 28 in Santa Fe County, N.M., and during the 2002 NACo Legislative Conference.

(A complete report on NACo's Homeland Security Task Force meeting will appear in the next issue of County News.)

What it takes to be a father.



What it takes to be a dad.



It takes a man to be a dad.

Call
1-800-790-DADS.

National Fatherhood Initiative



Photo by Tiffany Ricci

Prince George's County (Md.) Councilwoman Dorothy Bailey addresses members of the press at a news conference, Oct. 16, that unveiled a new public health program, the Smoke-Free Home Pledge Initiative. NACo is among the co-sponsors of the EPA-initiated project. Also addressing the media were: (l-r) U.S. EPA Administrator Christine Todd Whitman; Dana Best, MD, American Academy of Pediatrics; Martha V. White, MMD, American Academy of Allergy Asthma and Immunology; and Jack Gillis, public affairs director, Consumer Federation of America Foundation.

THE COUNTY ENVIRONMENTAL REPORTER

October 29, 2001

A County News Special Supplement

New Jersey
communities
protecting water
resources **9**

Low-impact
development
Stormwater
Management **9**

Water
Resources
Directory **10**

A Letter from NACo's President



Dear County Leaders,

At our 2001 NACo Annual Conference in July, Christine Todd Whitman, administrator of the U.S. Environmental Protection Agency addressed a General Session of over 4,000 local government officials. Whitman spoke of the great need for local governments to provide information on the environmental challenges and funding priorities of the nation's counties. A former local government official in New Jersey, Whitman realizes the decisions made at the local level have an immense impact on our country as a whole. Her role as EPA Administrator allows her to travel around the country to speak to federal, state, and local officials about the importance of environmental awareness and proactive policies.

During her address, Whitman asked county officials for feedback about environmental challenges and priorities. NACo surveyed its Environment, Energy and Land Use Steering Committee for input. One of the major issues that rose to the top of our membership's priorities was sewer, septic tank, and stormwater management which includes compliance with federal sewer and stormwater mandates as well as the need for tools to empower county officials to make informed choices between sewer and septic systems, and to implement effective planning, inspection, public education and management programs at the local level.

Keeping in tune with the top local environmental challenges, the same survey also found sewer, drinking water, and stormwater infrastructure assistance as one of counties' top funding priorities. More specifically, this includes full funding for the EPA Drinking Water and Clean Water State Revolving Funds and the sewer overflow control grants program authorized by the Congress in 2000, as well as new federal funding to help meet the \$23 billion annual gap in water infrastructure investment.

The priorities and needs are clear. As county officials, we have the responsibility to act on issues such as wastewater, stormwater, and drinking water and these are issues of growing importance. Realizing this, NACo has a variety of technical assistance programs and networks available to county officials across the country. I urge you to utilize these programs to further your advancement in environmental awareness and protection. Please contact NACo for any of your environmental needs. Thank you.

Sincerely,

Javier Gonzalez
President, National Association of Counties

Guidelines help manage onsite wastewater treatment

By A. R. RUBIN, Ed.D.

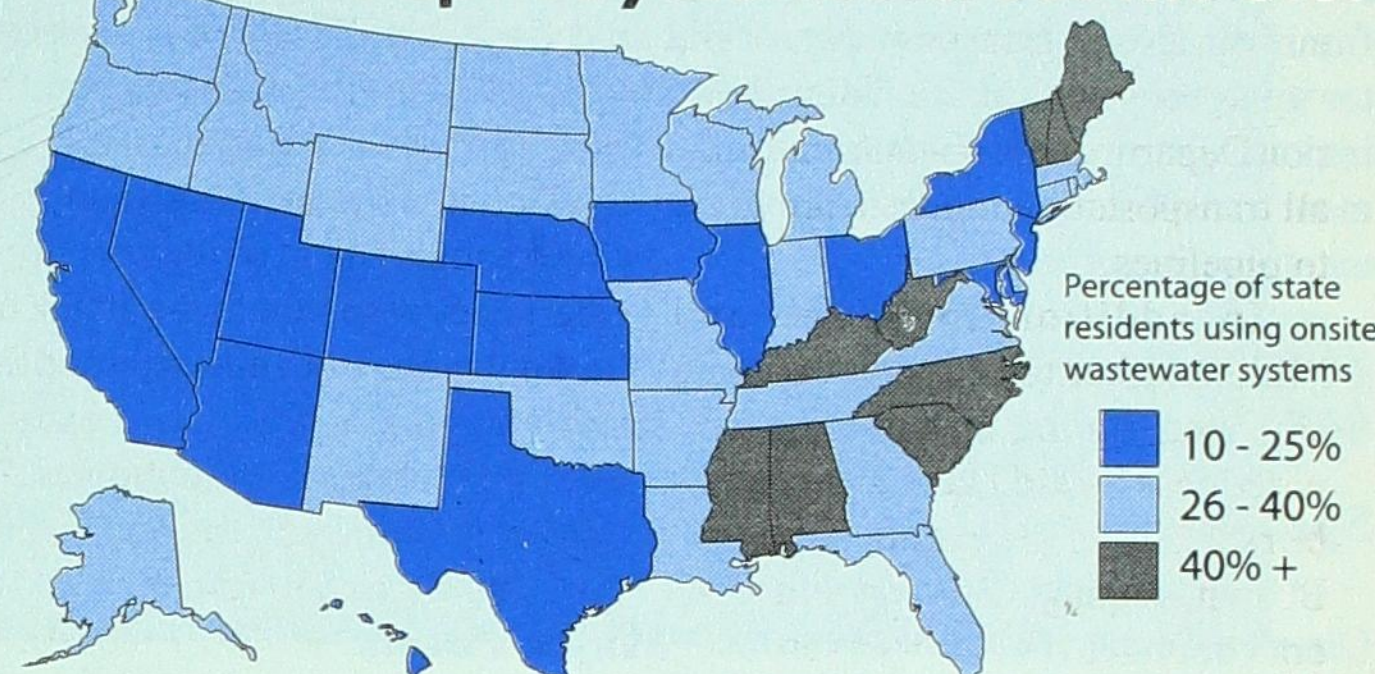
Throughout the country, on-site wastewater systems (septic tanks) are utilized to treat and recycle wastewater from residential and commercial facilities. Where site and soil conditions are suitable, these systems provide safe and effective treatment and recycling of wastewater. This affords protection of both public health and environmental quality. In addition, when on-site systems are managed properly through community-wide efforts, these systems provide communities with methods to protect the local tax base and consumer investments.

Many on-site wastewater treatment systems rely on the well-established treatment capacity of soil. The soil material on many sites can provide high levels of wastewater renewal. In some instances, additional levels of wastewater treatment may be required prior to discharge to the soil. Regardless of the degree of treatment, all systems require maintenance, operation, and management.

The United States Environmental Protection Agency (EPA) developed a set of guidelines on the management of on-site wastewater treatment systems and is in the process of developing a new manual. These publications outline the EPA recommendations to develop properly designed, operated and managed on-site wastewater treatment systems.

The purpose of the EPA Guide-

Septic Systems Across the U.S.



Source: U.S. Census Bureau, 1990

lines is to elevate the performance level and perception of on-site wastewater systems as a permanent part of the water and wastewater infrastructure. The EPA believes this can be achieved through improvements in management.

The EPA Guidelines at www.epa.gov/owm/decent/index.htm present five independent levels of management for on-site programs. These levels range from simple and low cost improvements in developing local awareness to the establishment of independent, third party ownership programs for a variety of on-site wastewater systems. In this highest level of management, the entity entrusted with overall program management takes full responsibility for all aspects of the on-site wastewater management program: site evaluation and system design, installation, operation, and management. This concept offers poten-

tial user service similar to the conventional community collection and treatment system.

Local communities will benefit from the development of management programs through improved ability to protect water quality and public health, improved protection of homeowner investment, and improved protection of local tax base. Homeowner investment is better protected through routine inspection and maintenance. Local tax base is protected since costly investments in collection and treatment infrastructure may be avoided.

(Robert A. Rubin is a professor of Biological and Agricultural Engineering at North Carolina State University and a noted expert on wastewater management issues. For more information, contact Jason Shedlock, NACo environmental assistant at (202) 942-4252 or jshedloc@naco.org.)

Cecil County roundtable process a success

By PHYLLIS KILBY

CECIL COUNTY, MD COMMISSIONER

Local officials often grapple with protecting the environment and maintaining the integrity of their local jurisdictions, while at the same time encouraging growth and development. In attempting to meet those goals, many counties ascertain that their own zoning ordinances and development codes are an impediment to the conservation of natural resources such as local streams and lakes.

Since the release of their report *Better Site Design Handbook*, the Cen-

ter for Watershed Protection (Center) has been busy implementing Local Site Planning Roundtables in various jurisdictions including Cecil County. The rapid pace of development in the county made it an ideal candidate for using the Site Design Local Roundtable process to reevaluate current development rules.

The first step was to convene a diverse group of stakeholders and community professionals to take on the task. This group consisted of representatives from the developmental and environmental communities, county and municipal governments, civic and

nonprofit organizations, business groups and others.

The roundtable process included a kick-off meeting, a review of the codes and ordinances, a series of three subcommittee meetings and a final meeting to review recommendations of subcommittees and achieve full consensus.

The roundtable analyzed the county's existing subdivision codes over the course of five months and determined that several of the

See **CECIL** on page 9

Conference delegates flock to NACo's wastewater workshop

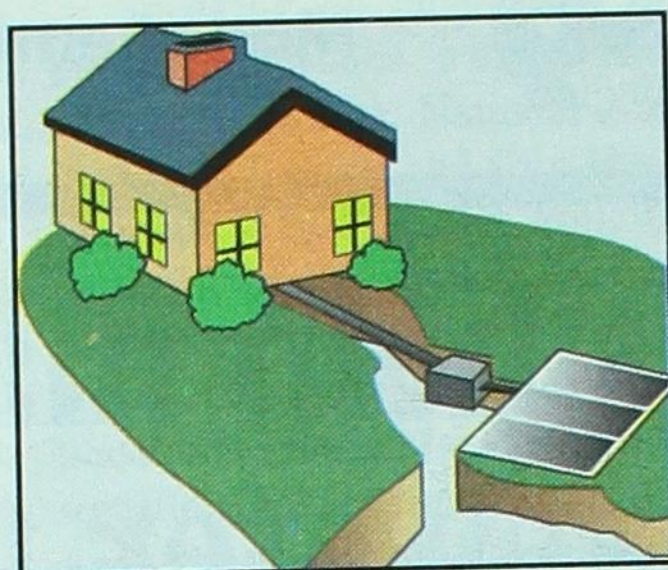
By JASON SHEDLOCK
ENVIRONMENTAL ASSISTANT

Building on the success of the wastewater round table discussion at NACo's 2001 Legislative Conference in Washington, D.C., a near capacity crowd of more than 150 delegates filled a meeting room at Philadelphia's Pennsylvania Convention Center to participate in the *Growing Smart: Septic vs. Sewer* interactive workshop at NACo's 2001 Annual Conference. Panelists from both the public and private sector gave brief presentations on the importance of wastewater management as well as some ways to implement a management program.

Highlights of *Growing Smart: Septic vs. Sewer*

Speakers

- Commissioner Jean Michaels, Olmsted County, Minn. has been the vice-chair of NACo's Environment, Energy and Land Use Steering Committee for five years, and a member of the NACo/NACCHO Wastewater Work Group.
- Phil Wheeler, Olmsted County-Rochester, Minn., has been a planner in Olmsted County since 1976 and the Director of the Rochester-Olmsted County Planning Department for 11 years.
- David S. Knoble, Philadelphia, Pa., is the Director of Piedmont En-



A typical septic system.

vironmental Group, a Philadelphia based consulting firm with an emphasis on on-site/decentralized wastewater management practices.

• Council Member Curtis Tyler, Hawaii County, Hawaii (moderator). Tyler is a co-chair of the Watershed Management Advisory Committee as well as a vice chair of the Environment, Energy and Land-Use subcommittee.

Major Points

In making the decision between hooking to a centralized sewer system or using a septic system as a means of treating wastewater, Michaels and Wheeler proposed six considerations:

- geographic scale (lot, neighborhood, community)
- time scale (permanent vs. eventual connection)
- treatment (septic, aerobic, composting, shared)
- collection (small diameter pressure, other)

- operation (inspection at installation, monitoring of treatment), and
- site constraints (soils, slopes, geology, hydrology, habitat).

Knoble's presentation on on-site systems included a number of frequently asked questions and a list of possible answers. He described some of the steps that should be taken before deciding what type of system would be most beneficial to a particular area:

- review zoning
- review state and/or local regulations pertinent to sewage disposal
- review and categorize natural features, and
- compare findings with the goals of the community and developer

Knoble also described three major issues when introducing new wastewater technology into a community:

- education of current residents
- education of new residents, and
- qualified technical guidance throughout the process.

An open discussion followed each panelist's presentation. County officials from around the country took the opportunity to ask the panel of peer experts about the various situations in their communities.

(If you would like a copy of the materials provided at the workshop contact Jason Shedlock, environmental assistant at (202) 942-4252 or jshedloc@naco.org.)

NEMO provides technical assistance to local officials

By JAMES DAVENPORT
RESEARCH ASSOCIATE

Every day, local elected and appointed officials are making critical decisions pertinent to land use planning and natural resources. Local officials continuously face many challenges interpreting how activities on the local landscape (constructing roads, siting septic systems, conserving open space) may impact the quality of nearby streams, lakes and rivers.

Since 1991, the Non-point Education for Municipal Officials (NEMO) project has informed decision-makers on the correlation between local land use decisions and water quality. In fact, NEMO has become a model for a new national network to address non-point source pollution.

The NEMO project was developed by the University of Connecticut Cooperative Extension System, in partnership with the Department of Natural Resources Management and Engineering and the Connecticut Sea Grant Program. NEMO works closely with local land use decision-makers and presents information on how water quality protection can be integrated into a long range plan that addresses other local issues such as suburban sprawl, traffic, road maintenance, subdivision design, open space planning and the character of neighborhoods.

NEMO also uses advanced technologies — geographic information systems (GIS), remote sensing, and the Internet — and face-to-face training to form the basis of its education programs. According to Chet Arnold, co-director of the NEMO project, "We use technology sparingly, but effectively, to show the picture of a town or watershed that land use planners have never seen before ... it's a matter of taking fairly complex data and painting a simple picture for decision makers so that they can look at a proposed development within the context of their entire town, or even back one step further in the context of the entire watershed."

Another key element of NEMO is that they use impervious surface coverage (such as streets and parking lots) to estimate existing and future water quality conditions. The rationale is that the percentage of impervious cover, as an indication of population density and urbanization in a particular area, can serve as a simple estimate of the level of non-point source pollution flowing into a local water resource.

Though the program is relatively new, the NEMO program has extended beyond Connecticut and projects are being initiated all across the country. The National NEMO Network, a con-

federation of projects adapted from the Connecticut NEMO program, currently consists of programs in 23 states. According to John Rozum, National NEMO Network Coordinator, "NEMO adaptations are not necessarily 'clones' of the Connecticut program, but are true adaptations, responding to the land use and natural resource issue unique to their regions. The goal is to create a truly interactive network of shared experiences among diverse projects in the 23 states."

Ohio NEMO project

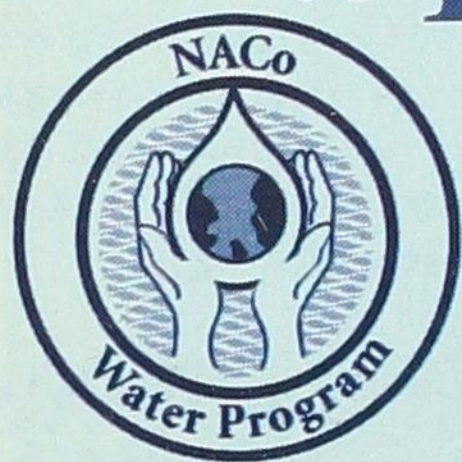
To maximize resources and personnel, the Ohio NEMO project opted to partner with as many resource organizations as possible including the Center for Watershed Protection, the Low Impact Design Group of Maryland, the National NEMO program, and local groups and organizations. The project is scheduled to conduct a workshop specifically for county commissioners and county engineers (in collaboration with County Commissioners Association of Ohio and County Engineers Association of Ohio) comparing the effectiveness and costs of alternative options to stormwater control.

Since July of 1999, the Ohio NEMO program has:

- produced several fact sheets on nonpoint source pollution
- assisted with the development of model stormwater management strategies and standards
- organized and cosponsored a very successful Center for Watershed Protection two-day workshop
- initiated a new program on The Ohio State University campus "CampuShed" (which implements, among other things, alternative stormwater treatment on all new parking lots and eventually all new construction on campus), and
- developed, presented and distributed a PowerPoint presentation on how NEMO can assist counties in reducing the impacts of land use development in Ohio's water quality.

(For more information on the NEMO program, please contact Chet Arnold at (860) 345-4511 or visit the Web-site listed in the resources section.)

Here to Help NACo's Watershed Management Advisory Committee



What do septic tanks and stormwater have in common? Both are potential sources of non-point source (or polluted) run-off. Due to the cumulative effects of the many sources of polluted run-off, it is the largest source of water pollution in the United States.

NACo's Watershed Management Advisory Committee (WMAC) advises NACo's Water Program, which provides technical assistance to counties on a range of water resource management issues. The WMAC co-chairs are NACo Board Members Tim Navarre, borough assembly member, Kenai Peninsula Borough, Alaska and J. Curtis Tyler, council member, Hawaii County, Hawaii.

(For more information, please contact Abigail Friedman at (202) 942-4225 or afriedma@naco.org.)

Nonpoint source pollution origins

- runoff from streets & parking lots
- septic systems
- agricultural lands
- animal feed lots
- construction sites
- lawn chemicals
- marinas / boating
- pet waste
- litter / trash
- erosion / sedimentation

CECIL from page 7

County's codes and ordinances would require revision to better protect the area's water resources and aquatic communities.

The group recommended 13 model development principles designed to guide future development towards the goals of measurably reducing impervious cover, conserving natural areas and minimizing stormwater pollution. Specifically, these model development principles addressed the issues of parking lots, lot development, and conservation of natural areas. The 13 principles recommended by the roundtable are detailed in a document entitled *Recommended Model Development Principles for Cecil County, Md.* The county will work to incorporate those principles into county practices.

The roundtable recommended many modifications to county codes including:

- smaller parking lots
- increased stormwater treatment practices
- preservation of agricultural and natural resources
- increased vegetated buffers
- enhanced native vegetation, and
- limited clearing and grading.

During the process, the roundtable discussed other issues beyond site design strategies. They recommended further investigation of their conclusions: Since the model development principles only address site planning issues, the way to maximize the environmental benefit of these principles is to incorporate location of development, agricultural uses, and open space needs into the county's zoning regulations and comprehensive plan.

• State and local regulations guiding the use of on-site septic systems should not be a barrier to new system designs that promote environmental sensitive development, and

• The county should appoint a separate group to investigate the potential to implement a tax incentive program to reward property owners who establish and maintain aquatic buffers and/or preserve natural areas in permanent conservation easements.

Key to the success of the roundtable process, was the center's ability to bring a diverse group of people including development community. This was important because it helped preempt concerns of the roundtable promoting a no-growth agenda. In addition, the center was able to bring the roundtable of such diverse views to a consensus, where one had not existed before.

(For more information on Cecil County's Site Planning Roundtable, please contact Commissioner Phyllis Wozniak at (410) 996-5201. For a copy of the Roundtable's recommendations, please contact the center at (410) 461-0223 or e-mail: center@cwpa.org.)

Low-impact development: a stormwater management practice proves successful

By JAMES DAVENPORT
RESEARCH ASSOCIATE

Traditional stormwater management technologies attempt to reduce the impact of run-off to downstream water bodies by using large structural facilities and end of pipe treatment practices such as stormwater ponds.

The problem with these facilities is that the natural hydrology of a site is significantly altered, they can be costly to maintain, and many of them fail to protect the physical and ecological integrity of nearby receiving waters.

In many cases, maintenance and mitigation costs from these large facilities are borne by the local or county government when the homeowner associations are unable to continue funding adequate maintenance.

Low Impact Development (LID) minimizes site alteration as much as possible by incorporating natural landscape design techniques to control run-off both during and after development. The natural landscape is used not only to reduce run-off from a site, but also to treat and filter

the run-off that is discharged from the site. LID practices are small-scale and uniformly distributed throughout the developed site to closely mimic its natural hydrology.

Many practitioners believe LID reduces costs because there is less site grading, minimal infrastructure construction and stormwater facility maintenance and reduced need for environmental mitigation.

LID includes various practices such as strategic clearing and grading practices, using highly pervious soils and vegetated buffers in landscaping, eliminating curbs as well as incorporation of small scale retention and detention facilities such as rain gardens, dry wells, rain barrels, filter strips, grassed swales and level spreaders. There is no one correct practice or technique.

Unlike conventional systems that require one or two big facilities, LID consists of numerous small-scale Best Management Practices distributed throughout a site, the cumulative effect of each technique restoring, as

much as possible, the land area's natural filtration.

(For more information on low impact development, please contact

Prince George's County, Maryland, Department of Environmental Resources, Largo, Md. 20774, (301) 833-5834 or visit the Web Site at www.lowimpactdevelopment.org)



This home, a prime example of low-impact development, exhibits characteristics in landscaping and absence of curbs. Just one technique used in stormwater management.

Communities enact ordinances to prevent water pollution

By NATALIE EDDY
NSFC STAFF WRITER

Two New Jersey communities have taken steps to protect their drinking water supplies by enacting ordinances prohibiting certain land uses that may affect groundwater.

Montville Township and nearby Mountain Lakes Borough in Morris County, N.J., enacted similar zoning laws, called "overlay ordinances," to provide a buffer zone and prevent pollution from reaching the area's drinking water sources.

Mountain Lakes identified one zone in the community to be covered by the restrictions, while Montville has a three-tiered system with varying degrees of restrictions in each zone.

The area is especially susceptible because of its high groundwater table and vast underground aquifer that supplies drinking water to the estimated 25,000 residents. Although some homes in the area have private wells, the majority of the residents' drinking water is supplied by three wells fed by the aquifer.

John Wozniak, the health officer for both municipalities, said the ordinances restrict certain types of development in the prime aquifer areas.

"It is much easier to prevent a

contaminant from going into the water source than cleaning it up once it's in there," Wozniak said, adding that officials are seeing some contamination in one of Mountain Lakes' wells.

Wozniak said the ordinances were enacted to restrict industrial and commercial uses, private well drillings, and the density of on-site wastewater systems in the prime aquifer areas.

"Land development is basically available for light business and small commercial use, but other types of industry are restricted," Wozniak said. "We are more concerned with spills and groundwater contamination on a large scale—the types that can occur through heavy industrial action."

On-site systems restricted

In Montville, the density of on-site systems permitted in the prime aquifer area is somewhat restricted or reduced. In this area, septic systems that are permitted have stricter requirements than those in the rest of the community.

The community permits septic systems based on minimum standards. But within the prime zones, the ordinance further limits the number of systems or requires a higher quality effluent discharge.

All homes and businesses in Montville are currently served by on-site septic systems. Recently, however, local officials implemented plans to connect two-thirds of the community to a sewer system within the next five years.

Wozniak said property owners must have their septic tanks checked for failure and must have the tanks pumped at least once every three years.

"The overlay ordinances have provided us with a simple and effective tool for land-use planning and pollution prevention," Wozniak said. Now that the communities have greater control over future development in the area, it is hoped that there is less likelihood of groundwater contamination.

Wozniak added that he has heard few citizen complaints about the new ordinances.

(For more information on the overlay ordinances, contact John Wozniak at (201) 331-3300, or write to him at Montville Township, 195 Changebridge Road, Montville, N.J. 07045-9498)

(For more information about how the NSFC can serve you, visit our Web site at www.nsfsc.wvu.edu/nsfc/nsfc_index.htm or call (800) 624-8301 or (304) 293-4191.)

Congratulations 2001 NACo/NACCHO Wastewater Management Grantees

- ★ Licking County Health Department — Licking County, Ohio
- ★ Blue Earth County Environmental Services Department — Blue Earth County, Minn.
- ★ Teller County Environmental Health Services — Teller County, Colo.
- ★ South Central Planning and Development Commission — Terrebonne Parish, La.
- ★ Bernalillo County Environmental Health Department — Bernalillo County, N.M.

These five local government entities were recently selected from a pool of applicants from across the country. These \$8,000 EPA commissioned grants are intended to aid local governments in developing needs assessments for an onsite decentralized wastewater management strategy.

(For more information on NACo's Wastewater Management Project or any component of NACo's Comprehensive Water Program, please contact Jason Shedlock, environmental assistant at (202) 942-4252 or jshedloc@naco.org.)

Water Resources Directory

Technical Assistance and Funding Resources

Funding resources for all non-point source run-off, storm water and on-site (septic tank) systems.

- Catalog of Federal Funding Sources for Watershed Protection Second Edition (U.S. EPA) EPA 841-B-99-003 Dec. 1999
www.epa.gov/owow/watershed/wacademy/fund.html

- U.S. EPA Clean Water State Revolving Loan Fund (SRF)
www.epa.gov/owm/finan.htm#whatwedo

State Revolving Fund programs in each state and Puerto Rico are funded by EPA and operated like banks. Assets are used to make low-or no-interest loans for SRFs are also available to fund a wide variety of water quality projects including non-point source run-off control, on-site (septic tank) systems, as well as other watershed management and wetlands protection efforts. States may also customize loan terms to meet the needs of small and disadvantaged communities.

Contact Information

- SRF EPA Regional Contacts

www.epa.gov/owm/regcon.pdf

- SRF State Contacts

www.epa.gov/r5water/cwsrf/pdf/agency.pdf

Fact Sheets

- Clean Water State Revolving Fund, General Information

www.epa.gov/owm/cwsrf.htm

- Cleaning Up Polluted Run-off with the SRF

www.epa.gov/owm/npsfact.pdf

- Funding Decentralized Wastewater Management Systems Using the SRF

www.epa.gov/owm/septic3.htm

On-site (Septic Tank) Systems Funding Resources

- U.S. EPA Clean Water State Revolving Loan Fund (SRF)

www.epa.gov/owm/septic3.htm

- U.S. Department of Agriculture, Rural Development Online Funding Notices

www.rurdev.usda.gov/rd/nofas/index.html

- U.S. Department of Housing and Urban Development Community Development Block Grants

www.hud.gov/progdesc/cdbg-st.cfm

- U.S. Department of Commerce Economic Development Administration, Programs and Funding

www.doc.gov/eda/html/1d_fund_prog.htm

- Appalachian Regional Commission Grant Information

www.arc.gov/grants/grntmain.htm

- U.S. EPA Hardship Grants Program

www.wpa.gov/owmitnet/wm02402.htm

- U.S. EPA Clean Water Act Indian Set Aside Grant Program

www.epa.gov/owm/indian/index.htm

On-site (Septic Tank) Systems Technical Assistance

- U.S. EPA Onsite/Decentralized Wastewater Systems

www.epa.gov/owm/decent/index.htm

- National Small Flows Clearinghouse

www.nesc.wvu.edu/nsfc/nsfc_index.htm

Information about innovative, low-cost wastewater treatments for small communities and addresses a range of wastewater-related topics.

- Rural Community Assistance Program

www.rcap.org

Resource for those seeking technical assistance services and training related to rural drinking water supply and wastewater treatment needs, rural solid waste programs, housing, economic development, comprehensive community assessment and planning, and environmental regulations.

Non-point Source Run-off & Stormwater Funding

- U.S. EPA Clean Water Act Section 319 Grant Program

www.epa.gov/owow/nps/cwact.html

Under section 319, states, territories, and Indian tribes receive grant money that sup-

ports a wide variety of activities including technical assistance, financial assistance, education, training, technology transfer, demonstration projects, and monitoring to assess the success of specific non-point source implementation projects.

- U.S. EPA Clean Water State

Revolving Loan Fund (SRF)

www.epa.gov/owow/nps/cwact.html

Non-point Source Run-off & Stormwater Technical Assistance

- U.S. EPA Non-point Source Control Branch

www.epa.gov/OWOW/NPS

- U.S. EPA Office of Wastewater Management — Municipal Technologies

www.epa.gov/owm/muni.htm

- Model Ordinances to Protect Local Resources (U.S. EPA)

www.epa.gov/owow/nps/ordinance/

- Center for Watershed Protection

www.cwp.org/

Works with local, state, and federal governmental agencies, environmental consulting firms, watershed organizations, and the general public to provide objective and scientifically sound information on effective techniques to protect and restore urban watersheds.

- Non-point Education for Municipal Officials (NEMO)

<http://nemo.uconn.edu>

The NEMO Project is an educational program for land use decision-makers that addresses the relationship of land use to natural resource protection.

- Stormwater Manager's Resource Center

www.stormwatercenter.net/

NACo Resources

- NACo's Wastewater Management Program

www.naco.org/programs/enviro

[wstewater.cfm](http://www.naco.org/programs/enviro/wstewater.cfm)

- Wastewater Management - What County Officials Need to Know Fact Sheet

<http://www.naco.org/programs/enviro/wstewater.cfm#Link1>

- Seed Grants for County Pilot Projects

For more information contact Jason Shedd at (202) 942-4252 or jshedloc@naco.org.

at (202) 942-4252 or jshedloc@naco.org.

- NACo's Non-Point Source Water Pollution Prevention Project

www.naco.org/programs/enviro/nonpoint.cfm#Link1

www.naco.org/programs/enviro/nonpoint.cfm#Link1

- New Publications

• Stormwater Management: Three Profiles of County-Based Initiatives

• NACE/NACo Stormwater Management and Drainage Action Guide and Executive Summary

For more information contact James Davenport at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

port at (202) 661-8807 or jdavenpo@naco.org.

Calling all county leaders!

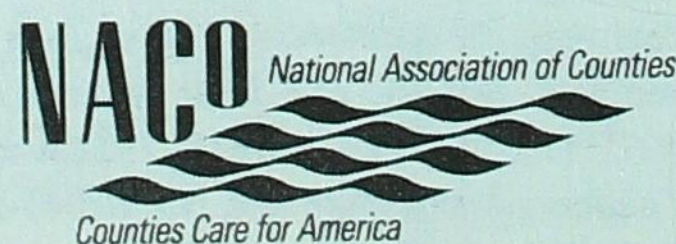
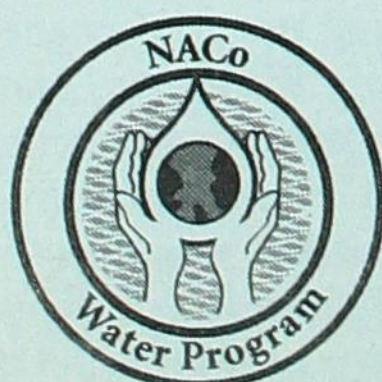
NACo is here to help with wastewater and stormwater issues in your counties. Tell us what you need! Just fill out the information and answer the questionnaire and FAX it to (202) 661-8871 or send it to NACo's Water Program at the address below.

Name: _____

County/Organization: _____

Telephone: _____

E-mail: _____



440 First Street, N.W., Washington, DC 20001
Phone 202/393-6226 Fax 202/393-2630
www.naco.org

Wastewater

1 Is septic system performance a major issue in your community?
Yes No Don't Know

2 Does your community currently have a management program in place to deal with your wastewater problems?
Yes No Don't Know

3 Would you like more information on designing and implementing a wastewater management program?
Yes No

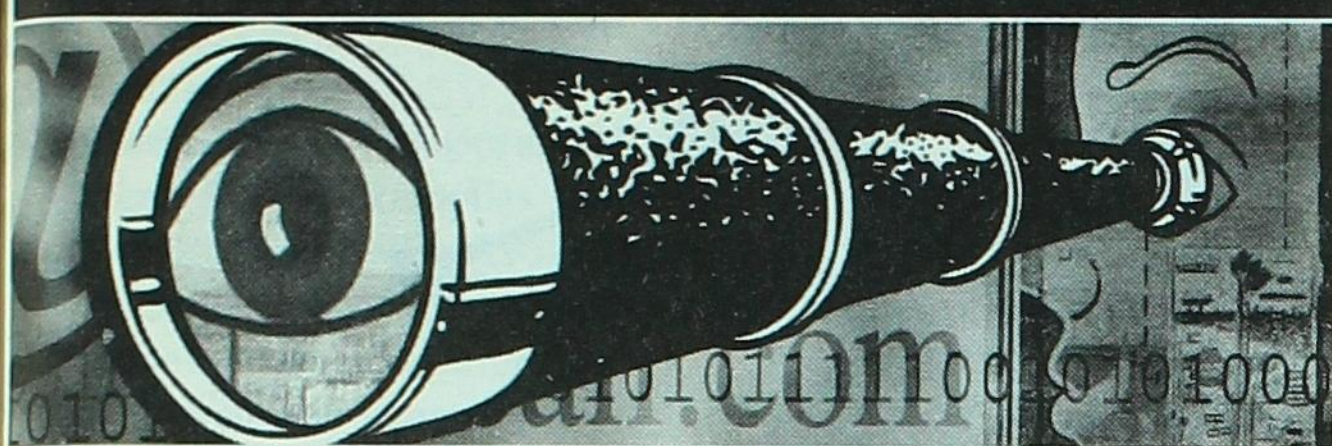
Stormwater

1 Is stormwater management a major issue in your community?
Yes No Don't Know

2 Does your community currently have a stormwater management strategy?
Yes No Don't Know

3 Would you like more information about stormwater management?
Yes No

WEB WATCH



Online Information on Bio-terrorism

Web Watch departs from its regular format this issue to pass along a listing of Web sites with information on bio-terrorism. The list was compiled by Greg Folkers at the National Institutes of Health and passed along to NACo by Delano Scott, NACo Office manager.

Medline Plus Page on Bio-terrorism

www.nlm.nih.gov/medlineplus/biologicalandchemicalweapons.html

CDC Bio-terrorism Info

www.bt.cdc.gov

Johns Hopkins Center for Civilian Bio-defense Studies

www.hopkins-biodefense.org

GAO Terrorism Reports, 1980-present

www.gao.gov > <http://www.gao.gov>

Infectious Diseases Society of America

www.idsociety.org

National Commission on Terrorism: Countering the Changing Threat of International Terrorism

<http://w3.access.gpo.gov/nct>

Hart-Rudman Commission on U.S. National Security on the 21st Century: Roadmap for National Security: Imperative for Change

www.nssg.gov/PhaseIIIFR.pdf

St. Louis University Center for the Study of Bio-terrorism and Emerging Infections

<http://bioterrorism.slu.edu>

Chemical and Biological

Non-Proliferation Project, Henry L. Stimson Center

www.stimson.org/cwc

Center for Non-Proliferation Studies, Monterey Institute of International Studies

www.cns.mii.edu

Emerging Infectious Diseases: Special Issue on Bio-terrorism

www.cdc.gov/ncidod/eid/vol5no4/contents.htm

IOM Report: Chemical and Biological Terrorism. Research and Development to Improve Civilian Medical Response

www.nap.edu/html/terrorism/index.html

JAMA (Journal of the American Medical Association) Articles on Bioterrorism

(Note: Viewing and downloading cost: \$9 per article for non-JAMA subscribers)

• Anthrax

<http://jama.ama-assn.org/issues/v281n18/ffull/jst80027.html>

• Smallpox

<http://jama.ama-assn.org/issues/v281n22/ffull/jst90000.html>

• Plague

<http://jama.ama-assn.org/issues/v283n17/ffull/jst90013.html>

• Botulinum toxin

<http://jama.ama-assn.org/issues/v285n8/ffull/jst00017>

• Tularemia

<http://jama.ama-assn.org/issues/v285n21/ffull/jst10001.html>

APIC (formerly the Association for Professionals in Infection Control and Epidemiology) Bio-terrorism Resources

www.apic.org/bioterror

Chemical and Biological Arms Control Institute

www.cbaci.org > <http://www.cbaci.org>

US Army NBC site

www.nbc-med.org/ie40

DoD Anthrax Vaccine Immunization Program

www.anthrax.osd.mil

EPA Chemical Emergency Preparedness and Prevention Office

www.epa.gov/ceppo

World Health Organization: Responding to the Deliberate Use of Biological Agents and Chemicals as Weapons

www.who.int/emc/deliberate_epi.html

U.S. Dept. of Justice Office of Domestic Preparedness

www.ojp.usdoj.gov/odp

NEWS FROM THE NATION'S COUNTIES

FLORIDA

For **BROWARD COUNTY** residents concerned about the rumor that has another terrorist event taking place at shopping malls on Oct. 31, there is now a place to turn for answers. On Oct. 10, the county call center activated a special hotline to deal strictly with rumors stemming from the terrorist attacks of Sept. 11. The Rumor Control Hotline is available to county residents 24-hours-a-day and is meant to alleviate the amount of calls coming into the county's 911 system since September.

The call takers at the center are trained to answer general questions about everything from recent anthrax incidents and the safety of the U.S. mail, to general precautions about personal security, security measures at the local airport and port, and information about any county government agency.

MARYLAND

HOWARD COUNTY became the first county, and Maryland the first state to mark the symbolic center of state population based on figures from Census 2000. On Oct. 9, County Executive Jim Robey, along with other dignitaries, unveiled a monument to mark the site in the county's Savage Park.

The center is a survey point where an imaginary, flat, weightless and rigid map of Maryland would balance perfectly if all its 5,296,486 residents weighed the same.

MICHIGAN

Victims of crime in **SANILAC COUNTY** are now able to sleep a little bit better at night. In August, the county implemented a system known as the Victim Information Notification Everyday (VINE). The program notifies victims when their attackers are released from prison or jail.

The program, which requires the victim to register their phone number and the name of their attacker with the county, is operated by the county's victim services office. The service, available only to crime victims, is paid entirely by defendants through court fees. Each defendant in a felony case is assessed \$60 to cover the costs. The program is about to go statewide.

NEVADA

For those keeping score at home, add another court proceeding to the ongoing saga of **WASHOE COUNTY** versus the City of Reno over the annexation of 3,015 acres of land.

On Oct. 16, the county Board of Commissioners unanimously voted to authorize the District Attorney's

Office to file an appeal with the Nevada Supreme Court regarding the District Court's ruling supporting the city's ordinance to annex the Verdi area.

"If we do not pursue this to the highest court, we would really be letting down the people who have pursued regional planning for the last 10 years," Commissioner Jim Galloway said in a statement. "The amount of damage that will be done to our region's quality of life far outweighs any risks the county may face by taking this action."

A Washoe District Judge issued a ruling on Oct. 10 supporting the ordinance to annex the property, but included a 90-day stay before implementation to allow the county time to appeal.

NEW JERSEY

The **MONMOUTH COUNTY** Prosecutor's Office, in conjunction with the Board of Chosen Freeholders and the New Jersey State Crisis Response Team and the National Organization of Victims Assistance, formed the Monmouth County Community Crisis Response Coalition (CCRC) to assist families of the victims of the attack on the World Trade Center.

The CCRC, comprised of volunteers, caregivers, clergy and mental health specialists from around the county, is designed to assist families seeking information and services. The Coalition was formed to assist community leaders plan ways to deal with the emotional aftershocks of the terrorist attacks.

All sessions are free of charge and are designed to give participants an opportunity to describe their reactions to the tragedy, and how they have been coping with those reactions.

NEW YORK

The aftereffects of the Sept. 11 terrorist attacks stretch worldwide, but some localities were affected more directly. In light of this, the Federal Emergency Management Agency (FEMA) added 10 counties in New York to the presidential disaster declaration.

By being added to the declara-

tion, residents and business owners in *Delaware, Dutchess, Nassau, Orange, Putnam, Rockland, Suffolk, Sullivan, Ulster and Westchester* counties, who were affected by the attacks may apply for federal and state disaster assistance.

This is not your father's kind of tourism, at least not if **SUFFOLK COUNTY** Presiding Officer Paul J. Tonna has his way. Tonna has proposed establishing an Eco-Tourism Task Force to evaluate the potential of an ecological-based tourism industry in the county.

The county already supports many Eco-tourism type businesses including salt and freshwater fishing, kayaking, sailing, hiking, scuba diving and many others. The proposed task force would evaluate the potential of establishing an industry that can generate a steady stream of revenue through worldwide promotion of the county's "natural wonders."

Members of the task force will focus on protecting the environment while balancing the interests of local residents.

OHIO

If a **SUMMIT COUNTY** councilman has his way, no top-level worker in the county government will be able to accept a paycheck from anyone but the county.

Council member Paul Gallagher wants a clear-cut rule about secondary work to avoid any potential conflicts of interest.

"If they (county managers and those with top responsibilities) want to go out and do things, that's all right," Gallagher told The [Akron] Beacon Journal. "I just don't think they should get paid for it. Let them volunteer."

Gallagher doesn't want any repeat of past practices by county employees who accepted private consulting and legal work from firms and individuals with whom the county did business. The legislation to ban outside employment names 22 specific positions, including several department heads, chief assistants and legal advisers to a number of county office holders.

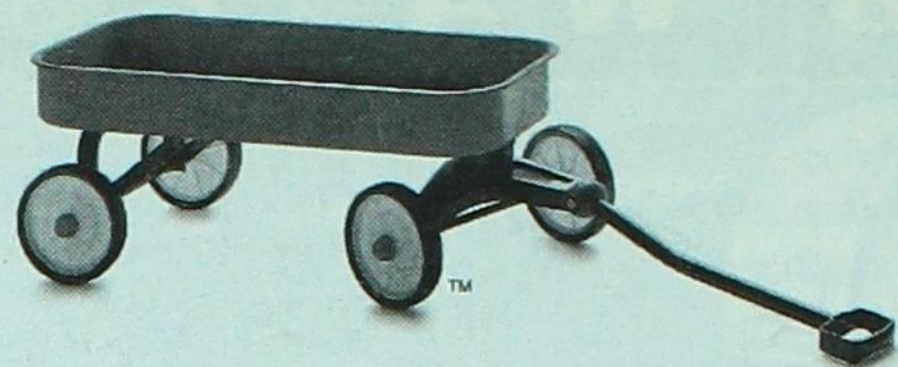
The council was expected to vote on the issue at press time.

Got News? Some

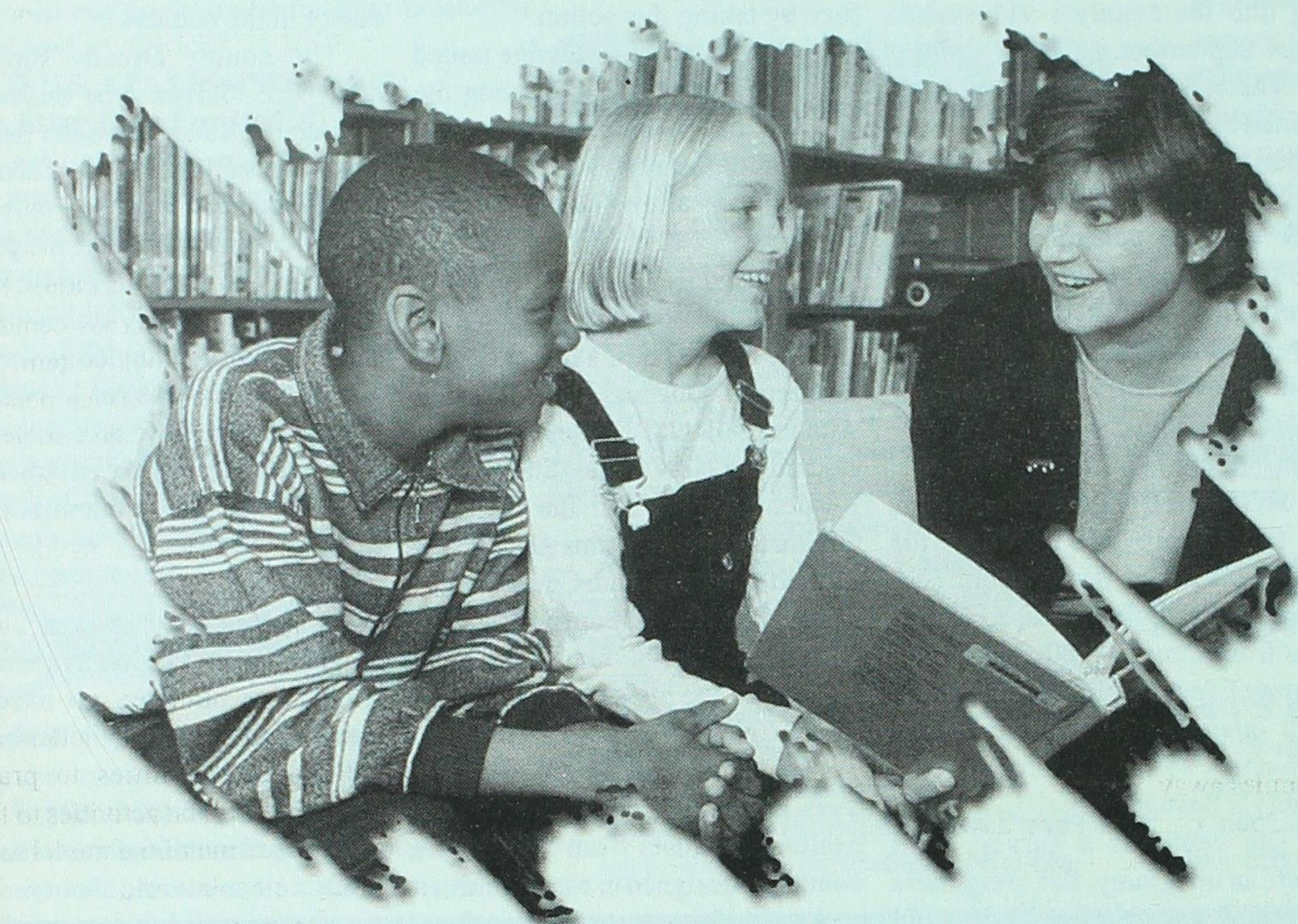
Let us know...

(202)942-4210 Fax: (202)393-2630 E-mail: cnews@naco.org

Counties Care *for* Kids



AMERICA'S PROMISE THE ALLIANCE FOR YOUTH®



*Helping our
children succeed is
the most direct
route for ensuring
the health of our
communities for
decades to come...*

Join Counties Care for Kids and America's Promise in fulfilling these **Five Promises** to America's youth:

- 1 - On-going relationships with caring adults - parents, mentors, tutors or coaches;**
- 2 - Safe places with structured activities during non-school hours;**
- 3 - Healthy start and future;**
- 4 - Marketable skills through effective education; and**
- 5 - Opportunities to give back through community service.**

Get involved by pledging to become a **"County Partner."** Make a greater commitment and become a **"County of Promise"** by fulfilling all Five Promises and coordinating with businesses, schools and other groups in your county.

Receive information about becoming a **"County Partner"** or a **"County of Promise."** Visit the NACo Web site at www.naco.org • e-mail your request to tgoodman@naco.org • or call (202)387-8550

**Together, we can
make a difference.**

RESEARCH NEWS

Following the Boom

Most people know about the baby boomers. The term applies to all people born from 1946 to 1964. The appellation has also been applied to designate how this generation is very different from the generations that preceded it, and now more than ever, is different from the generations that follow. The number of people born during this period is staggering. Now as the boomers are rapidly turning 50 their impact on society and services will be just as dramatic as their numbers.

What does the major population shift mean for the future? What changes in service demands and service provision will the growing number of people approaching and passing 50 years of age have on counties?

AARP (formerly the American Association of Retired People) feels boomers are such an important segment of the population that they have been conducting extensive research on them for some time. Some of their research shows 50-somethings of the future are not the 50-somethings of the past.

Baby boomers have often been considered as a group that "lives for today." Several studies, including one conducted by Douglas Bernheim of Stanford University, show the boomers saving about one-third (36 percent) of what will be required to maintain their current standard of living once they retire.

Brookings Institution researcher William Gale believes two-thirds are saving at least as much as they should. Even though this represents a much higher percentage of savers than the Stanford report, the savings level is dependent on continuing real wage growth.

The AARP report continues by showing that the most vulnerable boomers will be those who are:

- poorly educated and likely be heavily dependent on Social Security benefits and other social programs in their retirement
- single parents, mothers particularly, who have been unable to prepare for retirement because of low wages and irregular work histories
- non-homeowners because housing is the single most important asset, and
- racial and ethnic groups because many lack pension coverage, which is the most important income source for many.

Sixty-two percent of whites have coverage of their own or through their spouse, compared with 54 per-



Boomers have always been considered the "me" generation, but now many find they are facing the challenge of being the "sandwich" generation.

cent of African Americans and 47 percent of Hispanics.

What is interesting about AARP's scenario of vulnerable boomers is they have pinpointed the same aggregate of people who have been the most heavily dependent on county services in the past. There is substantial belief they will continue to need assistance as they age.

Boomers as a group are healthy and plan to work and play longer than many of their age have in the past. Counties have increased the availability of recreational facilities including pools, tennis courts and golf courses, most used by boomers.

County recreation programs have increased the availability of classes that will keep boomers physically fit. These classes include swimming, aerobics, and other forms of exercise. In addition to being fit, boomers like to learn and will continue to learn as they age.

Many counties have created adult education programs that feature computer training, foreign languages, cooking, field trips or the arts, while others offer adult education courses through community colleges or junior colleges.

Boomers have always been considered the "me" generation, but now many find they are facing the challenge of being the "sandwich" generation. Since many boomers established their careers and delayed starting families they are still raising children at home, paying tuition and attending school and sports activities.

At the same time many have the responsibility of caring for aging parents and making decisions about their long-term care. Their need for services and assistance from counties has increased dramatically, as they demand good schools and pro-

grams for their children and programs that provide services for their elderly parents.

Counties across the nation have already begun to face this new challenge brought by the baby boomers and their growing numbers in their communities. Some have developed successful special programs and opportunities for seniors.

Ulster County, N.Y. created Live, Laugh and Learn Senior Day Conference. This conference is a one-day free event. The program included fun, education and self-improvement workshops. Courses included creative writing, computer training, introduction to opera, elderlaw and consumer issues.

Other counties, such as Arlington County, Va., established volunteer networks that work with and contact seniors on a daily basis. Counties have established special transportation systems that meet the needs of seniors who can no longer drive. These programs allow many seniors to maintain their independence and relieve family members who may be miles away.

Other counties have developed programs that use the skills of retired seniors to advise new business owners. These retirees assist with the development of business plans, computer training, accounting and other financial matters.

In addition, counties, such as San Diego County, Calif., have developed volunteer corps through the sheriff's department and use seniors for routine patrols such as parks and compliance with parking regulations.

Others have developed volunteer programs that use seniors to do routine administrative tasks for the county.

The Retired and Senior Volunteer Program (RSVP), is a program funded by the federal Corporation for National and Community Service. Counties, individually or regionally, as well as other communities, can establish senior corps. These groups use their life experiences to better their communities. The skilled, experienced and talented retired seniors serve in public and non-profit community service roles.

(For additional information about programs for seniors go to www.seniorcorps.org/joining/index.html. For additional research information about baby boomers, their characteristics and their beliefs go to www.aarp.org)

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



2001 Achievement Awards Winners

Orange County Employee Disaster Volunteer Program

Orange County, Fla.

Orange County, Fla. is located in central Florida, the meeting point of several major highways, between the east and west coasts. It has been designated as a host county in the event of coastal evacuations. This "host county" designation requires Orange County to potentially shelter in excess of one million evacuees. This places a large burden on the availability of shelter spaces and qualified shelter management personnel. With this in mind, Orange County sought to augment the number of Red Cross trained shelter managers to be able to manage the 200-plus potential shelters within the county.

The Orange County Employee Disaster Volunteer Program is a training program for shelter managers and is taught by the Red Cross to county employees within county facilities during county business hours. Upon completion of the 16-hour training course, employees are certified as Red Cross shelter managers. In the event of a disaster, the county emergency operations center will activate the required number of shelter management personnel (depending on the scope of the disaster) in concert with the local Red Cross.

Volunteers in the program also include contingency personnel who are assigned to the County Emergency Operations Center and the Citizens Information Center. Both centers require trained personnel for proper operation of the county's response process. This program has enhanced participation considerably, which has increased provision of critical services during a disaster.

The final element of this program, which has ensured its success, was the implementation of the disaster pay plan policy by the Board of County Commissioners, which compensates county employees in the event of disasters. Because this policy precedes a disaster's occurring, disaster pay, (\$12 for employees with no formal training and \$20

for trained personnel) is refundable by FEMA.

Crisis Response in the Schools: An Intergovernmental Partnership

Montgomery County, Md.

In a partnership between Montgomery County's crisis center and large public school system, more than 500 student service personnel were trained to provide a crisis mental health response following a traumatic event in the schools. In the event of a large scale incident, two "Core Crisis Teams," comprised of approximately 30 student service workers would respond.

The training included lectures about crisis response, models, experiential opportunities to practice learned skills and activities to facilitate adaptation of the model to their student populations.

The need for this program was identified during the spring of 1999 (soon after the shootings at Columbine High School). Three levels of crisis were defined:

- Level 1 — school based crisis, such as an out-of-control student or a suicidal threat
- Level 2 — crisis affecting a single school, such as the death of a student or teacher, and
- Level 3 — traumatic crisis, often involving more than one school requiring a coordinated, broad response by a county wide crisis response team.

The Department of Health and Human Services Crisis Center and the Montgomery Public Schools Student Services joined to plan and outline objectives to successfully implement training to at least 150 personnel. The training was accomplished less than one year after the need was identified and because of the unique and successful partnering of two departments within Montgomery County's government, the training occurred without incurring expenditures beyond the fiscal year's budgeted funds for training.

(Hats off to ... was compiled by Christina Crayton, research assistant, and features 2001 NACo Achievement Award winners. For more information, call (202) 942-4285.)

FINANCIAL SERVICES NEWS

Women at Income Risk after Retirement

We've all heard about the importance of securing our finances for the future. But statistics surrounding Social Security during women's retirement can be an eye opener. Education is the key that will assist women to steer clear of a declining economic outlook and trend often found during retirement.

Current and potential retirement plan participants need to know the facts — 25 percent of widows will deplete their spouses' death benefits in less than two months. Given this statistic, it seems likely women could find themselves poor and struggling during later years, especially if they do nothing now to avert that result.

Here are some other facts contributing to the trend:

- Women are half as likely as men to have a private pension, and if they do have a pension, it's worth half as much as the average man's pension.

- Social Security represents the only source of income for one of every four unmarried women retirees.

- Social Security makes up just 37 percent of the average single man's support, but it makes up 55 percent of the average single woman's support.

Where can participants learn more about planning a secure future?

The Social Security Administration has a Web page for women at www.ssa.gov/women. The goal is simple: get women to save, because if they don't, the resulting dependence on Social Security income may leave them poor in their later years. This is especially true for women who are divorced, widows and all lower-and-moderate-income women, especially those without a pension or substantial savings.

NACo offers several ways for counties to help their employees — both male and female — save for retirement. Through its deferred compensation and defined contribution programs, NACo provides county

employees with voluntary retirement savings programs. Through the programs' administrator, Nationwide Retirement Solutions, employees can learn about the importance of investing for retirement and how to calculate how much they should be contributing into a tax-deferred retirement account.

NACo also presents a free retirement training workshop, *Grow Your Nest Egg*, to state associations of counties and for sale to individual counties. The *Grow Your Nest Egg* workshop provides county employees with needed tools and information to help secure their financial futures.

(This article was written jointly by the staffs of NACo Enterprise Services department and Nationwide. For more information, current and prospective participants may talk with a Nationwide Direct Access Retirement Specialist by calling toll-free at (877) 677-3678 or call Lisa Cole, NACo services operations director at (202) 942-4270.)

NACo On The Move

NACo OFFICERS / COUNTY OFFICIALS

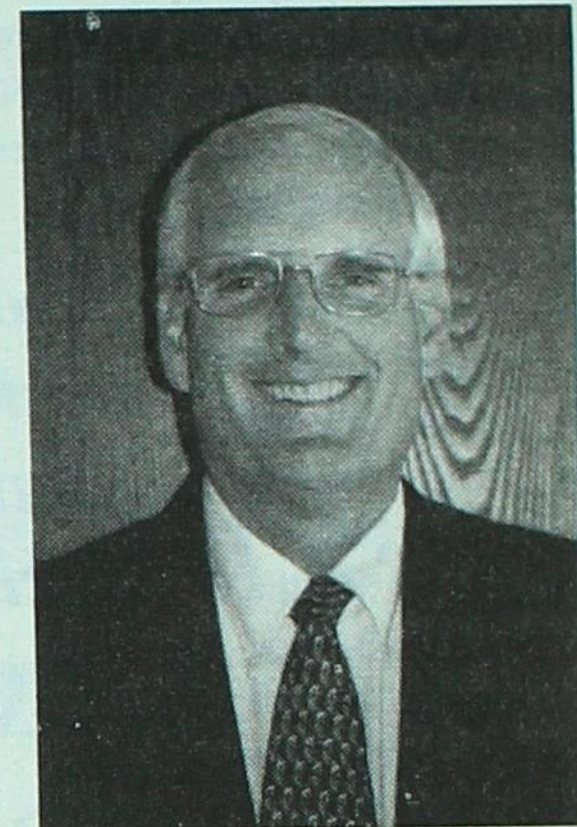
- NACo's TEA-21 Task Force met in Tarrant County, Texas Oct. 19-20 to begin to develop policy for NACo on the reauthorization of the Federal Highway and Transit programs.

- President **Javier Gonzales** addressed the New Hampshire Association of Counties general session on Oct. 11 at The Balsams.

- NACo First Vice President **Karen Miller** addressed the Opening General session of the Association of Indiana Counties conference on Oct. 9 in Indianapolis.

- The Oregon Department of Agriculture recently recognized Umatilla County (Ore.) Commissioner **Bill Hansell**, chair of the NACo Agriculture and Rural Affairs Committee, for his leadership in agriculture. This prestigious award, presented by Phil Ward, director of the Oregon Department of Agriculture, cited his leadership in agriculture on the county, state, and national levels.

Commissioner Hansell was honored at a banquet on the campus of Oregon State University on Oct. 10.



Bill Hansell

THE H.R. DOCTOR IS IN
Buenos Dias, Y'all!

There is an obvious revolution at hand, wrought by the technology of wireless communications, personal digital assistants, cell phones, digital TV and PC's. In fact, by one futurist's estimate, 90 percent of the technology I will be using in 2030 (albeit, probably from my assisted living facility) has not yet been invented.

However, this is an article about another revolution occurring in the United States. This one is discernible not from the pages of a technology magazine, but from emerging census data. The American folklore about our nation as a "melting pot" for the world is becoming more than a myth. It is becoming a reality.

Granted, the HR Doctor now works in Miami-Dade County, Fla. where a majority of the population is a minority — about 52 percent Hispanic. However, all around the country demographic studies show an interesting, exciting trend toward diversity which some would perhaps find scary. The trend is already here — right in my own friendly neighborhood county!

The trend not only involves ethnic diversity, an aging population, and increasing population diversity in the suburbs, it also portends language diversity becoming a center piece of our nation and its workplaces.

In the workplace, HR professionals are emerging as cultural and linguistic ambassadors to the coming new world of language and cultural diversity at work. This is not an easy role since many of the issues which are and will increasingly be arriving in the HR professional's office will challenge the organization and its administrators.

How should I respond to the proposed disciplinary action against the county employee for speaking Spanish at work in the presence of non-Spanish speakers who are complaining? Should employees

who speak another language receive additional pay or benefits? What if the language is English but the worker with one ethnic background is much better able to effectively interact with clients than another employee? Is "ethnic" pay appropriate?

What about the more complicated orientation or new employee support that may be necessary in a recruitment environment which is literally worldwide? Does the employer have any responsibility to help a new registered nurse recruited by the county in the Republic of the Philippines find housing, or get a driver's license, or navigate in a "super mall?"

When English proficiency is poor, should the employer help the new staff member — or the staff member's family — with access to English improvement programs? Where does the county-as-employer role begin ... or end?

No small challenges. However, in the world of HR there are traditional answers just as valid now as

stand up too well when the venue is the employee break room or when no clients are being served.

The job-relatedness burden is one which should be used and construed narrowly.

The other part of the prescription for effective HR management in the world ahead is to learn to celebrate the diverse nation and workplace we have. Help every employee keep personal biases, whines or inappropriate behaviors out of the workplace. Harassment based on culture or language is going to harm the

employees, the organization, the service delivered, the clients and public relations. The only persons who might be secretly pleased to come across an employer, especially a government employer, tolerating such behavior will likely be plaintiff's attorneys!

Employees can effectively teach one another when it comes to getting along well and sharing information and experience — not only about some new software application which makes work easier and more productive, but also about language and culture skills, which can make servicing diverse clients more effective.

The American folklore about our nation as a "melting pot" for the world is becoming more than a myth. It is becoming a reality.

For managers, there is a special responsibility to be an effective role model for appreciating that the best workforce to meet the challenges facing county agencies is one which brings to bear the insights and experiences of diverse backgrounds.

Beware, however, of easy approaches. Hiring a consultant to put on a diversity program isn't the answer. In fact, programs that simply aim at getting every participant to start singing "We Are Family" aren't going to help in the long run — or probably in the short run either. There must be a continuous focus on how diverse skills at work affect the bottom line. Yes, there certainly is a bottom line in county government business. It's the delivery of great customer service in a humane, legal, timely and effective manner.

The most effective employees and managers in the county workplace of the future — and the present in many places — are those who are sensitive in a positive way to the value of second language skills in modern public administration.

With these thoughts in mind, adieu, auf wiedersehen, adios, and all the best from the HR Doctor.

Phil Rosenberg
www.hrdr.net

NOTICES

CONFERENCES

■ **The National Business Incubations Association (NBIA)** will hold its 11th Annual Fall Training Institute in Denver, Colo. Nov. 10-12. The institute will include sessions on creating and leading effective support programs for start-up and fledging firms. The three-day event will feature six workshops led by a faculty of industry experts. The sessions are designed to help existing incubation personnel learn to better manage their programs and to assist incubator developers in establishing successful programs.

For more information about the workshops call (740) 593-4331 or visit www.nbia.org/conf/fti_2001/index.html.

■ **The National Civic League (NCL)** will hold its 107th Annual National Conference on Governance entitled, *Digital Democracy: Civic Engagement in the 21st Century*. The conference will convene innovators from around the country to discuss the changes in E-government, politics and community building and assess the implications for our collective future while highlighting models. The conference will take place Nov. 15-17 at Loews L'Enfant Plaza Hotel in Washington, D.C. For more information, contact Joel Mills, (202) 783-2961.

■ **The Wildlife Habitat Council (WHC)** will hold its 13th Annual Symposium entitled *Science & Stewardship: Creating Greener Communities* Nov. 12-13 at the Renaissance Washington, D.C. Hotel. Panelists will discuss best practices and latest techniques in using technology to protect and remediate land, working with conservation partners, understanding the relationships between species and their environment to beginning a habitat program. Also included will be the opportunity to attend one of five educational field trips, and live animal demonstrations. For more information, contact the Wildlife Habitat Council at (301) 588-8994.

(Notices is compiled by Stacey Kennedy, editorial assistant)

County News

Visit us at...
www.countynews.org

ONLINE

Get County News on your desktop!
Headline update • Web site update • PDF delivery

To sign up for any of these services, go to www.countynews.org/Online_Form.cfm, fill out the form and answer a few questions. The first six months are free. After that, the service of your choice will cost only \$20 a year.

Job Market - Classified Rate Schedule

- **Line Rates:** \$7 per line, NACo member counties; \$10 per line, others.
- **Display Classified:** \$50 per column inch, NACo member counties; \$70 per column inch, others.
- **Billing:** Invoices will be sent after publication.
- **Mail advertising copy to:** Job Market, County News, 440 First St., N.W., Washington, DC 20001.
- **FAX advertising copy to:** Job Market, County News, (202) 393-2630.
- **E-mail advertising copy to:** skennedy@naco.org.
- **Be sure to include billing information along with copy.**
- **Estimates given prior to publication are approximations only and do not necessarily reflect final cost.**

For more information, contact **Stacey Kennedy**
County News Job Market representative:
Tel. (202) 942-4256.

JOB MARKET/CLASSIFIEDS

DIRECTOR — COUNTY OF CUYAHOGA, OHIO.

The Board of County Commissioners is seeking qualified applicants for the position of Director of the Department of Children and Family Services. Salary: Commensurate with experience.

The Cuyahoga County Board of Commissioners is seeking a director with comprehensive knowledge of the needs of children and Child Welfare Policy challenges, who has exceptional leadership skills, is a consensus builder and a visionary thinker with proven change management experience. The successful candidate will have a Master's Degree preferably in a child welfare related field and ten years experience in the management of a large organization.

The Department of Children and Family Services' mission is to assure that children at risk of abuse or neglect are protected and nurtured within a family and with the support of the community. The director will lead a staff of 1,200 and oversee a budget of \$180 million. This position offers a unique opportunity to manage day to day operations in program areas such as Hotline, Intake, Family Services, Foster Care, and Adoptions and forge partnerships within neighborhoods and communities that will link both public and private entities, dedicated to the welfare of children and families.

For additional information, please access the County's Web site: www.cuyahoga.oh.us.

Application Procedure — Submit a completed Board of Commissioners' Application for Employment and/or resume to the Office of Human Resources, Room 417, County Administration Building, 1219 Ontario Street, Cleveland, Ohio 44113. DO NOT FAX application and/or resume.

APPLICATIONS MUST BE RECEIVED BY 4:30 P.M., NOVEMBER 5, 2001

EEO/SMOKE-DRUG FREE ENVIRONMENT

DIRECTOR OF COMMUNICATIONS AND EMERGENCY MANAGEMENT — TOMPKINS COUNTY, N.Y.

Salary range is \$55,610 to \$60,417. Tompkins County, New York, is seeking an individual with leadership qualities and high level of technical expertise to manage the operation of a brand new, state of the art 24/7 E-911 communications center including police, fire and EMS. The department consists of 27 employees and is supported by the general fund and a dedicated tax. The director works under the administrative oversight of the County Administrator with wide leeway allowed for the exercise of independent judgment.

A thorough knowledge of the technology, operations, management and maintenance of an enhanced 911 system consisting of an 800 MHz public safety and multi-disciplined trunked radio system, associated radio infrastructure, computer aided dispatch, records management, telephone, and all associated computer and console systems is required. The successful candidate will have a vision of a modern communications center and the ability to achieve that goal.

The Director must communicate effectively and relate well with personnel, the public, various law enforcement, fire, and emergency response agencies and ensure that all telecommunications personnel share the vision and exceed expectations.

The position requires a bachelors degree in Business Management, Public or Business Administration, Communications, Telecommunications, Communications Technology, Information Technology, Computer Science or a closely related field and four years of public safety or emergency response experience, one year supervising dispatch personnel; or an Associates as specified and six years experience, two years supervisory; or high school/GED and ten years experience, two years supervisory. The current salary range is \$55,610 to \$60,417 with a comprehensive benefits package. Details and Applications:

www.tompkins-co.org Tompkins County Personnel, 125 E. Court St., Ithaca, N.Y. 14850. (607) 274-5526 Tompkins County is a equal opportunity employer committed to workforce diversity.

DIRECTOR OF HUMAN SERVICES — GLASTONBURY, CONN.

(Population: 32,000). Salary Range: \$61,000-\$82,500 depending on qualifications.

The town of Glastonbury, located adjacent to Hartford and widely known for its outstanding amenities, extraordinary beauty and historic character is seeking qualified candidates for the position of Director of Human Resources. Under administrative direction of the Town Manager, performs highly responsible administrative, professional and managerial work involving the leadership and direction of the Human Resources.

Major functions include: employee/labor relations: Administrators and directs recruiting, testing, staffing, position classification and compensation, labor agreements, staff development and training, performance evaluations, employee assistance programs and Town Affirmative Action Plan: Directors employee benefits programs; including health insurance, dental, prescription drug plans, life insurance, pension programs and other employee benefits related to the

Human Resource function: Worker's Compensation; safety programs; maintains and enforces the Town's personnel policies and procedures; chief spokesperson for labor negotiations; represents the Town Manager in employer/employee related matters.

Requirements: Master's degree in Public Administration, Human Resources, Personnel Administration, Business Administration, or combination of relevant training and experience. Seven (7) years progressively responsible experience in Human Resource management and employee relations experience, including five (5) years of supervisory responsibility.

Send resume by January 14, 2002 to:
SLAVIN MANAGEMENT CONSULTANTS
3040 Holcomb Bridge Road, Suite B-1
Norcross, Georgia 30071
Phone: (770) 449-4656
Fax: (770) 416-0848
E-mail: rsalvin101@aol.com
AA/EPE/ADA

WATERSUPERINTENDENT — COLUMBUS COUNTY, N.C.

Salary Range: \$27,942-\$44,670. Deadline: November 30, 2001.

County of approximately 54,000 located 45 miles west of Wilmington and 50 miles north of Myrtle Beach is seeking a Water Superintendent who is responsible for overall operations of the systems, preparing budgets, supervise new construction, supervise maintenance, receive and respond to customer inquiries and all functions related to public water systems. Works under the supervision of the County Administrator. County residency is required. Must have a minimum of a high school Water Distribution Certification, a Class I Collections Certification, CDL (Class A), Competent Persons Trenching Training, and Cross Connections Training.

Desired qualifications are Grade B Certifications, Salary Range: \$27,942-\$44,670. Deadline: November 30, 2001. Submit resume and cover letter to: Debbie Long, Personnel Director, 111 Washington Street, Whiteville, N.C. 28472. Columbus County is an Equal Opportunity Employer.

CITY OF MODESTO, CALIFORNIA

DIRECTOR OF COMMUNITY DEVELOPMENT

(Starting Salary Range to Low \$100's D.O.E. + Car Allowance)

The City of Modesto, California (population 190,000) seeks a dynamic and progressive planning and development professional to support its economic and community development as well as its redevelopment activities. The Director of Community Development manages a staff of 51 full-time employees and an operating budget of approximately \$6.9 million. This professional is accountable to the City Manager, reporting on a day-to-day basis through one of two Deputy City Managers.

The Department is organized into three divisions to include Planning, Building, and Development Services. Significant projects to be undertaken by the new Director include developing the necessary policies and support systems to advance the City's recently updated Urban Growth Policy (General Plan); marketing Modesto; building a strong economic and social base; ensuring a sound infrastructure; and strengthening partnerships with primary stakeholders. In addition, the Community Development Director is expected to assist with the organization's succession planning, as the City anticipates experiencing a higher than average retirement rate within the next three to five years. Prior experience serving as a prime liaison and negotiating with developers, other governments, landowners



City of Modesto

and citizen groups is essential, as is proven service in customer-oriented environments.

A Bachelor's degree in Urban/Regional Planning, Public or Business Administration, or related fields, with five plus years of senior management experience in community/economic development, redevelopment or planning, is required. A Master's degree in a similar discipline accompanied by certification with the AICP or CED is desired. Interested individuals should submit résumé, current salary and a statement of qualifications No Later Than November 9, 2001 to

Ms Teri Black Brann or Mr. Jerry Oldani

THE OLDANI GROUP

188-106 Avenue NE, Suite 420

Bellevue, Washington 98004

Phone: 425.451.3938 / Fax: 425.453.6786

E-mail: searches@theoldanigroup.com

<http://www.theoldanigroup.com>

AN EQUAL OPPORTUNITY EMPLOYER - M/F/H



"Investing in People ... Investing in the Future"

**Wyndham Bonaventure Hotel,
Broward County (Fort Lauderdale), Fla.
November 7-10, 2001**



In light of the terrorist attacks of September 11, the National Association of Counties has altered its program to ensure that you learn about:

- ★ The Federal Government's Economic Stimulus package and how it affects your programs
- ★ Responses to emergency situations caused by acts of terror and bio-terrorism
- ★ Upgrading the skills of your workers to respond to Homeland Defense initiatives
- ★ The impact of unemployment on Welfare Reform and TANF reauthorization
- ★ The needs of children during times like this from noted National Public Radio commentator Juan Williams
- ★ The new economic, social, and political climate means for Workforce Investment Act programs
- ★ Ways to respond to workers in times of crisis
- ★ The health care needs of unemployed workers
- ★ The economic, social and health care implications of September 11, 2001 and how it will effect workforce, human services and health programs from noted demographer, Harold "Bud" Hodgkinson, the Director of the Center for Demographic Policy

National Association of Counties 2001 Workforce Development and Human Services Conference

**REGISTER NOW FOR THIS IMPORTANT CONFERENCE, DESIGNED TO HELP YOU
RESPOND TO THE EMERGING ECONOMIC AND SOCIAL CRISES**

Conference Registration Form...

1 Room reservations should be made directly with the Wyndham Bonaventure Hotel. They may be reached at: (954) 389-3300. To get the special hotel rate let them know you are attending the NACo conference. Rates are \$141 for a single room, and \$161 for a double room plus tax.

2 Type or print clearly and keep a copy for your records. Return completed form to: NACo Conference Registration Center P.O. Box 26307 Akron, OH 44319 Conference registration may be faxed to: (330) 963-0319 or Inquiries Only: (202) 393-6226

First Name: _____ Last Name: _____
 Nickname: _____ Title: _____
 County/Company: _____
 Address: _____
 City: _____ State: _____ Zip: _____
 Telephone: _____ Fax: _____
 Spouse Name: _____
 Youth Name(s): _____

Please indicate your specific area(s) of interest: ☐ Human Services ☐ Workforce Development

Registration Payment: ☐ Check ☐ Money Order ☐ P.O./Voucher ☐ Visa ☐ MasterCard ☐ AMEX

Credit Card Information

Card # _____ Exp. Date: _____
 Cardholder's Name: _____
 Signature _____

Registration fees in the form of a check should be made payable to the National Association of Counties.

Payment Policy— The conference registration fee MUST accompany this form and MUST be received before a registration can be processed. A credit card payment or check will fulfill your registration at the time of submission. You may reserve your registration with a voucher or county purchase order made payable to the National Association of Counties. A purchase order will only HOLD registration; full payment must be made before a badge will be issued.

Cancellation Policy— Refund of the conference registration fee, less an administrative fee of \$50 (or 50% of spouse/youth fee) will be honored if written notice of conference registration Cancellation is postmarked no later than October 1, 2001. Cancellation requests of any registration after this date will be subject to an administrative fee equal to 50% of the registration fee.

Note: AFTER NOVEMBER 5, 2001, NO REFUND REQUEST WILL BE HONORED. All registrations postmarked October 20th or later will be processed at the on-site registration fee. Sorry, no telephone cancellations can be accepted.

NACo National Association of Counties
 Counties Care for America