



# A new era for NACo

By Matt Chase  
executive director

The boxes are packed; the movers on their way. This week the National Association of Counties begins operations in its new home at 660 North Capitol Street. More than our headquarters, the new space will serve as America's county seat, providing event and work space for county leaders and our allies

in the nation's capital.

On the street level, NACo will also be sharing, and co-branding, a nearly 5,000-square-foot state-of-the-art conference center with the National League of Cities, also a tenant in the building. Together, our two leading local government organizations will occupy three floors of the energy efficient building, certified LEED (Leadership in Energy & En-

vironmental Design) gold by the U.S. Green Building Council. The unique co-location promises to foster collaboration between the organizations in advancing our mutual priorities.

NACo will occupy nearly 40,000 square feet of the 200,000-square-foot building, located at North Capitol and G Streets, N.W., six blocks north of the U.S. Capitol. Republic Properties Corp. is the

developer.

The new location adds value to our federal policy advocacy and our efforts to strengthen counties' position on the national stage.

NACo belongs to its members. We hope you will consider this dynamic headquarters your home away from home as we work together to build stronger counties and a stronger America. **CN**

# Rural N.C. county turns to collaboration to score transportation success

**Meggan Odell**  
Rockingham County, N.C.

Rockingham County, N.C., a mostly rural county spanning more than 570 square miles, has been collaborating with a non-profit organization to implement a countywide rural transit system.

Although the county's overall population is estimated to slightly decrease from its current population of 93,643 residents, the county anticipates a significant increase in the population of residents age 75 and older over the next 20 years.

Based on the county's unemployment rate, median household income, population growth and assessed per capita property value, Rockingham

County has consistently ranked as one of the most economically distressed regions of North Carolina.

Aging, Disability and Transit Services (ADTS), a private non-profit organization, has provided general public transportation through a demand-response system across Rockingham County since 1983. ADTS provides oversight and administration of all non-emergency medical transportation for Medicaid beneficiaries. Despite the success of the current system, staff continued to receive requests for a more easily accessible source of public transportation.

In the fall of 2010, ADTS pursued federal Targeted Transportation Assistance Program funding administered through

the North Carolina Department of Transportation. This two-year federal grant opened funding to transportation programs targeting identified priority groups including the elderly and individuals with disabilities. ADTS was approved for funding to operate one route in the city of Eden and in January 2013, it launched the first bus route to serve Rockingham County in more than 50 years. In August 2014, ADTS launched the second route with equal success and positive community reception, and in May of 2015, the third and final leg of the bus network began, linking three towns within Rockingham County.

The grant funding, initially used to purchase buses and market the service, has been re-

newed annually.

In addition to the three bus routes, the network also includes a connector system that offers riders the ability to move across the county as well as access the numerous services and programs housed at the county seat.

Although the service targets elderly residents or individuals with disabilities, the entire public can use the system for a \$1 fee.

Although ADTS secured funding to implement the necessary services, the organization rec-

ognized that collaboration, particularly with the local municipalities, would be instrumental to enhance service responsiveness, expand community use and secure the long-term sustainability of this program.

Ongoing communication and adaptability were crucial components of the program's success and allowed ADTS to amend the routes as necessary to address changes in consumer needs or reflect usage statistics.

The new program, with an

*See RURAL page 9*



An Aging, Disability and Transit Services bus waits to pick up passengers at a stop in Madison, N.C.

Photo courtesy of Rockingham County, N.C.

## SNAP/STATS

### MOST HAUNTED PLACES IN AMERICA

Place	County
Gettysburg Battlefield .....	Adams County, Pa.
The Bell Witch Cave .....	Robertson County, Tenn.
The Stanley Hotel .....	Larimer County, Colo.
Waverly Hills Sanatorium .....	Jefferson County, Ky.
Eastern State Penitentiary .....	Philadelphia, Pa.

Source: [paranormal.lovetoknow.com](http://paranormal.lovetoknow.com)

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NATIONAL ASSOCIATION of COUNTIES

# NACo

# County voting officials denounce claims of possible election-rigging

By Charles Taylor  
senior staff writer

"Loose talk" of possibly rigged elections has voting officials across the country "saddened," "frustrated" and "annoyed," county election administrators say.

"It's turned our world upside down," said Katrina Swanson, who has run elections in Cowlitz County, Wash. for the past 25 years. "We're getting several phone calls, not only questioning their voter registration, but the security aspects of our system."

She added that a number of "negative" posts to her department's Facebook page have led to taking a "better safe than sorry" approach, which includes additional security for poll watchers and ballot drop boxes. Washington is an all vote-by-mail state, but most voters drop off their ballots rather than mail them back.

"It's impugning everyone's reputation when it doesn't need to be that way," said Linn County, Iowa Auditor Joel Miller.

One campaign's claims of "rigging" come on the heels of concerns about cybersecurity and hacking voting systems.

Voting fraud does occur, according to Rick Hasen, an elections law expert at the University of California Irvine and author of *The Voting Wars*, but not on a large enough scale to affect a national election, he said in a recent nationally broadcast radio interview. Most cases of voter fraud happen in local elections, where hundreds of ballots could make a difference, he said. "Usually, it's absentee ballots that are bought or sold."

Dana DeBeauvoir, Travis County, Texas elections director, said "loose talk" is undermining voters' confidence in the electoral system. "It is un-

democratic; it is also difficult to defend against," she said. "Because the charge is not specific, it is difficult to refute."

One problem elections officials see is that two possible kinds of "rigging" are being conflated into one. There is a perception among some of the public that the news media is rigging the election through biased coverage. And then, there's the notion that voter fraud will somehow rig the election.

Iowa Gov. Terry Branstad recently implied that rigged elections and voter fraud are the same thing, Miller said. "I vehemently disagree with that," and he has stated as much in news media interviews — calling such claims "bogus." For that Miller has been castigated by a citizen who called his of-

## SPEEDREAD

### IN THE 2014 GENERAL ELECTION, COUNTIES OVERSAW

- 104,000 polling places
- 648,000 poll workers
- 83,262,122 votes were cast

fice demanding that he apologize.

"We'll have 600 precinct election officials out there working 86 precincts; they're all trying to do the right thing," he said. "And that's the only way we can have elections ... via community volunteers who step forward who agree to work a 12-, 14-, 16-hour day for very little pay because they believe it's their civic duty to administer elections."

One of the presidential campaigns has also encouraged its supporters to "get everybody to go out and watch" polling places for signs of voter fraud. On Oct. 20, GOP leaders in



Pennsylvania filed a lawsuit against the state's secretary of state to allow poll watchers to monitor elections outside their home counties. They argue that because Philadelphia is an overwhelmingly Democrat-leaning city and county, it's not possible to find enough Republicans who live within about 1,700 precincts to serve as poll monitors.

States have specific guidelines for official, credentialed poll watchers, Miller said, who are approved by local Republican and Democratic party chairs.

"If you show up and you're not credentialed," he added, "then you'd better be there to vote or you're going to be asked to leave. We don't just allow anybody to just show up and stand around and loiter."

DeBeauvoir said there are laws in most states that "protect the safe haven of the polling place for voters."

"Also it would take a great deal of grass roots organizing to have an effect on a lot of polling places. We are not seeing evidence of actual organizing, just loose talk," she said. "The one aggregation point of Election Day is a vulnerability we need to plan for and pro-

tect our voters against possible schemes of interference."

Alysoun McLaughlin, deputy election director for Montgomery County, Md., believes elections officials have an "obligation" to use concerns about the voting process as "teaching moment."

"Few voters have much of an idea how the process works behind the scenes," she said. "When the national media are asking questions, it gives us a good opportunity to educate voters on how we secure ballots and make sure that every vote is counted accurately and the transparency that is built into the process."

Miller is doing just that. He plans to offer public tours of the county's elections process. "If people will come in and see how we do it, then maybe they will restore some confidence in the system for those people who are the biggest doubters."

One of McLaughlin's concerns is that suggestions of fraud, rigging and hacking "puts ideas in the head of someone who thinks it would be a good 'prank' to try and mess with election equipment."

"I'm confident in our systems for detecting it and making sure that ballots are cast and counted accurately," she said, adding that attempts to disrupt or influence the election would be prosecuted. Still, she worries that someone who wanted to "make a spectacle of themselves could temporarily disrupt a polling place."

Cowlitz County's Swanson calls election administrators "democracy's first responders."

"In all my 25 years of elections administration, I've never experienced a time of such fragility of the voters' faith in the elections process," she said. "The voter's confidence matters. Trust in the voting process matters." **CN**

# Welcome to NACo's New Home



# CAPITAL LOOP

## District Court: EPA has not adequately tracked employment impacts of its Clean Air Act regulations

● On Oct. 17, a U.S. District Court judge in West Virginia ruled that the Environmental Protection Agency did not adequately analyze and track the impact that its Clean Air Act regulations have on jobs in affected industries.

## FCC reauthorizes Inter-governmental Advisory Committee

● The Federal Communications Commission has announced it will reauthorize its Intergovernmental Advisory Committee (IAC). The IAC comprises 15 members including elected and appointed officials from county, municipal, state and tribal governments.

## EDA seeks public comments on changes to Revolving Loan Fund program

● The U.S. Department of Commerce Economic Development Administration (EDA) issued a notice of proposed rule making, Oct. 3, or opposing changes to the regulations

governing the Revolving Loan Fund. The deadline for public comments is Dec. 2.

## The U.S. Forest Service requests applications for Community Forest Program grant

● The U.S. Forest Service has announced a request for applications for grants under its Community Forest Program. This competitive grant program is open to local governments and qualified nonprofits to assist in establishing community forests through the purchase of private forest land that is at risk from conversion to non-forest uses. Interested local government or nonprofit applicants must submit applications to their state forester.

## DOT secretary: Next Administration to oversee driverless car rules

● On Oct. 12, the U.S. Department of Transportation Secretary Anthony Foxx told reporters that the next Administration will oversee and implement all regulatory rule-making for self-driving cars. While guidance was issued last month, any new rule will be developed and implemented by the next president's appointees.

## BRIGHT IDEAS | GWINNETT COUNTY, GA.

# Training Program Skills Boost Emergency Medical Response

**PROBLEM:** With a growing and aging, population, Gwinnett County's need for paramedics is increasing.

**SOLUTION:** Training to a higher level in less time.

By Charles Taylor  
senior staff writer

Gwinnett County, Ga. is putting better-qualified emergency medical responders on the streets sooner by modifying its training regime.

A new 16-month Firefighter-Paramedic Training Program, begun in 2014, turns out paramedics, who can provide a higher level of care than emergency medical technicians.

In 2015, Gwinnett County Fire & Emergency Services (GCFES) responded to 74,000 calls, 75 percent of which — 56,000 — were for emergency medical services, according to Phillip Merck, GCFES battalion chief-of-training. And the number of seniors living in the county more than doubled to 121,700 in 2015 from about 46,200 in 2000, increasing the need for more advanced life support services.

"Our department said why don't we look at increasing our level of service at the very beginning," Merck said, "so we're sending out at the very front of a career somebody who's already certified at a higher level without having to come back later to get those certifications." GCFES is a "fully integrated" fire-emergency medical service; all its responders perform both duties.

For years, the county offered EMT training for firefighter recruits, and after eight months, trainees were certified "at the EMT intermediate level," Merck said.



Gwinnett County, Ga. fire-EMS recruits study to become paramedics before starting fire school. Photo courtesy of Gwinnett County, Ga.

From there, it could take another 11 months, at least, to obtain paramedic certification through the fire academy — longer if a firefighter-EMT took a community college course, for example, while also working full time.

In its first two years, the new training program has added more than 150 certified paramedics to the department's ranks, making it twice as likely that someone summoning an ambulance will get a first responder with advanced life-saving skills, he said.

While the terms EMT and paramedic are sometimes used interchangeably, paramedics receive more training and have a wider scope of practice in the procedures they can perform, medications they can administer and equipment they can use.

Training all staff to the higher standard has benefits both for the fire service and the firefighter-paramedics. "Typically, when we just recruit somebody who's already certified as a paramedic," Merck said, "their tenure with our department does not last as long as somebody who we built from the ground up."

In the first "two, five, 10 years" of employment, he said the department's attrition

rate is about 4 percent. In the metropolitan Atlanta area, of which Gwinnett County is a part, it's about 10 percent, he said.

The county has a population of 920,000. GCFES has the largest fire district in the state and is one of only five fire departments in the United States with its own nationally accredited paramedic instruction program, Merck said.

One benefit for trainees who successfully complete the program is that they can be reclassified from a "fire-fighter 1-paramedic trainee" to a "fire-medical," he explained, "which would give you a 17 percent pay increase, and also you would walk away from the program with up to 42 hours of college credit based on an articulation agreement with a local technical college."

Merck attributes the training program's success, in part, to "investing" in employees. "We invest in the forefront, because we know that investment is going to pay off dividends for years on end — for not just for our department but also our community and our county." **CN**

*Bright Ideas features noteworthy or award-winning county programs.*

New NACo  
Member

GET TO  
KNOW...

Yuba  
County,  
Calif.



## Welcome, Yuba County, Calif.

Yuba County was one of the state's original 27 counties and is home to Beale Air Force Base. Thirty miles north of the state capital at Sacramento and nearby El Dorado County — birthplace of the California Gold Rush at Sutter's Mill — **Yuba frames itself as the Gateway to the Mother Lode Country.** The designation is aptly deserved — at one time, it was the state's largest gold producer.

## MONEYMATTERS

# The Labor Market: Growth in Jobs and Earnings Varies Greatly by Occupation

**By Joel Griffith**  
deputy research director

In the 106 months since the beginning of the Great Recession in December of 2007, the economy has created 5.6 million new jobs, according to data from the Bureau of Labor Statistics Current Population Survey.

This represents a 3.9 percent increase in the jobs market throughout that time. Median weekly earnings for all employees increased 18.1 percent, to \$827 in the third quarter of 2016 from \$700 in the fourth quarter of 2007.

But the performance has been uneven — in terms of geography but also in terms of sector performance. Let's take a look at the top and bottom 10 sectors, ranked according to change in number employed.

The Bureau of Labor Statistics breaks down the entire jobs market into 10 categories and subcategories of occupations. Of these 10, only five achieved jobs growth throughout this period.

### Jobs Growth by Occupation

The “professional and related” category experienced the highest jobs growth, in terms of raw numbers. Occupations in this sector include computer science, legal, education and health care practitioners. The 4.2 million jobs growth, to 34.9 million, represented a 13.9 percent increase from 30.6 million. Median weekly earnings in this category increased 18 percent, from \$966 to \$1,140.

The service industry experienced the second highest jobs growth. Occupations include fitness trainers, ushers and wait staff. The 3.5 million jobs

growth represents a 15.1 percent increase. Median weekly earnings in this category increased 13 percent, from \$460 to \$520.

Rounding out the top three in terms of jobs growth is that encompassing “management, business and financial operations specialists.” Occupations in this sector include loan officers, purchasing agents and market research analysts. The 3 million jobs growth, to 24.7 million, represented a 14 percent increase. This cluster of occupations continued to fetch the highest wages, increasing 21.6 percent to \$1,298 from \$1,067 weekly.

Cumulative inflation throughout this period was 14.2 percent. This eats away into most — and in some cases all — of the wage gains. Only three of these 10 sectors experienced a gain in real terms in excess of 5 percent. These three sectors account for just 23.2 percent of the workforce. In other words, only one in four jobs likely experienced a real increase in pay of more than 5 percent over the past nine years.

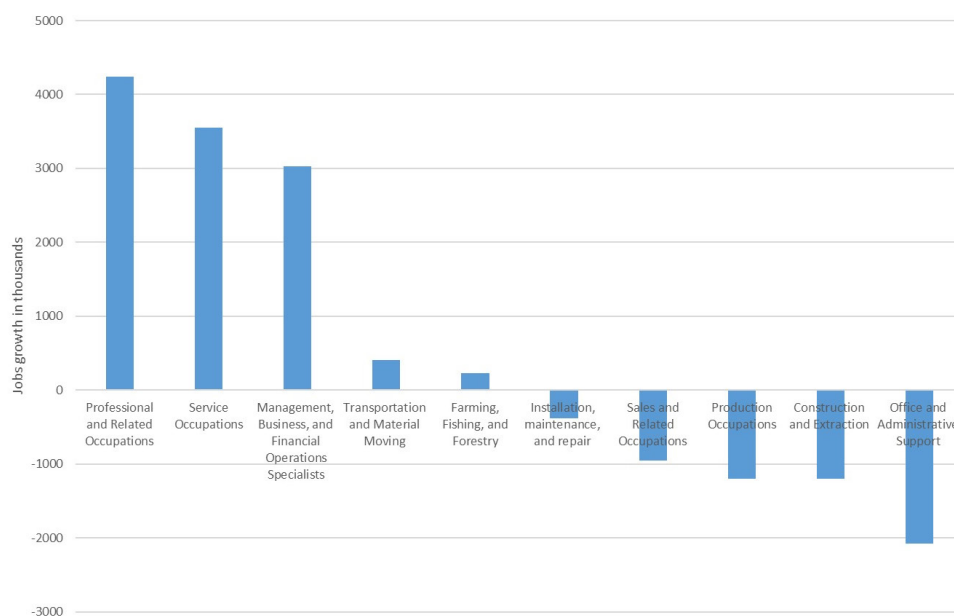
### Wage Growth Adjusted for Inflation Q4 2007–Q3 2016

Perhaps most troubling is that the service industry represents the second largest occupation cluster. As mentioned before, this segment also experienced the second highest number of jobs added throughout this period.

Not only is this sector the second lowest paying of the 10 major categories (\$520 weekly), but also it is one of only two sectors to experience a

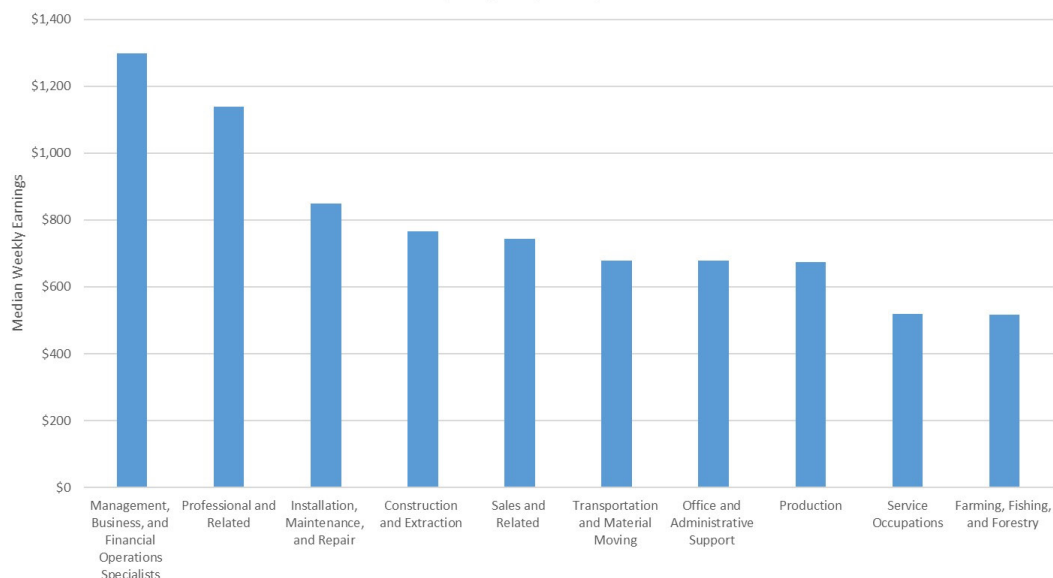
See **LABOR** page 7

Jobs Growth by Occupation: Dec. 2007–Sept. 2016



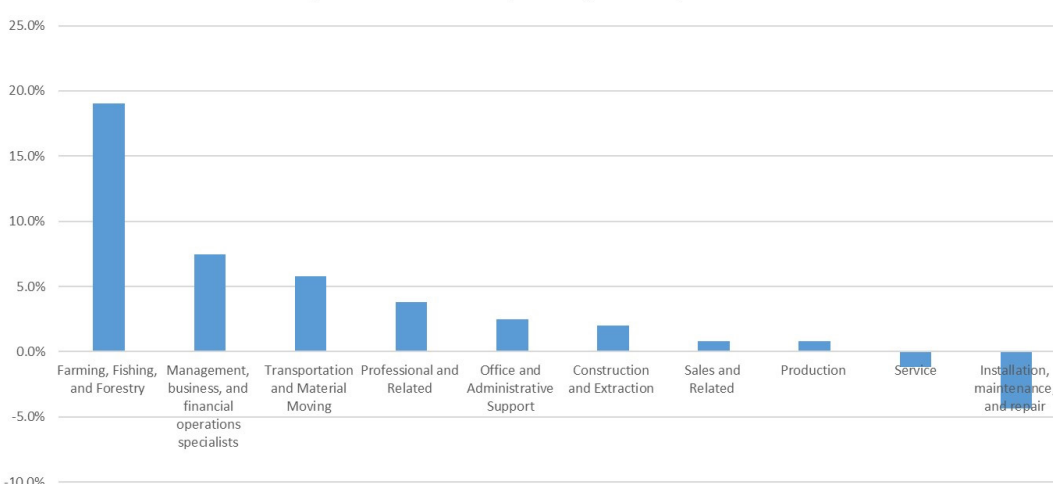
Source: Bureau of Labor Statistics, Current Population Survey

Median Weekly Wages by Occupation, Q3 2016



Source: Bureau of Labor Statistics

Inflation-adjusted Median Weekly Earnings Growth, Q4 2007–Q3 2016



Source: Bureau of Labor Statistics

## Job market shrinks for those without college degrees

From **LABOR** page 6

decline in real wages over the past nine years.

A broader concern is the jobs market for those without a college education. The data show a fairly robust market in professions most often requiring a higher education. However, the five sectors losing jobs since the beginning of the Great Recession are those with positions more likely to be filled by those without a college degree. More than 5.8 million jobs were lost in the following five sectors: 1) office and administrative support; 2) construction and extraction; 3) production; 4) sales; and 5) installation, maintenance and repair.

Many of these jobs were well paying, such as those in the construction and sales categories. The 3.6 million service sector jobs only partially mitigate those losses; in addition,

the median weekly pay of just \$520 pales in comparison to that available in construction, production, and equipment installation and repair.

### Median Weekly Earnings by Occupation

This historically weak economic recovery has resulted in a particularly difficult jobs market in certain sectors most often open to those with less specialized education. The service sector is replacing some of these positions, but at lower wages. At the same time, the number of high paying jobs in business, management, and finance is growing along with wages in these sectors. The top line numbers released each month on jobs creation and the unemployment rate tell only part of this story. **CN**

*Griffith is NACo deputy research director.*

## Direct federal road dollars available in new pilot program announced

In an effort to reduce the cost of delivering highway projects, the Federal Highway Administration has announced that the Local Empowerment for Accelerating Projects (LEAP) Pilot Program Notice is now available and accepting submissions.

Conceived in the FAST Act, the LEAP program will allow local governments to submit projects such as the design, construction or maintenance of major collector roads under formula criteria for direct funding.

This program, which is to be carried out over five years, requires an agreement between Local Public Agencies and respective state departments of transportation.

Projects will be subject to federal oversight.

Applications need to be submitted by Nov. 25. Five

grants will be awarded in the first pilot period.

"While only a pilot program, the LEAP program is a significant victory for local governments," said Peter McLaughlin, NACo Transportation Steering Committee chair.

"The ability to have greater local control over funds and project delivery has long been advocated by NACo, with the fruition of these efforts now being realized.

"With counties owning 45 percent of the nation's roads, this direct funding pilot program will allow for LPAs to not only save precious financial resources, but also complete projects faster for their communities," he added. **CN**

For more information, contact Kevan Stone: 202.942.4217, or [kstone@naco.org](mailto:kstone@naco.org).

## Initiatives impact county governments

This is a busy year for citizen-driven ballot initiatives, according to BALLOTPEDIA. Of the total 163 statewide measures on November's ballot, 72 were driven by the initiative process, the most since 2006.

Hot-button issues such as legalizing marijuana, minimum wage increases and gun control grab the spotlight again as they have in previous years, but dozens of "wonkier" measures with impacts on county governments also make a ballot appearance. Following is a report on some of those measures.

At risk on Alabama's Nov. 8 ballot are hundreds of local laws that can be called into question because of procedural votes in the state Legislature. If voters approve Amendment 14, officially titled the Alabama Approval of Budget Isolation Resolution Proposing a Local Law Amendment, those laws would be safe, according to Alabama Association of County Commissioners Executive Director Sonny Brasfield.

The amendment would guarantee the application of so-called "budget isolation resolutions" to local laws enacted before Nov. 8. The budget isolation resolution allows bills to jump to the head of the line for consideration by the Legislature. Otherwise, Alabama's legislators must first approve the state budget.

The amendment made its way to the ballot in response to a lawsuit challenging a Jefferson County law based on a claim that the resolution vote was incorrectly tabulated.

In Arkansas, some county officials could see their terms extended from two years to four years if voters approve Issue 1, Arkansas Increase in Length of Term in Office for Some County Officials. Terms would be extended for county judges, clerks, surveyors, assessors, coroners and sheriffs, among others. These officials would also be prohibited from serving in civil office concurrently. The amendment also rules out the need to hold an election if a candidate is running unopposed.

The legalization of recreational marijuana use could

complicate work for sheriff's deputies in the large rural and unincorporated parts of Maine, said Rosemary Kulow, executive director of the Maine County Commissioners Association.

"Discerning whether a marijuana operation would be legal or illegal would be difficult," she said. "And evaluating intoxication in traffic stops — it's not as easy or quick to check for as alcohol is. It used to be easy that if you smelled it, you arrested that person. Now there are a lot more details."

Missourians could vote to require themselves to present government-issued identification when they go to the polls in the future, a measure that the secretary of state said could exceed \$2.1 million annually in costs to state and local governments to enforce.

The Show Me State, for the most part, does not tax services, and the realtors' association has been promoting an amendment that would keep it that way, banning any future sales taxes on services.

It would put up a roadblock for potential efforts to replace the state income tax with a sales tax, "but (that) hasn't been an issue in recent years," said Dick Burke, executive director of the Missouri Association of Counties.

"We're more concerned about what this could mean for our current tax structure. Proponents claim this has no impact at all on anything we have in place," he said. "But, you never know."

Nevada's counties may have a patchwork of new revenues for roads, depending on how each votes to tie their gas tax to inflation.

Each of the state's 14 rural counties will vote on the measure. Clark County (Las Vegas), which had tied its gas tax to inflation but the measure is now sunset, has also put a similar question on the ballot. Washoe County (Reno), has tied its gas tax to inflation since 2003.

"If they pass," said Nevada Association of Counties Executive Director Jeff Fontaine, "that county's commission will be required to adopt the measure."

Whatever money is raised will

be split between the county and state, with the state money going to road projects in the county where the fuel was purchased.

Reclassifying misdemeanors like property crime and drug offenses would create the County Community Safety Investment Fund in Oklahoma. If voters approve the Oklahoma Smart Justice Reform Act, the money saved by those reclassifications would go to rehabilitative programs, including substance abuse and mental health programming.

In Oregon, one measure would devote 1.5 percent of state lottery proceeds to veterans' services, which could prompt an expansion of county veterans' services offices. Another would repeal the mandatory judicial retirement age, which is currently 75.

The politically agnostic in South Dakota will feel right at home if the Nonpartisan Elections Amendment passes. It would eliminate partisan primaries and state party conventions for all offices except for president and vice president.

Another amendment would change deadlines and timeframes for election-related document submission and bar a registered party member from signing a nomination petition for an independent candidate.

Property leased by the state of Utah or a political subdivision of the state would be exempt from property tax under Amendment C.

In a local charter amendment, Pierce County, Wash. voters will decide whether to prohibit elected county officials from holding any other elected public office besides that of a political party precinct committee officer.

It would not, however, prohibit a county elected official from holding office outside of the county. *The News Tribune* reported that state Sen. Pam Roach decided against simultaneously holding a County Council seat for which she is running. **CN**

*Charlie Ban, senior writer; Beverly Schlotterbeck, executive editor; and Charles Taylor, senior writer, contributed to this report.*



# BONNEVILLE COUNTY, IDAHO

Would you like to see your county's seal featured?  
Contact Charlie Ban at [cban@naco.org](mailto:cban@naco.org).

**B**onneville County was established from part of Bingham County on the eastern border of Idaho in 1911 and named after explorer Benjamin Bonneville.

Former County Clerk Ron Longmore and Administrative Secretary Ruby Strong assisted.

The sun coming over the mountains has reference to the Native American word Idaho, interpreted as meaning "sun coming up over the mountains."

The river represents the Snake River, the lifeblood of Bonneville County and Eastern Idaho. The river exits the county about midway on its northern border, turns and re-enters to the west and flows southwest through Idaho Falls.

The horn of plenty at the bottom represents the abundant crops raised in the county.



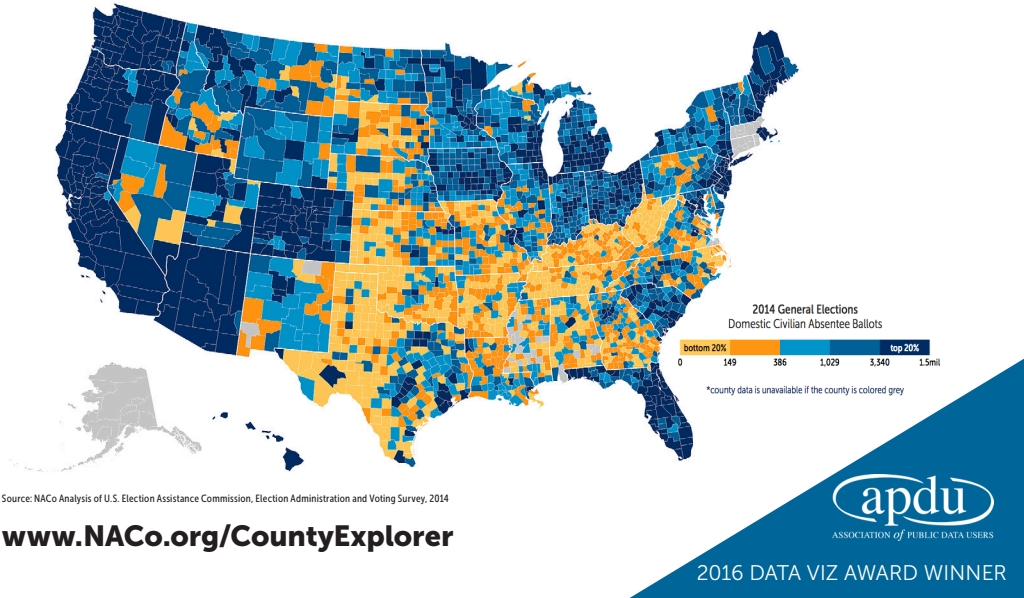
NEW IN OCTOBER FROM NACo's

# COUNTY EXPLORER

**29 MILLION** absentee ballots were distributed to voters in the U.S. for the 2014 general election.

**1,943** local health departments are county-supported.

**79%** of public nursing homes are county-supported.



# ON THE MOVE

## NACo STAFF

● **Mike Belarmino**, associate legislative Director for finance, pensions and intergovernmental affairs, represented NACo on the State and Local Advisory Committee to the Streamlined Sales Tax Governing Board



Belarmino



Walsh

(SSTGB) during the SSTGB's Annual Meeting in Atlanta, Ga. from Oct. 12-14.

● **Nastassia Walsh**, program manager, was in Cook County for the National League of Cities Justice Leadership Academy, Oct 19-20, where she spoke about NACo's Stepping Up initiative.

● **Matt Chase**, NACo executive

director, was a featured speaker at the County Supervisors Association of Arizona's Legislative Conference, Oct. 25-27 in Coconino County.

## COMING UP

● **Linda Langston**, strategic relations director, will represent

NACo at the Association of County Commissioners of Oklahoma's Fall Conference, Nov. 9-10, in Norman (Cleveland County).

● The Virginia Association of Counties 82nd Annual Conference, Nov. 13-15, in Bath County, will be the next stop for **Alex Koroknay-Palicz**, NACo membership coordinator.

## WORD SEARCH

## BONNEVILLE COUNTY, IDAHO

LEARN MORE ABOUT THIS FEATURED COUNTY IN 'BEHIND THE SEAL'

Created by: Charles Taylor

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

- BINGHAM** County from which Bonneville was created

**B.L.E. BONNEVILLE** County's namesake, U.S. Army captain and explorer

**CARIBOU CITY** Ghost town, former gold-mining center

**CATTLE** Major industry

**EAGLE ROCK** Former name of Idaho Falls

**FOURTH** Population rank within the state

**IDAHO FALLS** County seat

**LINCOLN** Wyoming border county
- NINETEEN ELEVEN** Year county was formed

**OSGOOD** Unincorporated community

**PALISADES DAM** Dam on Snake River creating Palisades Reservoir

**SENATOR MIKE CRAPO** State's senior senator from Idaho Falls

**SNAKE RIVER** Flows northwest through the county

**SWAN VALLEY** City in the county

**WESTERN WYOMING** Borders county to the east

# Stepping Up initiative reaches key milestone

## My Fellow Elected County Officials,

More than 300 counties — 10 percent of the nation's counties — have passed resolutions to join Stepping Up, a national initiative to reduce the number of people with mental illnesses in jails. Counties are at the forefront of this issue: We run 91 percent of local jails and invest \$176 billion in justice, health and human services every year.

NACo, the Council of State Governments Justice Center and the American Psychiatric Association Foundation started the initiative to elevate this issue to the national level and help counties change the way we treat people with mental illnesses who come into contact with the justice system.

My home of Leon County, Fla., passed a Stepping Up resolution committing to reduce the number of people with mental illnesses in our jail and to share lessons learned with other counties within our state and nationwide. I encourage your county to do the same.

You can find a template resolution and more resources at [www.StepUpTogether.org](http://www.StepUpTogether.org).



Once you pass a resolution, please submit it to [nwalsh@naco.org](mailto:nwalsh@naco.org) to be included in the initiative.

More than 2 million people with serious mental illnesses are booked into county jails each year, and most also have substance use disorders. The unnecessary incarceration of people with mental illnesses impacts jail populations, county budgets and public safety.

Most importantly, it impacts our families, friends, neighbors and constituents. The time to act is now.

Join me in passing a resolution to be part of the Stepping Up initiative today. Find out more at:

[www.StepUpTogether.org](http://www.StepUpTogether.org).

Bryan Desloge,  
NACo President  
Commissioner,  
Leon County, Fla.

## PROFILES IN SERVICE

### TOMMIE CLINE MARTIN

Chair, Public Lands Steering Committee  
Supervisor, Gila County, Ariz.

**Number of years active in NACo:** My 12th year

**Years in public service:** My 12th year as an elected

**Occupation:** Sustainable, collaborative resource management (teacher, consultant, practitioner)

**Education:** B.S., agribusiness management; 30 years continuing education

**The hardest thing I've ever done:** Continue to learn how to deal productively, and as naturally as possible, with a rheumatoid condition.

**Three people (living or dead) I'd invite to dinner:** This list changes depending upon my focus at the time, but tonight I'd invite Oliver Wendell Holmes, Ayn Rand and Neil Postman.

**A dream I have is to:** Profitably return sustainable health, functionality and productivity to our nation's public lands — be they classified as forests, rangelands, meadowlands, grasslands or whatever.

**You'd be surprised to learn that I:** Really enjoy painting — mostly landscapes, still lifes, abstracts and genre-scenes, and primarily with acrylics and mixed media.



**The most adventurous thing I've ever done is:** Teach sustainable, collaborative resource management in Somalia and the refugee areas of Ethiopia — off and on for a number of years.

**I'm most proud of:** I spent much of my pre-elected career life establishing diverse, trusting, collaborative groups focused on sustainable land health and productivity throughout the American West, northern Mexico, western Canada and eastern Africa. Many are still successfully functioning all these years later, positively influencing the public lands discourse, the long-lasting diverse relationships required for any hope of sustainability and the landscape itself.

**Every morning I read:** *The Washington Post*, the *National Journal* and Smart News on the internet, at the very least.

**My favorite meal is:** Steak, veggies, biscuits and gravy — and don't forget the cobbler with ice cream.

**My pet peeve is:** The use of rhetoric and BS at all levels to persuade voters, rather than inform them.

**My motto is:** If not me, who? If not now, when?

**The last book I read was:** Lee Child's Jack Reacher novel, *Persuader*.

**My favorite movie is:** I can't begin to pick just one.

**My favorite music is:** This changes, but lately it is a blend of older country, '50s-'60s rock 'n' roll and older gospel.

**My favorite U.S. president is:** Abraham Lincoln.

**My county is a NACo member because:** There is great value in many, many ways for being a member of NACo — education, networking, piggybacking, advocating, cost sharing, teaming, partnering, info sharing, lobbying and on and on and on. NACo and our state associations' dues and event registration/participation costs are the very best "bang for the buck" hands down! Our participation at both levels saves us money, "makes" us money, and vastly extends our influence with our Legislature, with Congress and with the state and federal administrations.

## Transit system fosters job training, employment chances

### From RURAL page 2

annual budget of approximately \$300,000, fostered collaborations with additional community partners such as the local community college, which offered students the opportunity to purchase a semester-long pass that provides unlimited use of the bus system as well as connector vans that transport the students directly to the campus. Thousands of riders have used the system to date.

County staff continue to hear how the system is changing lives for the better — it's helping residents by providing transportation to and from classes at the

community college, helping people access public and non-profit programs or secure groceries and medications.

The bus system also plays an integral role in expanding job training and employment opportunities. Goodwill noted that last year 65 individuals used the system to access job training and of those 50 are now employed — transportation and access equate to jobs in the community. **CN**

*Odell is the senior director of transit services, Aging, Disability and Transit Services of Rockingham County.*



**My favorite way to relax is to:** Rock hound and prospect, read mysteries, work picture puzzles and paint.

## the HR DOCTOR

with Philpot & Winkler

# Investing in Big Hires: Weighing the Options

*We welcome from Coconino County, Ariz., HR gurus and contributors, Erika Philpot, human resources director; and Rose Winkler, deputy county attorney. Each month Philpot and Winkler will address common and critical HR questions from their "boots on the ground" perspective, while HR Doctor Phil Rosenberg continues his unique vision of the HR practice.*

Your current county manager has just given notice. Whether this is a happy or disconcerting event, you are about to embark on a process full of opportunities. Yet you feel alarmed. How long will your recruitment of a new manager take? How much will it cost, in time, money and effort? Who knows how to do this important work?

When hiring a county manager, the first question is often "Can we do this ourselves or should we use a consulting firm?" Consulting firms can be costly. Yet, it is important to invest in the right recruitment decision. The wrong choice will have additional costs, not only in turnover and secondary recruitment, but in morale, time and leadership.

If you have well-experienced recruiters on your human resources staff, or other recruiters you can borrow from a larger jurisdiction, you might be able to do the process yourself. However, consulting firms offer many benefits.

First, they have a network of contacts, which creates a deeper applicant pool. This includes candidates who are not actively in the hunt for a job change, and might never have thought to apply if not for the consultant asking.

Such candidates generally are seeking an opportunity to make a difference, have great impact and tackle a new opportunity.

Second, the consultant's network of contacts often includes "next-step" candidates, or candidates who are ready to take the next step to advance in their career. They may include deputy county managers or a county managers for smaller jurisdictions.

Third, using a consulting firm makes a recruitment process more transparent and candidate-neutral. This can be critical if there are several strong internal candidates and you want to ensure that the process does not appear to favor any particular candidate. Having internal candidates compete in a consulting firm recruitment gives them the recruitment experience, which is an opportunity to clearly outline the expectations of the position, as well as have them prove themselves.

If you decide to use a recruitment firm, the next question is how much work do you want them to do: partial or full recruitment? Most consulting firms offer the choice. In a partial recruitment, you receive all of the benefits of the firm's "headhunting" network and contacts, and you conduct the

second half of the recruitment yourself. This is the less expensive option.

In a full recruitment, the firm sees the recruitment through to the end, including the employment offer, and they provide a guarantee. Terms of the guarantee vary, but if the hire leaves employment within a designated period of time, the firm will conduct another recruitment at little to no cost.

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"Can we do this ourselves or should we use a consulting firm?"

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In selecting between the two options of partial or full, it is important to consider several things. How important is the guarantee to the organization? How long have previous county managers stayed in the position? How deep is the local applicant pool? How difficult is relocation to the community?

If you decide to use a consulting firm, invariably, someone will ask the question: "What are we paying them for?"

"We are still doing a lot of work." Even with a firm, there will be a great deal of work for staff. Plan to name a liaison to work with the consultant. This person will ensure communication is clear and deadlines are met on both sides. The consultant will need names and contact information for panel members. They will need assistance scheduling meetings and posting legal meeting notices. There will also be changes to the advertising, edits to interview questions and refinements on process.

### Things to Remember

- **Details:** Plan ahead and ask for a detailed timeline. It is very difficult to squeeze in an additional meeting or change dates, not just with the County Board, but for any outside interview panel participants. Discuss what compensation package you plan to offer a final candidate based on years of experience, budget constraints and the previous incumbent's salary. Include any lessons learned from previous recruitment efforts.

- **Screening:** Ask how the candidates will initially be

screened. Will they be individually interviewed? Will they participate in a panel phone or video conferencing interview? Some firms use technology to have the initial interview screening be recorded at the candidate's convenience. Some counties want to have public meet-and-greet receptions for final candidates. Different options may have different costs.

- **Communication:** Ask how the consulting firm will communicate on different topics. How often will they present their progress in person, versus on the phone or by email? How many people will be working on the recruitment? Do they answer questions after hours? Don't forget to ask how many other recruitments the consultant will be assigned while working on your project. It is nice to know up front if you will be working directly with the consultant or with an assistant. Find out who will be talking directly to the candidates, as this person will be representing your county to the candidates.

So how long will it take? Plan on four to six months from the time the position posts until your new hire starts. Build some time into the process for some unexpected glitches.

Whatever route you choose, with a consultant or without, be certain the process reflects the culture, values and mission of the organization. The process should showcase the uniqueness of your county and its citizens. **CN**

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*Share with us — Send us feedback on a previous high-level recruitment. We would love to hear about lessons learned and successes. Shared ideas may be included in a future edition with your name and contact information to allow for reader networking. Send to: [cnews@naco.org](mailto:cnews@naco.org).*



# NEWS FROM ACROSS THE NATION



## ARIZONA

A lawsuit against **PIMA COUNTY** over its subsidy of a **space balloon launch site** will go forward. A judge denied the county's motion to dismiss the suit filed by the Goldwater Institute.

Pima County provided incentives to World View to build a balloon manufacturing facility and launch pad south of Tucson. It will offer suborbital balloon flights to "space tourists." The county issued \$15 million in bonds for the project, the *Arizona Daily Star* reported.

The Goldwater Institute claims the "gift clause" of the state's constitution bars local governments from giving or lending "its credit in the aid of, or make any donation or grant, by subsidy or otherwise, to any individual, association, or corporation."

County Administrator Chuck Huckelberry told that newspaper that everything the county did is "expressly permitted by law, and that if it's invalid for us to do it, then it's invalid for everyone else in the state to do it."

**High-altitude balloons for "space tourism" will be manufactured at and launched from World View, here under construction on Aug. 3, 2016, in Pima County, Ariz. The county is defending itself against a lawsuit brought by the Goldwater Institute relating to county funding.** Photo by Randy Metcalf/Pima County Communications Office

## ALASKA

Atheists in **KENAI PENINSULA BOROUGH** don't have a prayer after a divided Borough Assembly passed a resolution that anyone who delivers an invocation at its meetings must represent an **assembly-approved religious association**. The 6-3 decision came after months of discussion over whether to drop invocations altogether, *Alaska Dispatch News* reported.

Earlier this year, the assembly allowed people other than Christians to open their meetings, including an atheist who ended her remarks with, "Hail Satan."

Now, those eligible to give an invocation include religious groups "with an established presence in the Kenai Peninsula Borough that regularly meet for the primary purpose of sharing a religious perspec-

tive" or local chaplains.

Borough clerk Johni Blankenship will keep a database of qualified religious leaders who ask to deliver prayers. How that list will be determined is a "work in progress," she said.

## COLORADO

The **BOULDER COUNTY** Board of Commissioners unanimously approved a resolution in **support of the Standing Rock Sioux Tribe's** opposition to the Dakota Access Pipeline.

It was passed on the day after the county celebrated Indigenous Peoples Day, instead of Columbus Day. Commissioners cited environmental concerns and tribal rights to self-determination.

The resolution stated, in part, that the planned route "will pass over sensitive landscapes including treaty-pro-

tected land containing recognized cultural resources where construction crews have already destroyed and desecrated confirmed sacred and historic sites," including burial grounds.

The pipeline would carry up to 570,000 barrels of fracked crude oil per day, crossing "more than 200 rivers, creeks, and tributaries" including the Missouri River, which provides drinking water and water for agricultural irrigation throughout the Midwest.

## GEORGIA

New smart meters in **DEKALB COUNTY** may not be so "smart" after all. They've led to abnormally high bills.

The DeKalb Commission voted 5-0 to halt installation of "smart

meters" made by a particular vendor until it's determined whether they can be fixed, or if the county has to find a different company. Commissioners also gave the county's finance director more flexibility to reduce inexplicably high water bills, *The Atlanta Journal-Constitution* reported.

DeKalb is in the middle of replacing 190,000 old water meters with smart ones that wirelessly transmit water usage data hourly — which were expected to be more accurate.

## INDIANA

**MARION** and **LAPORTE** counties have been added to the Lake County **High Intensity Drug Trafficking Area**, designated by the U.S. Office of Na-

tional Drug Control Policy.

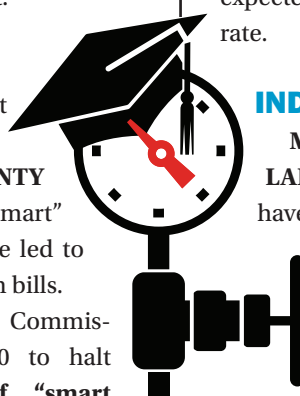
LaPorte County Sheriff John Boyd said drug trafficking needs to be fought on a regional level because interstate highways and rail lines give drug traffickers easy access to his northwest part of the state.

In central Indiana, Marion County Prosecutor Terry Curry said the additional federal support will make it easier to conduct "multi-agency, long-term investigations and prosecute cases." Both counties applied for the designation.

## LOUISIANA

The **IBERIA PARISH** Council unanimously approved a resolution asking the governor, attorney general and district attorney to **not sue oil and gas companies** for damages done to the coastline in the drilling

See **MORE NEWS** page 12



## From MORE NEWS page 11

process.

Gov. John Bel Edwards (D) has said that if coastal parishes didn't file their own lawsuits against the oil industry by Oct. 21, he would sue on their behalf.

The oil and gas industry is a major economic driver in Louisiana, representing billions of dollars of economic impact, the resolution stated.

"These lawsuits could drive many energy-sector businesses out of Louisiana in search for more friendly environments in which to do business," it continued. "In an already depressed economic climate, it is not the time to proclaim that Louisiana is closed for business."

## MICHIGAN

● Thanks to **KENT COUNTY's** Triple-A bond rating, the city of Grand Rapids could save more than \$340,000 on **flood-control infrastructure** improvements over the next year. The Board of Commissioners has become a guarantor for the project.

"This is yet another example of the collaboration between Kent County and our communities," said Bill Byl, the county's drain commissioner. "Improving these floodwalls is crucial to protecting our residents as well as our property, and these cost savings will help benefit the city and county in the long term."

● **WAYNE COUNTY** has successfully **exited a 14-month consent agreement** with the state after eliminating a \$52 million structural deficit and raising the funding level of the pension system to 54 percent from 45 percent, the *Detroit News* reported.

## MISSISSIPPI

● **LAUDERDALE COUNTY's** Board of Supervisors has approved creating special **parking spots for veterans** who have received a Purple Heart. Supporters say the spaces at county buildings

would be especially beneficial for veterans with mobility difficulties.

The first two signs would be placed at the entrance of the courthouse, near the Veterans' Wall, and at the county Annex Building, *The Meridian Star* reported. Joe Norwood, president of the board of supervisors, said the county hopes to eventually place these signs at all county facilities.

Wounded Warriors Family Support provides the signs for free, except for shipping and handling costs.



● A national spate of threatening appearances by clowns has driven the **KEMPER COUNTY** Board of Supervisors to **outlaw dressing like a clown** in public until after Halloween.

The *Kemper County Messenger* reported that until Nov. 1, anyone of any age wearing a clown costume, mask or makeup can be fined up to \$150 by the sheriff's office.

## MISSOURI

What do you do when your state — unlike the other 49 — fails to monitor the sale of prescription drugs — a popular tactic in the fight against opioid abuse? If you're **JOHNSON COUNTY** you set up your own system.

The county Legislature unanimously approved an ordinance authorizing a **prescription drug monitoring plan**, according to *The Kansas City Star*. The program is estimated to cost \$150,000 or less and would use software now being used by some of the 49 states with statewide monitoring programs.

Pharmacists would have seven days to provide information on each purchase of

## NEWS FROM ACROSS THE NATION

Schedule II, III and IV controlled substances, or face up to a \$500 fine and 90 days in jail on each violation.

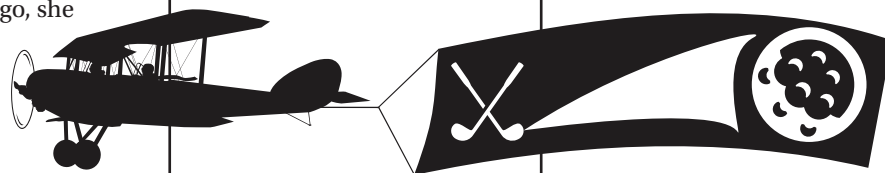
## MONTANA

**LINCOLN COUNTY's** Clerk and Recorder says she has a constitutional right to identify herself as a Republican while campaigning in the county's **nonpartisan elections**.

Robin Benson has filed a lawsuit in federal court seeking to strike down a state law that forbids candidates from claiming party affiliation while running for office.

"Montana's nonpartisan election laws cannot constitutionally impact what candidates say about themselves," Matthew Monforton, Benson's lawyer, told the *Missoulian*.

When Benson first ran for office two years ago, she was forced to remove the word "Republican" from campaign signs after her opponent complained. She plans to run again in 2018.



## NEBRASKA

A \$40 million infusion from the state will help maintain and build new **county bridges**. A new partnership with the state department of roads will provide 55 percent state funding, up to a maximum of \$150,000 per bridge, the *Journal Star* reported.

## NEW MEXICO

Voters in **LOS ALAMOS COUNTY** will decide Nov. 8 on **eliminating the office of sheriff**.

The county's police department provides law enforcement, but an elected sheriff administers and maintains the local registry of sex offenders. Sheriff Marco Lucero sued the county to remove the measure from the ballot, claiming it was unconstitutional.

Lucero told the *Albuquerque Journal* that people need to elect a sheriff and it's important to have a sheriff's office to avoid conflicts of interest between a governing body and its police department.

## NEW YORK

A municipal court task force has recommended that the **TOMPKINS COUNTY** Legislature create a central court to handle **driving while intoxicated cases**.

Currently two-thirds of all DWIs in the county are handled by local town and village judges, which the task force reported leads to uneven treatment, according to Ithaca.com.

## PENNSYLVANIA

● When **WESTMORELAND COUNTY** dedicates its next airshow to **Arnold Palmer**, it won't be simply to honor one of the county's most famous residents. The champion golfer, who died in September at age 87, was chairman of the airport authority. Palmer served a total of 34 years in two stints on the authority, the *Tribune Review* reported, and was the namesake of the county airport.

## TEXAS

● **DALLAS COUNTY** commissioners have approved a **new purchasing manual** that leaders hope will bulletproof the contracting process.

A 2009 outside report identified 25 shortcomings in the county's process, which prompted the 100-page revision to the manual, the *Dallas Morning News* reported. All bids and contracts must be handled by the purchasing department,

which cannot be overridden by the Commissioners Court.

● **EL PASO COUNTY** will **ban smoking** on most if its property starting in 2017.

The ban applies to use of cigarettes, cigars, e-cigarettes, chewing tobacco, snuff and pipe tobacco at buildings, parks and sports arenas owned, leased or controlled by the county. Exemptions include the Ascarate Golf Course and the El Paso County Coliseum, the Associated Press reported. Previous rules required smokers to stay 20 feet away from county buildings before lighting up.

## VIRGINIA

● Pedestrian-only streets and low-speed shared streets will be part of **ARLINGTON COUNTY's** landscape following the County Board's adoption of a **transportation master plan**.

Shared streets will serve a mix of pedestrians, bicyclists and low-speed vehicular traf-

fic. Pedestrian-only streets will replace a demolished skywalk, ArlingtonNow reported.

● **ROANOKE COUNTY's** police must comply with a controversial state law that allows natural gas companies to **survey private property** without a landowner's permission, the *Roanoke Times* reported.

Officers who respond to disputes between property owners and pipeline surveyors should work to keep the peace, and refrain from requesting that pipeline survey crews leave a landowner's property if it appears they have followed the law's guidelines about providing notice of when surveying will occur. **CN**

*News From Across the Nation is compiled by Charles Taylor and Charlie Ban, senior staff writers. If you have an item for News From, please email ctaylor@naco.org or cban@naco.org.*