

# County News

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*"The wisdom to know and the courage to defend the public interest"*

National Association of Counties • Washington, D.C.

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## Inside this issue...



A thank you and membership discount are featured in Letters to the Editor. See page 2.



Cook County jail program raises expectations and produce. See page 6.



Scholarships are now available to attend 2005 risk management conference. See page 10.



NACo award season is underway. Make sure your county gets its due. See page 9.



Photo courtesy of Chesterfield County, Va.

Veterans of all stripes and eras are honored at a Veterans Day ceremony in front of the historic Chesterfield County, Va. courthouse. To learn more about how counties are supporting tomorrow's veterans of today's Afghanistan and Iraq campaigns, please see page 7.

## New legislation will divert non-violent mentally ill from jail

By DONALD MURRAY  
ASSOCIATE LEGISLATIVE DIRECTOR

Dallas County Commissioner Ken Mayfield spent much of his years as NACo president (2001-2002) crisscrossing the country, highlighting county programs to divert the mentally ill from jail and testifying on Capitol Hill in support of federal legislation that would support jail diversion programs for the mentally ill. Diverting the mentally ill from jail was a priority issue for Mayfield, a former district attorney.

Mayfield's efforts paid off. On Oct. 11, the Senate passed the House version of the Mentally Ill Offender Treatment and Crime Reduction Act of 2004. The legislation, the first truly comprehensive federal measure to promote the diversion

of the non-violent mentally ill from jail, was a major priority for NACo, which worked closely with the National Sheriffs' Association, the Council of State Governments and several mental health organizations in designing the legislation.

The measure has been sent to the White House where President George W. Bush is expected to sign the bill into law.

Under the legislation, grants may be used by communities for a variety of purposes, including establishing mental health courts or other diversion programs, creating or expanding community-based treatment programs or providing in-jail treatment and transitional services. In addition,

■ See **MENTALLY ILL** on page 8

## Voting made easy in Larimer County, Colo.

By M. MINDY MORETTI  
SENIOR STAFF WRITER

Costing a ballot in an election is a Constitutional right of every citizen over the age of 18. However, sometimes, being able to cast that ballot isn't always easy because of inconveniently located voting places.

That's why, for the first time in the country, Larimer County, Colo., used Vote Centers in the Nov. 2 elections and they plan on using them again this Election Day. "I didn't have a clue how elections ran when I came out of industry four years ago to be the deputy, and I had always wondered why you had to go to a Super WalMart and whatever you wanted, but you

couldn't vote where you wanted to," explained Scott Doyle, Larimer County Clerk and Recorder. "So when my predecessor was term-limited, I thought here was an opportunity to try and do something good."

Vote Centers are geographically located throughout the county and are close to heavy traffic areas, larger residential areas and major employers. Unlike precincts, which require voters to vote at the precinct closest to their home, Vote Centers allow residents to vote anywhere in the county.

The county has gone from 143 precincts to approximately

■ See **VOTING** on page 3

## Local, state groups gear up on VoIP

By JEFF ARNOLD  
DEPUTY LEGISLATIVE DIRECTOR

The battle has begun. NACo, in coalition with other local and state advocacy organizations, has begun to develop a strategy, both regulatory and legislative, to address the regulatory and fiscal challenges presented by the growing use of telecommunication technology known as Voice over Internet Protocol, or VoIP.

The coalition partners face an army of telecommunications company lobbyists, who are attempting to make VoIP exempt from virtually any regulation or taxation.

VOIP technology allows phone users to make phone calls over the Internet rather than using the traditional public switched telephone

network—the copper wires than run from your phone through a central switch to another phone.

With the spectre of a rewrite of the Telecommunications Act of 1996 hovering on the horizon of the upcoming 109th Congress, and the Federal Communications

Commission's (FCC) inquiry about how to regulate VoIP, local and state governments are very concerned about the implications for quality service delivery and revenue from telecom taxes and fees.

■ See **VOIP** on page 4

## County News

## Quik Takes

### Kid-friendly Communities

(based on health, education, and community indicators)

1. Seattle (King County, Wash.)
2. Boston (Suffolk County, Mass.)
3. San Diego (San Diego County)
4. San Francisco City and County
5. Minneapolis (Hennepin County, Minn.)

Source: Population Connection, published in American Demographics, September 2004



# County News Letters to the Editor

## Board member thank you

Dear NACo Family Members,

I would like to thank all of you who took the time to express your concern for my health and recovery while I was under doctors' care.

I underwent surgery on Aug. 17. I am presently following up on my therapy. I have my good days and bad days; however I am thankful for the improvement I have made over the last two months.

The phone calls, letters and flowers were very much appreciated. These gestures enabled me to keep a positive attitude and aggressive approach to comply with the doctors orders.

I sincerely appreciate the thoughtfulness and kind words. I will always consider NACo and its membership an extension of my family.

**LeRoy H. Garcia**  
Chairman,

San Miguel County Commission  
President, New Mexico  
Association of Counties  
NACo Board of Directors

## Discount for NACo members

Dear Editor,

Thank you for profiling the wonderful work done by counties to expand economic opportunities through sister city partnerships in

your recent article (9/20/04). Many counties and cities throughout the United States and around the globe benefit from sister city partnerships.

Because of NACo's membership in Sister Cities International, communities seeking to join Sister Cities International, who are already NACo members, can join for 50 percent off the cost of their first year's membership dues. This special offer makes it very economical for you to start a sister city program. Additionally, we can help you find a sister city and get your sister city program off the ground.

Membership benefits include access to an online instantaneous translation service in ten languages, publications to share ideas and innovations, an annual awards program, discounted membership rates for our annual conference, participation in our networks for sustainable development or youth and education and much more.

For more information and to learn more about starting a sister city program in your community, please visit our Web site at [www.sister-cities.org](http://www.sister-cities.org) or contact our membership director, Amy Kohlbrecher, at [akohlbrecher@sister-cities.org](mailto:akohlbrecher@sister-cities.org).

Sincerely,  
**Tim Honey**

Executive Director  
Sister Cities International

# Medicaid Task Force presents reform principles to HHS

NACo's Medicaid Task Force recently met in Washington with officials from the Department of Health and Human Services (HHS) to discuss Medicaid reform.

At the Oct. 18 meeting, which took place at HHS' Hubert Humphrey Building, the task force to present NACo's Medicaid reform principles to the department.

The principles emphasize the unique role of counties as both purchasers and providers of Medicaid services. Counties are often required to pay for services but are rarely involved in decisions as to how those services should be provided.

The task force stated that counties should not be required to shoulder the burden of unfunded mandates without input and consent, and that due to their unique role, their knowledge and experience should give them a seat at the table as state and federal governments address health reform. The task force would

like to see reform measures shift from focusing on services and benefits to improving outcomes and demanding accountability.

They also stressed their opposition to the implementation of a block grant and their support for the use of intergovernmental transfers (IGTs) for health related programs.

"Counties deserve a seat at the table when discussing Medicaid policy," said Bob Jones, chair of the Medicaid Task Force and commissioner from Lee County, Fla. "We are in a unique position to work collaboratively with both the federal and state governments to develop and implement Medicaid programs that are ultimately administered by county health systems."

The department, represented by the HHS Intergovernmental Affairs staff and Dennis Smith, director, Center for Medicaid and State Operations within HHS' Centers for Medicare and Medicaid Services, was very

receptive to the suggestions task force and look forward to joining with NACo when the issue is raised again. They urged the force to form a coalition with Medicaid players to strengthen voice on reform principles take that voice to Capitol Hill.

In July of 2003, HHS Secretary Tommy Thompson addressed a general session at NACo's Conference in Milwaukee. During his address, Thompson urged NACo to form a task force with the department on the Medicaid reform.

NACo's Immediate Past President Karen Miller, who was present at that time, pulled together a task force with representatives from various associations, RAC, LUCC, health affiliates, the Health Committee and other county representatives who play an important role in Medicaid. The Task Force has met several times since its formation.

# Ada County first to receive ENERGY STAR® courthouse campaign label

By KRISTEN BERTRAM  
COMMUNITY SERVICES ASSOCIATE

The Ada County (Idaho) Courthouse/Administration Building has received the first ENERGY STAR designation plaque through the NACo ENERGY STAR® Courthouse Campaign. An unveiling ceremony took place Oct. 12 in the lobby of the Ada County Courthouse.

The Ada County Courthouse is now ranked in the top 25 percent of

government buildings in the United States: It uses about 40 percent less energy and costs about 40 percent less to heat, cool and light than the average building. Therefore, it saves approximately \$175,000 in energy costs per year — \$14,500 a month.

"Ada County government is setting the standard statewide for its commitment to care for

the environment and for energy, water and other resources," said County Commissioner Yzaguirre. "Conservation is good business. It saves taxpayer dollars as well as energy and resources."

The facility was built with energy efficiency in mind by including

■ See ENERGY STAR

# NACo deferred comp beats all others

By LISA COLE  
ENTERPRISE SERVICES DIRECTOR

For the 16th consecutive year, NACo's deferred compensation program, administered by Nationwide Retirement Solutions, placed first among its competitors for its return on the fixed annuity option offered to county employees, according to a study conducted by an independent consulting firm.

The report was released at the fall meeting of NACo's Deferred Compensation Advisory Committee, held in Franklin County, Ohio Oct. 14. This study has been conducted since 1989 and the NACo program has always come out on top. "We are

pleased that we provide county employees the best retirement program in the country through our nearly 25-year partnership with Nationwide," said Larry Naake, NACo Executive Director.

In addition to evaluating the competitiveness of the fixed option offered to county employees, the consultants also reviewed the creditworthiness of Nationwide Insurance and concluded that it is a strong, stable insurer that continues to grow stronger.

The consultant study is only one feature of NACo's deferred compensation program that distinguishes it from others. As a

result of NACo's Deferred Compensation Advisory Committee, the NACo program is the only one in the country that receives oversight and is advised by county participants.

Deferred compensation is a voluntary retirement savings program that allows county employees to regularly save, on a pre-tax basis, for their futures.

(For further information on NACo's Deferred Compensation program, please contact Lisa Cole at (202) 942-4270 ([lcole@naco.org](mailto:lcole@naco.org)) or NRS at (877) 677-3678 or [www.nrsforu.com](http://www.nrsforu.com).)

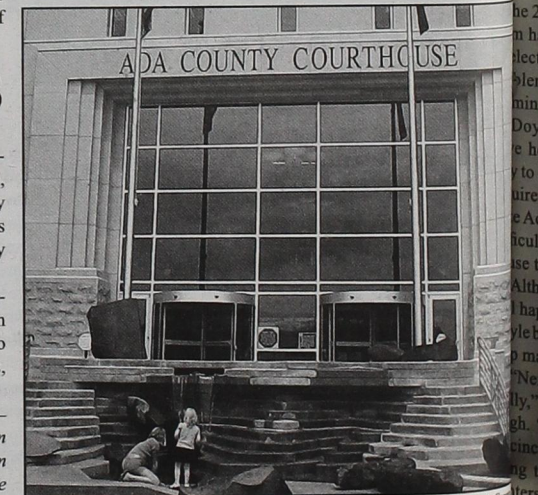


Photo courtesy of Ada County

Energy efficiency in Ada County has earned the courthouse a place in the nation's top 25 percent of energy efficient government buildings.



# Vote Center concept successfully tested in 2003 election

VOTING from page 1

Vote Centers. The number of election judges needed has been significantly reduced and the head- on the county's election staff decreased dramatically.

"An idea like this could have never come to fruition without a significant team in this office," Doyle explained. "They took it as their own and they love it themselves."

The Vote Center concept was a not project in the 2003 elections and Doyle received such positive feedback from the community that worked with the state legislature to make the Vote Centers possible in this election year and in the future. Although there were some initial concerns about the ability of senior citizens or handicapped

precincts, the Vote centers are located in public buildings such as schools, churches and hotels.

to reach the more centrally located Vote Centers, Doyle said he heard little negative response.

Like precincts, the Vote Centers are located in large public buildings such as schools, churches and even hotels. When a voter enters any of the county's 31 Vote Centers, they walk up to a bank of computers and enter their information where their registration is verified. Voters then proceed to cast their ballots exactly as they did in precincts. Because the Vote Centers are tied-in together via a computer, Doyle stated that they did not have one incident of someone voting twice in the 2003 election. Doyle and his team have created a system where an election judge can respond to any problem at the Vote Centers within minutes.

Doyle said the Vote Centers have helped his county go a long way to complying with many of the requirements of the Help America Vote Act, things they may have had difficulty with had they continued to use the precinct system.

Although no one can predict what will happen on Election Day 2004, Doyle believes the Vote Centers will make things more efficient.

"Next Tuesday, all bets are off," Doyle said with a weary sigh. "I think whether I had 300 precincts or 300 Vote Centers, we're going to have lines. But the Vote Centers should help things go more smoothly."

Although there were some initial costs with the creation of the Vote Centers, Doyle believes that by moving away from the precinct idea of voting, the county is going to save a lot of money in the long run.

"I can't guarantee you that the cost of elections is going to go

down because of the Vote Centers," Doyle said. "But I can tell you that this is going to prevent them from skyrocketing like they otherwise would have."

Doyle sees Vote Centers as the wave of the future in voting. He noted that a handful of Colorado

counties will be using the Vote Center concept next election season and he's received calls from other states. Florida, to be exact.

"They called me up and asked if I would work with their legislative folks down there," Doyle explained. "And, I'll be meeting with

their election officials in early December."

(For more information about the Vote Centers, visit [www.larimer.org/elections/vote\\_centers.htm](http://www.larimer.org/elections/vote_centers.htm) or contact Scott Doyle, Larimer County Clerk and Recorder at (970) 498-7852 or via e-mail at [sdoyle@larimer.org](mailto:sdoyle@larimer.org).)




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# PROFILES

## in service...



**Michael A. Pasteris**

**Executive Director**

**Forest Preserve District  
Will County, Ill.**

**NACo Board of Directors**

**Number of years active in NACo:** 3

**Years in Public Service:** 28

**Occupation:** CAO of a special district of county government

**Education:** Bachelor's of landscape architecture, 1976, University of Illinois at Champaign-Urbana

**The hardest thing I've ever done:** Take seven years to work my way through college.

**Three people (living or dead) I'd invite to dinner:** Alan Watts(author), Thomas Jefferson and Miles Davis.

**A dream I have is to:** Realize world peace.

**You'd be surprised to learn that I:** Practice Tai Chi.

**The most adventurous thing I've ever done is:** Backpack in the Rockies.

**My favorite way to relax is:** Gardening.

**I'm most proud of:** My wife of 28 years and our three children.

**Every morning I read:** Nothing regularly except my e-mails!

**My favorite meal is:** My next one.

**My pet peeve is:** Not accepting responsibility for one's self.

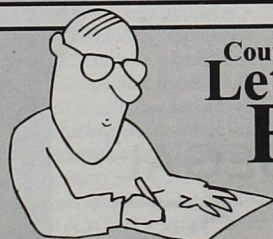
**My motto is:** People come and go but a good idea lasts forever.

**The last book I read was:** *Six People You Meet on the Way to Heaven*, by Mitch Albom.

**My favorite movie is:** *The Matrix*.

**My favorite music is:** Jazz or blues.

**My favorite president is:** Jimmy Carter.



## 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](mailto:cnews@naco.org).



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## Loss of telecom revenue could be major

### ■ VOIP from page 1

At a telecomm conference in Boston on Oct. 19, FCC Chairman Michael Powell said he would seek broad regulatory authority for the federal government over Internet-based telephone services to avoid states or local governments from stifling the emerging market.

Powell told the receptive audience that "letting states regulate VoIP services would lead to a patchwork of conflicting rules like those which have ensnared the traditional phone business for decades." To do so, Powell said, is to "dumb down the Internet back to the limited vision of government officials. That would be a tragedy."

Powell said he "will push — before the next president is inaugurated — to protect fledgling Internet telephone services from getting taxed and heavily regulated by the 50 state governments."

Powell said his goal is to keep Internet phone subscribers from having to pay the fees and taxes levied on conventional phone service offered by traditional phone companies. He also wants to prevent state or local price and service regulation from squelching a fast-growing, but still small, industry that has about 1 million U.S. subscribers. This number is growing steadily, up from approximately 131,000 just last year, and will explode as traditional phone companies switch to the new technology.

The loss of telecommunications revenue could mean hundreds of millions of dollars in lost revenue to state and local governments. Affected programs would include the Universal Service Fund, which provides a subsidy for high-cost areas, and E911 funds, which are used to fund the public safety answering points (PSAPs), more commonly known as 911 call centers.

The regulatory structure as envisioned by Powell also calls into question the applicability of CALEA, the Communications Assistance to Law Enforcement Act, which allows for legal wiretaps on criminal activity.

Powell's approach could be impinging on other traditional local responsibilities such as consumer protection in the cable arena, since many of the high-speed Internet connections are provided by cable companies.

It is almost certain Congress will begin to review and rewrite the Communications Act of 1934 in the upcoming Congress.

NACo believes that the transition of VoIP local and state rate of service and taxation should be considered as part of the larger revenue restructuring not be allowed to be "piecemeal" and treated differently from other Internet technologies.

## County News

"The wisdom to know and the courage to defend the public interest"

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# NACCED annual conference provides networking opportunities

By JOHN MURPHY  
NACCED EXECUTIVE DIRECTOR

In the face of uncertain weather and in the aftermath of Hurricane Charley, the practitioners who are responsible for expanding the economic viability and livability of our nation's counties met in Miami, for NACCED's 29th Annual County Community and Economic Development Conference. NACCED, the National Association for County Community and Economic Development—a NACo affiliate—provides technical assistance resource for county agency members and for NACo on the administration of federal programs such as HOME, CDBG and Section 108.

Among the highlights of this year's conference was a tour of Section 108-funded small business, LEASA Industries, which is now one of the largest producers of Asian foods in the state of Florida. LEASA employs 70 full-and part-time workers and recruits most of its workforce from economically depressed parts of the county.

The most successful concurrent sessions included micro-enterprise

program development, performance measurement systems for county programs, operating a first-time homebuyer program and developing strategies to combat predatory lending. These sessions were delivered by expert NACCED members and by outside professionals in these fields.

NACCED was pleased to have Grady Prestage, Chair of NACo's Community and Economic Development Steering Committee, in attendance, and Prestage delivered welcoming remarks on behalf of NACo at the Welcoming Brunch. HUD Deputy Secretary Roy Bernardi delivered the keynote speech at the conference's Award Luncheon. Bernardi's remarks included praise for the success of the 30-year-old CDBG program at the local level.

NACCED held officers and board of director elections at the annual business meeting during the conference. Tony E. Crapp, Sr., assistant county manager, Miami-Dade County, Fla., was elected president. He succeeded Terry Gonzalez, director of the community

development block grant division for the Los Angeles County Community Development Commission. Gonzalez now becomes immediate past president.

Norma Drummond, deputy commissioner of planning, Westchester County, N.Y. was elected vice president and Brian Cramer, assistant director, Tarrant County, Texas community development division was elected secretary/treasurer.

Randy Patterson, executive director, Lancaster County, Pa. Housing and Redevelopment Authority, was reelected as NACCED's representative to the NACo Board of Directors.

NACCED elected the following persons to its Board of Directors: Susan Walsh, deputy director of community development,

Hamilton County, Ohio; Gary Bachman, affordable housing administrator, Pima County, Ariz. Community Services Department; Maggie Conway, administrator, Shelby County, Tenn. Department of Housing; Melvin Richardson, assistant director, Fulton County, Ga. Community Development Division; and Jack Exler, assistant director of finance/CDBG, Allegheny County, Pa. Department of Economic Development.

At the Awards Luncheon, Meritorious Achievement Awards were given to Madison County, Ill. for its Washington Avenue Apartments; King County and the City of Woodinville, Wash. for their Greenbrier Heights Project; Palm Beach County Housing and Community Development Department, Fla.,

The Ted Center, The Delray Beach Community Development Corporation and New Urban Communities, Inc. for their Atlantic Grove Project; and Greenville County, S.C. Redevelopment Authority for its Freetown Community Revitalization Development.

NACCED provides assistance through technical workshops, publications, and networking and participation in NACo's Community and Economic Development Steering Committee. NACCED also works with NACo to develop policies advocated by NACo before Congress, such as adequate funding for federal programs that allow counties to undertake activities responsive to their locally determined neighborhood revitalization and workforce housing needs.

## Campaign encourages energy efficiency

ENERGY STAR from page 2

features as high efficiency windows, CFL lights and a geothermal heating system that uses a naturally renewable resource.

A commissioning plan implemented early in the design process identified more than 350 items to improve building performance and occupants' comfort.

"Often times, energy savings work involves tweaks and retrofits of a building's core systems — boilers, furnaces, ventilation systems, lights, controls, windows, insulation, not the stuff of everyday discussion about the buildings in our communities," said EDA Idaho Operations Director Jim Wernz at the ceremony. "However, your energy savings are a direct result of your attention to these important details."

EPA introduced the ENERGY STAR label in 1992 to recognize energy-efficient computers. Since then, the program has grown to include energy-efficient products in 35 categories. Efficient buildings became eligible in 1999 when EPA unveiled a new standardized approach for measuring the energy performance of an entire building. NACo's campaign facilitates

county involvement in the ENERGY STAR program. The campaign encourages counties to ensure that county-owned buildings are energy efficient, in turn saving the county — and taxpayers — money.

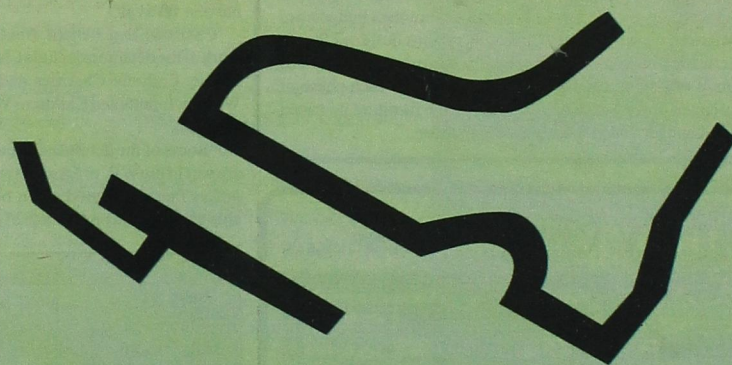
"Ada County's courthouse not only stands as a symbol of environmental leadership to employees, and members of the community, but also to counties across the United States," said NACo Executive Director Larry E. Naake. "Ada County has established itself as a leader in energy efficiency and has become a model for counties around the country that are hungry for ways to save money and become more energy efficient."

The ENERGY STAR distinction is shared by four other buildings in Idaho and 45 in Alaska, Oregon and Washington. Nationally, more than 1,700 buildings carry the ENERGY STAR label.

The NACo Campaign has 22 member counties working towards earning their own ENERGY STAR.

(If you would like more information about the campaign and how your county can join please call Kristen Bertram at (202) 942-4292 or e-mail at [kbertram@naco.org](mailto:kbertram@naco.org))

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**Why we joined NACo:** Knoll is a U.S. Communities supplier. We joined this competitively bid cooperative purchasing program to showcase our products and help county governments save money on our products.

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# Inmates help community, themselves through farming

By DAN MILLER  
STAFF WRITER

More than 6,000 pounds of zucchini, squash, cucumbers, tomatoes, peppers, lettuce and eggplant have found their way to Illinois-based charities from an unlikely source: Cook County Jail.

Since 1994, the Cook County Sheriff's Office has run a joint project with the University of Illinois to create a small garden where non-violent inmates have sowed, planted and harvested vegetables to help the needy. The program has yielded more than 50,000 pounds of fresh produce over the years from the 10,000-foot garden.

The inmates who run the garden, all of whom are awaiting trial or serving short sentences for mostly drug-related charges, receive training from the University of Illinois Master Gardener Program, a 60-hour course which provides instruction on horticulture topics, from plant selection to soil conservation and pest management. Each participating inmate received his Master Gardener certificate at a harvest festival.

Charities that benefit from the work of the detainees include Clara's House, Catholic Charities and the Women, Infants and Children (WIC) program.

"Some of the detainees' families are part of the WIC program. It really makes them feel good about being able to put a meal on the table of their

families," Ed Simmons, administrator of programs, said.

According to Simmons, the detainees benefit from the program as much as the recipients from the food.

"It's a program where they benefit from the talents of one another, and it ends up being like a family," Simmons said. "In my 34 years of service, this is one of the best programs behind the walls of this jail. It teaches them skills and to care for others."

Some graduates of the program have received agricultural jobs upon release from jail, while others have been able to get jobs based on recommendations that they received for their work in the garden.

Cook County's program was based on The Garden Project, started in San Francisco County in 1992 that uses horticulture as a metaphor for personal growth, all the while benefiting poor communities.

Today, 75 percent of Garden Project apprentices do not return to jail, compared to the California state average of 33 percent.

The Northeast Regional Corrections Center (NERCC) in Minnesota serves 150 male residents who work on a 3,200-acre facility. Residents, who are serving no more than two years for crimes including burglary, domestic abuse and sexual offenses, grow vegetables ranging from beets and cauliflower to broccoli and cabbage.

The facility, funded by the state of Minnesota as well as the five counties

that send inmates, sustains serving the crops to the needy. The surplus is sold to the while charities are allowed extra crops from the fields.

According to Reginold ton, NERCC's education supervisor, most residents enjoy the freedom.

"They have a lot more they get fresh air," he said. "They don't like the work so they find them a job they do like. People don't like anything they do here and complain and so they are sent back to jail."

In addition to the farming, NERCC offers treatment programs for the various offenders. Some drug and alcohol treatment programs are in groups for prevention.

A minimum-security facility has occasional discipline problems.

"We build a culture here where they want to do things then they go to self-police," Southern said. "Sometimes we have problems and we put the hammer down, shutting down off-grounds visitors then they have to sit here. They go off-grounds for AA meetings and home visits."

He adds that violence is rare.

(To learn more about The Garden Project, visit [www.gardenproject.org](http://www.gardenproject.org).)



Photo courtesy of Cook County Sheriff's Office

Cook County Sheriff Michael F. Sheahan (center) views a sample of this year's crop at the Cook County Jail. This year's harvest yielded more than 6,000 pounds of fresh produce that was donated to local organizations, including Clara's House, Catholic Charities and the Women, Infants and Children program.



# Counties show their support to veterans

By DARIA DANIEL

ASSOCIATE LEGISLATIVE DIRECTOR

(Note: Since President George W. Bush's launch of military action in Afghanistan and Iraq after the September 11 terrorists attack on the United States, numerous guardsmen and reservists have been called up for active military duty. In honor of Veterans Day and our military troops, below are highlights of four counties' efforts to support employees called for military service and their family members. To submit similar information for future County News issues please e-mail Daria Daniel at [ddaniel@naco.org](mailto:ddaniel@naco.org).)

## Benton County, Ark.

Benton County, Ark. has one justice of the peace, Rodger Terrell, who is stationed in Iraq. The county helps boost his moral and the rest of his unit by collecting useful items for his camp and nearby children in Iraq. Benton County's Judges Office has collected items such as phone cards for the soldiers and toys, school supplies and snacks for Iraqi children.

Benton County has sent five oversized boxes of such items to Terrell, who is grateful for the support because of the great need for such items in Iraq, especially for children. Terrell serves as the webmaster of his military unit's Web site [www.cafearkansas.com](http://www.cafearkansas.com). Benton County continues its supportive efforts and maintains contact with their employee.

## Chesterfield County, Va.

Chesterfield County, Va. has adopted several policies and procedures to support its employees serving in the military and their families. The Chesterfield County Board of Supervisors held a picnic in April 2003 for county employees who are reservists not on active duty and the family members of active duty reservists. At this event the Board of Supervisors, adopted a resolution, "Recognizing Chesterfield County's Military Reservists and Their Families" and presented copies to those in attendance. The Board of Supervisors also honors Chesterfield County residents serving in Operation Iraqi Freedom upon their return.

The county was recognized for the initiatives it implemented to provide support to reservists and their families, including a pay differential policy, which makes up the difference between reservists pay on active duty and what they had been making as county employees. Chesterfield County was chosen out of 500 employers nominated by National Guard employees throughout the Commonwealth of Virginia as the recipient of the Pro Patria ("for one's country") Award. Thomas Stephens, chairman of the Central Virginia Employer Support

of the Guard and Reserve Committee (ESGR), presented the Pro Patria Award to the board in April 2004, thanking board members for their support of Virginia guardsmen and reservists.

## Gwinnett County, Ga.

Chairman F. Wayne Hill and the Gwinnett County Board of Commissioners recognized the sacrifices made by those serving this country and wanted to ensure that employees would not suffer financially during these difficult times. As a result, the county implemented a policy designed to protect employees' compensation if called to active duty. The policy,

which went into effect Sept. 27, 2001, provides a differential pay for employees whose military pay may not be equal to or greater than their salary with the county.

Since September 11, Gwinnett County government, located in Lawrenceville, Ga., has had 23 employees called to active duty. Eighteen have now returned to work. As a small token of appreciation, each employee upon their return is presented with a Returning American Hero plaque in appreciation for their sacrifice and service to our country. Another ceremony will be held around Veteran's Day to honor others who will be returning home to their friends and families.

On May 18, 2004, Gwinnett County Board of Commissioners also received a Certificate of Appreciation from the Georgia Army National Guard, 78th Troop Command in recognition of their support to the Georgia Army National Guard during the recent mobilizations in support of Operation Enduring Freedom and Operation Iraqi Freedom.

## Broward County, Fla.

Spearheaded by Commissioner Lori Nance Parrish, the Broward County Board of Commissioners initiated an Adopt-A-Soldier program shortly after the beginning of the Iraq War.

The county collects non-perishable goods and mails care packages to soldiers. Through the seasons, this project has been re-energized; for example, in February, it unveiled an "Adopt-A-Sweetheart-Soldier" effort. In addition, a Hall of Heroes display was created for the Governmental Center lobby, which features photos of Broward County family members who are serving in the military. This feature is duplicated on the employee intranet. The Board of County Commissioners has recognized numerous soldiers who have returned to Broward County after serving abroad, including many county employees who serve in the Reserves.

THERE'S NOT ENOUGH ART IN OUR SCHOOLS.

NO WONDER PEOPLE THINK  
**MARTHA GRAHAM**  
IS A SNACK CRACKER.

Hardly a fitting legacy for the woman who, despite getting a late start at the positively



A common misconception. Not to mention an overlooked marketing opportunity.

elderly age of 17, became the mother of American dance.

Nearly single-handedly, Martha Graham brought dance into the 20th century. She did nothing less than create an entirely new genre of

dance while shattering the expectations of audiences and critics alike with her percussive, angular movement style. She was one of the first dancers to collaborate

with contemporary composers

instead of using the 18th-

and 19th-century compositions

her predecessors favored.

Her dances have been called

"motion pictures for the

sophisticated"; her theories on

movement and kinesthetics are

still vital today, and there is scarcely a dancer

alive who doesn't owe a huge debt to her sharp

creative mind and fierce perfectionism.

And to think she could have made it her entire life without experiencing the arts. Just like so many kids in our schools today.

### MARTHA GRAHAM IS A TREAT.

No one has to tell parents that arts education is good for their kids. According to virtually every study out there, they already know that. Parents know that painting and music teach tolerance and openness, help their children express themselves creatively and contribute greatly to their kids' self-worth. They welcome dance and drama as ways their children can develop

as individuals and stand

out from the crowd. In fact,

mothers and dads believe the arts

are an integral part of their

children's education.

So how can they be satisfied

with the trivial amount of art

kids are taught in school?

### ALL TOGETHER NOW.

The sad truth is, your kids spend more time at their lockers than in arts classes. If you don't



Ms. Graham told stories using movement. Here, she tells us how sad it is that kids aren't getting enough art.

have a problem with this, if you think that's adequate, then fine. Do nothing. On the other hand, if you think this is unacceptable, you need to speak up and demand your child's fair share. Play a part in your kid's schooling. To find out how or for more information about the benefits of arts education, please visit us on the web at [AmericansForTheArts.org](http://AmericansForTheArts.org). Otherwise, even a legacy as rich as the incomparable Martha Graham's can crumble to nothing.



DORIS DUKER  
CHARITABLE FOUNDATION

For more information about the importance of arts education, please contact [www.AmericansForTheArts.org](http://www.AmericansForTheArts.org).





# Bill creates grants to help communities better treat mentally ill offenders

## MENTALLY ILL from page 1

grant funds may be used to enhance training for criminal justice system personnel and mental health system personnel. The bill creates planning and implementation grants, which will enable communities to offer treatment and other services (such as housing, education or job placement) to mentally ill offenders. Programs receiving grant funds must be operated collaboratively by both a criminal justice agency and a mental health agency.

The legislation contains language advanced by NACo to dedicate up to 5 percent of the planning funds for intergovernmental collaboration among elected officials representing municipal, county and state governments. The NACo amendment is designed to promote collaboration within a state among state associations of

counties, state municipal leagues and state governments for complimentary statewide initiatives.

In the Senate, a bipartisan coalition led by Sens. Mike DeWine (R-Ohio), the original author of the bill, Orrin Hatch (R-Utah) the chair of the Senate Judiciary Committee, and Patrick Leahy (D-Vt.), the ranking member mobilized overwhelming support for the bills passage. In the House, Rep. Ted Strickland (D-Ohio) was the original co-author. A former prison psychologist, he took the lead in the House in sponsoring the original legislation, however; Reps. Howard Coble (R-N.C.), chairman of the Subcommittee on Crime, Terrorism and Homeland Security; Jim Sensenbrenner (R-Wis.), chairman of the House Judiciary Committee, and Bobby Scott (D-Va.), the ranking member on the subcommittee added their substantial support.



Photo by Tom C.

Then-NACo President Ken Mayfield (second from left) meets with officials from Miami-Dade County during his trips in 2003 to counties with exemplary programs to divert the mentally ill from jail.

## web watch

### CDC Reaches Out to Younger Generation

Forget Pokemon. All the kids are talking about infectious diseases these days, and the Centers for Disease Control and Prevention know it.

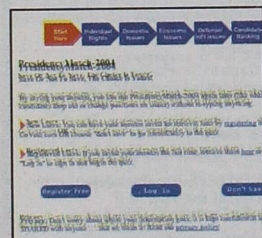


When kids visit the CDC Web site at [www.cdc.gov/global/cards.htm](http://www.cdc.gov/global/cards.htm), they can download disease trading cards including anthrax, rabies, staff infection and recreational water illness. The cards feature pictures of microscopic organisms, rats and dead zebras.

### GAO Compares Regional Coordination on Homeland Security

A new report from the Government Accountability Office is available online. Effective Regional Coordination Can Enhance Emergency Preparedness reviews coordination practices in various metropolitan areas to find regional programs with lessons learned that could be applied in the National Capitol Region and elsewhere. The publication is available at [www.gao.gov/new.items/d041009.pdf](http://www.gao.gov/new.items/d041009.pdf).

### Find Your Perfect Match, After the Fact



correspond. The possible matches include third party candidates as well as former candidates for the Democratic nomination.

(Dan Miller, staff writer, compiles Web Watch. If you have an item you would like featured, please e-mail [dmiller@naco.org](mailto:dmiller@naco.org).)

## The Mentally Ill and Jail

According to 1999 study by the Bureau of Justice Statistics, more than 16 percent of persons admitted to county jails each year have a mental illness. In addition, the Office of Juvenile Justice and Delinquency Prevention reports that more than 20 percent of youth in the juvenile justice system have serious mental health problems, and many more have co-occurring mental health and substance abuse disorders. The Bureau of Justice Statistics study confirmed that mentally ill inmates tend to follow a revolving door, from homelessness to incarceration and then back to the streets. Too many of the individuals do not get adequate treatment and end up being arrested again and again.

Multnomah County, Ore., found that mentally ill defendants stay in jail one-third longer than others. Lengthy incarcerations not only worsen their condition, but almost always guarantee difficulties after their release.

In nearly all states, even a short stay in the county jail is enough to end federal entitlements such as Social Security, veterans' benefits, Medicaid or Medicare for a mentally ill person. Once an individual is released from jail, he or she is eligible to receive such benefits again, but it may take weeks or months for the programs to be restored.

"In many circumstances, arresting the mentally ill individual is an inappropriate response, even if the officer believes that arresting the individual for a criminal charge is appropriate under the circumstances. County jails are not equipped to house a large number of mentally

ill offenders. Jails are jails. They are not treatment facilities, nor are they hospitals.

"Jails ought not to be the treatment option of first resort, but sadly, they have become just that because there is nothing else readily available," commented Sheriff Ted Sexton of Tualuma County, Ala., the incoming president of the National Sheriffs' Association.

Some counties have already devised ways to divert the non-violent mentally ill from jail. King County, Wash., for example, has successfully created integrated systems for people with mental illness and other co-occurring disorders. The goal is to share clients, information, planning and resources across agency lines. In the words of former county program administrator David Wertheimer, the experience in King County has demonstrated that the major challenge is creating a new system. "It is a matter of joint planning, pooling resources and more effectively managing resources toward new goals," Wertheimer says.

States are stepping in, too, to help counties remove mentally ill prisoners from jails. California, for example, has invested more than \$150 million in a partnership with county governments through the Mentally Ill Offender Crime Reduction Grant Program, which was designed to help non-violent offenders avoid further involvement with the criminal justice system. Although funding for the program is now being phased out in favor of a new program, preliminary results for the state show that

there was a 40 percent reduction in the average number of jail days for individuals receiving the program enhanced services. There was a 65 percent decrease in the average number of convictions. In Santa Cruz County, after three years of the program, there was a 96 percent reduction in jail days, and in Los Angeles County, there was a 50 percent decrease.

The new legislation provides several direct benefits to counties.

- First, it will provide funding opportunities for high quality community programs that are more appropriate and effective than jail.

- Second, most federal entitlement programs such as Medicare or Social Security are terminated when the mentally ill enter the jail.

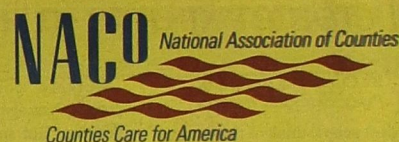
- Third, jail, even under the best of circumstances, is often a traumatizing experience. It takes county health officials as much time to restore the individual to the condition he or she was in when they entered the jail.

- Fourth, jailing the non-violent mentally ill creates a major public safety problem. Courts have held that it is a very high standard to believe these individuals are being held up against their will. They are totally dependent on the county to provide adequate care, and

- Finally, persons receiving treatment and housing programs that are provided in the community are eligible to receive federal entitlement benefits and most importantly, treatment and housing programs usually get at the root of the problem.



# NACo Awards Don't Leave Home without One



**A**wards season has kicked off at NACo. The Acts of Caring award program, sponsored by Nationwide Retirement Solutions, is now accepting applications for this prestigious recognition of county volunteer programs. And soon, counties will have an opportunity to apply for NACo's popular Achievement Award program.

Altogether, NACo has a dozen ways for counties or county officials to be recognized for their outstanding work or achievement. We hope the following information will alert you to the ways your county can seek some well-deserved national recognition. Watch your mailbox or check NACo's Web site for applications.

Award Name	Description	Deadline	Application Information	Entry Fee	Staff Contact
<b>Achievement Awards</b>	Recognizes unique, innovative county programs	Second Friday in February	Available early December on Web site. Applications also mailed to each county chief elected official	\$50-\$110 per entry depending on member status and payment method	Joseph Hansen
<b>Acts of Caring Awards</b>	Recognizes top county volunteer programs in the country	Jan. 21, 2005	Available early October on Web site. Applications also mailed to each county chief elected official	No Fee	Tom Goodman
<b>Award for Excellence</b>	Recognizes a county that has done an outstanding job of integrating the disabled into county programs and services	March	Available mid-January on Web site. Applications also mailed to each county chief elected official	No Fee	Jackie Byers
<b>Caucus Courthouse Awards</b>	Recognizes innovative governance by members of Rural Action Caucus and Large Urban County Caucus	May	Nomination forms distributed at Legislative Conference. Also available on LUCC/RAC Web sites, mid-March	No Fee	Joe Dunn, Dalen Harris
<b>Counties Care for Kids Award</b>	Recognizes county programs and a county official for outstanding work for children and families	February	Available December on Web site	No Fee	Gary Gortenborg
<b>County Arts and Culture Awards</b>	Recognizes county arts programs that work to overcome problem in county	April	Available mid-January on Web site. Applications also mailed to each county chief elected official	No Fee	Jackie Byers
<b>County Leadership in Conservation Awards Program</b>	Recognizes leadership in countywide land conservation programs	Nov. 19, 2004	Available September on Web site	No Fee	Abigail Freidman
<b>Dale Sowards Award</b>	Recognizes a county official who contributes significantly to the maintenance and governance of public lands at the local, state and federal level	April 15, 2005	Letter of Nomination	No Fee	Paul Beddoe
<b>Distinguished Service Awards</b>	Recognizes elected county official who has made a significant contribution to workforce development	July	Available April on Web site	No Fee	Gary Gortenborg
<b>Joe Cooney Award</b>	Recognizes county official or staff member who has made a significant contribution to helping people get jobs	July	Available April on Web site	No Fee	Gary Gortenborg
<b>Multicultural Diversity Awards</b>	Recognizes county programs that promote understanding of cultural differences in community and workforce	March	Available mid-January on Web site. Applications also mailed to each county chief elected official	No Fee	Christina Crayton
<b>Workforce Development Award for Excellence</b>	Recognizes outstanding job training program	July	Available April on Web site	No Fee	Gary Gortenborg



# Risk management faces new challenges in counties

By Claire Lee Reiss, J.D.  
PUBLIC ENTITY RISK INSTITUTE

Most people think of risk as causing losses, but risk, in fact, is only a measure of deviation from an expected outcome. That deviation can be either positive or negative, producing either gain or loss.

Either way, the uncertainty caused by rapid changes in society and shrinking resources is challenging counties as they try to manage their resources and serve their citizens.

Workers' compensation, law enforcement liability and employment practices liability continue to be major cost-drivers, and are therefore important in any county's risk management program. But new sources of risk and new twists on traditional sources of risk, have joined them.

Workers' compensation, for example, has always been a major risk issue. But since the attacks of September 11, urban counties with large concentrations of employees may have difficulty securing workers' compensation coverage at reasonable premiums.

Underwriters are concerned about the exposure of a large number of employees to a single disaster. And there are other evolving changes in the workers compensation landscape. Mold in buildings and HVAC systems has become an issue, raising the likelihood of claims based on allergic reactions in the workplace.

The average cost of medical care and prescription drugs in the workers' compensation system has been

increasing at a rate that exceeds the rate of increase in the economy as a whole.

A reduction in the number of volunteer emergency medical technicians has also forced counties to hire additional employees who, in some states, may be entitled to the benefit of statutory presumptions that certain conditions are work-related.

Property insurance rates also increased significantly post 9/11, as underwriters began to more fully consider the potential for catastrophic loss due to total destruction of a major property.

This in turn, or in tandem, focused county attention on the risks terrorism and criminal acts pose to their infrastructure, personnel and

buildings as well as on preparation for, and response to, catastrophes of all types.

Dakota County, Minn., is improving building design and security procedures for public facilities and special events; increasing coordination between public safety and other agencies; conducting security audits; revising response protocols; buying new equipment for public safety; and working with adjacent communities and the public health department.

Careful management of the grant funding available for homeland security issues is critical. A county that identifies and obtains available grant funding and uses it productively is likely to have positive results. But failure to identify grant opportunities, apply for funding, or use the funding wisely is a waste of available resources.

Although terrorism is a highly visible exposure, catastrophic loss is more likely to come from natural hazards, such as floods, earthquakes and hurricanes, or even from very severe events arising from "normal" hazards, such as fire.

Dakota County addresses rising property insurance rates by designing and building new facilities with risk in mind. The county designs its new buildings to the standards for "highly protected risk" coverage, which is available to insureds in certain industries who undertake vigorous risk control programs that meet insurer standards.

These standards often exceed building code requirements, but Dakota County finds that the additional costs of the measures taken during the construction phase, such as improving sprinkler coverage densities or using wax-coated "greenboard" on

all exterior walls, are not significant when compared to the overall construction project.

In Virginia, the increasing of joint ventures and interlocal agreements between local governments is also changing the county risk. If not carefully negotiated, these agreements can create liability to third parties, and force the entity will implement risk management and buy insurance to cover potential exposures.

The degree of governmental immunity for activities under a local agreement may also be affected if the participating governmental agencies have different levels of governmental immunity.

These are just a few of some evolving risks the counties. A comprehensive effort to identify and manage the blend of risks will help protect its employees and preserve its ability to serve its citizens.

(Author Claire Lee Reiss is ARM, CPCU, is deputy director and general counsel of Public Entity Risk Institute in Fairfax, Va. and on the www.riskinstitute.org. Also contributing to this report were: Wade S. Dis, VACO Risk Management; Terry Fleming, director, Dakota Risk Management, Monticello County, Md.; Taud Hooper, director, Operations Manager, and B.J. Battig, manager, Homeland Security, Dakota County, Minn.; and Jane Jelinski, Local Government Center, State University.)

## Scholarships Available for 2005 Risk Management Conference

The Public Entity Risk Institute (PERI) will award \$1,000 scholarships to up to 60 individuals to help them attend the 2005 Public Risk Management Association (PRIMA) Annual Conference. Applications for the scholarships are now being accepted; the deadline for applications is Feb. 18, 2005.

The PERI Small Entity Scholarship Program assists employees and officials from smaller public entities and nonprofit organizations who could benefit from the PRIMA Conference, but who may not have the budget to attend. This is the 8th year that PERI has funded the scholarship program.

The PRIMA Annual Conference is June 5-8, 2005 in Milwaukee. The conference features more than 80 workshops and conference sessions that address vital public risk management topics and issues. It is the largest conference devoted to public sector risk management in the United States.

### Scholarship eligibility

To be eligible for consideration, an applicant must be from a smaller public entity or nonprofit organization, must not have attended the PRIMA Annual Conference in recent years and must have key responsibility within his or her organization for an area of risk management. (This responsibility includes such areas as risk management, insurance, safety, claims, disaster/emergency management

and the overall management of the organization including risk management.)

Smaller public entities are defined as a municipality with a population of 50,000 or fewer; a county with a population of 100,000 or fewer or a school district with an average daily attendance of 4,000 students or fewer. A smaller nonprofit organization is defined as one with an annual operating budget of \$2 million or less.

An applicant does not have to be a PRIMA member to be eligible. Only one person per organization may receive a scholarship in a single year.

### Application procedure

Interested applicants should complete the brief, one-page Scholarship Application Form that can be found on PERI's Web site ([www.riskinstitute.org](http://www.riskinstitute.org)). Look under "What's New" on the PERI home page or in the "PERI News / News and Announcements" page. An application form can be requested by calling PERI at (703) 352-1846 or by e-mailing a request to Audre Hoffman at [ahoffman@riskinstitute.org](mailto:ahoffman@riskinstitute.org).

Completed applications should be mailed to Scholarship Program, PERI, 11350 Random Hills Rd., Suite 210, Fairfax, VA 22030, and be postmarked no later than Feb. 18, 2005; or e-mailed to Audre Hoffman, at [ahoffman@riskinstitute.org](mailto:ahoffman@riskinstitute.org), with receipt no later than Feb. 18. Some

supporting documentation may be required with the form.

### Scholarship benefits

Each scholarship recipient will receive \$1,000 in direct financial assistance, which can be applied to any of the costs of attending the PRIMA Conference, including travel, lodging and registration fee. The scholarship also includes a discounted registration fee and a free six-month membership to PRIMA if the recipient is not already a member.

It is not expected that the \$1,000 award will cover all expenses related to attending the conference. Recipients and their organizations will be responsible for funding expenses over \$1,000.

### Who can receive a scholarship?

Many public sector and nonprofit staff and officials have received the Small Entity Scholarship in the past. Recipients have included city and town managers, city and county clerks, finance directors, risk managers, police and fire officials, public works, human resources, safety directors, school administrators and business officials; and executive directors and other staff of nonprofit organizations.

In 2004, the 60 scholarship recipients came from 27 different states, and represented cities, villages, towns, counties, school districts, special districts and nonprofit organizations.

## Creating Healthy Communities

### The Role of Counties in Reducing Health Disparities

... a new publication from NACo services division that looks into the factors contributing to poorer health outcomes from language barriers and unemployment to lack of education and lack of health insurance.

Understanding how these factors contribute to health disparities offers insight into the important role that counties can play to improve community health for all residents.

For more information, contact:  
Lesley Buchan  
Project Manager  
National Association of Counties  
Community Services Division  
Phone: (202) 942-4261  
Email: [lbuchan@naco.org](mailto:lbuchan@naco.org)





## THE H.R. DOCTOR IS IN

# Storming

So now he writes about hurricanes! Why didn't the HR Doctor write about the role of local government in the management of disasters, such as hurricanes or earthquakes, before now, rather than after four of the monsters have eaten Florida and other parts of the southeast?



PHIL ROSENBERG  
THE HR DOCTOR

is now a community in jeopardy and the decisions are no longer those of a paper "tabletop" exercise.

The work is being done, not conveniently mid-morning or mid-afternoon and based on preplanned scenarios. Now the work is at 2 a.m., or on a Saturday or Sunday before dawn and the effects are real.

Here are some tips on disaster management which will work in both large and small jurisdictions.

1. This is a time to put aside bureaucratic silos (see the HR Doctor's article "Silos are for Grains" at [www.hrd.net](http://www.hrd.net)). This is not a time when people in one department are narrowly focusing on the best interest of their particular group. There is only one team and that is the community team! Silos, for most public servants, take a back seat only to return often enough when the emergency is over. The focus on one team — the community help team — needs to be a persistent theme in training, preparation and evaluation.

2. The answer given to the tourist by the New York cab driver when asked "How do you get to Carnegie Hall?" is just as valid in disaster management. The answer is to "practice, practice and practice!"

The best way to practice is not the method which Florida jurisdictions recently experienced. One real disaster after another makes training programs come alive. They get taken very seriously the next time. Learn from the experience of other agencies

which have battled with the beast. Share ideas and information with other colleagues.

The secret to Disney cartoons and movies is the concept of "suspension of disbelief." In training scenarios, suspend the logical part of your brain, which says "this is only a drill and I am now missing lunch," and imagine that you really have a chance to make a difference in the mitigation of a real disaster.

3. Use the disaster planning scenarios to help colleagues get to know one another better. Being cooped up in rather cramped quarters overnight or perhaps for several days is a great opportunity to meet colleagues from other jurisdictions and to get to know your own coworkers in ways which are never possible in the more mundane work day settings.

4. Care for the employees on the emergency team. Ensure that their food experience is positive and memorable, notwithstanding the fact that they may be "trapped" in an emergency center for quite a while. Working under great stress for prolonged periods means that unexpected events create strong memories which are remembered for many years.

An unexpected dessert, a table or two set with a linen tablecloth, flowers and candles in the middle of a disaster helps break the tension and gives staff members something enjoyable to talk about rather than just stare endlessly and hypnotically at the Weather Channel.

5. As part of the employee safety at the Emergency Center, ensure that paramedics, security and perhaps an employee assistance program colleague are either present or readily available.

6. Before the disaster, there are a host of items to think about, including how several days' worth of fuel for county or city vehicles will be available. Advance arrangements may be necessary with one or more local gas stations to, in effect, shut down immediately when an emergency is declared, and divert all the fuel to the public agency vehicles.

In this example, the agency "buys out" in advance the stock of the service station. Even if the organization has its own fuel tanks, there are advantages to having an extra degree of protection. The same is true of

securing a supply of generators or batteries from a home improvement store. Arrangements in advance with the store manager to reserve a supply of additional chainsaws or other tools for the public works or parks crews, for example, may become essential.

7. Alternative communications methods represent a very obvious and important need. How will staff members communicate with each other if the telephones go out? What if cell phones don't work? Communities may come up with different answers including relying on radio communication or "voice over Internet telephony." A free software program called [skype.com](http://skype.com) is one of a growing number which allow

■ See H.R. DOCTOR on page 14

## NACo ON THE MOVE

### IN THE NEWS

The October 2004 edition of *Government Technology* magazine featured an interview with NACo President Angelo Kyle and NACo Chief Technology Officer Bert Jerreau entitled "State of the Counties." Kyle and Jerreau discussed county technology issues and NACo's plan to address them, including NACo's development of a Web portal to allow NACo member counties to share information such as best practices, architectures and application source codes. To read the full interview, visit [www.govtech.net](http://www.govtech.net).

### NACo OFFICERS AND COUNTY OFFICIALS

Telecommunications and Technology Steering Committee Chair **Marilyn Praisner**, councilmember, Montgomery County, Md., spoke at the National Association of Telecommunications Officers and Advisors (NATOA) Conference in September regarding NACo's perspective on the next generation of a telecommunications law. She also participated in a panel on interoperability at the Department of Homeland Security conference as NACo's representative and chair of the DHS SAFECOM Executive Committee. The SAFECOM executive committee is the advisory board of the interoperability project office and is made up of local, state and federal officials.



Marilyn Praisner

### NACo STAFF

Associate Legislative Director **Alysoun McLaughlin** attended a meeting of the Conforming States of the Streamlined Sales and Use Tax Agreement Oct. 6-8, in Nashville (Davidson County), Tenn. While there, she joined representatives from the National League of Cities, the U.S. Conference of Mayors and the Government Finance Officers Association in making a joint proposal on the proposed composition of a local advisory council.



Alysoun McLaughlin

(On the Move is compiled by Allison Mall, editorial assistant.)

**Got Job Openings?  
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County News' Web-Only Job Postings**

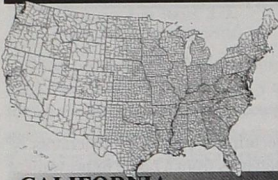
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ad, it will be posted on our Web site.**

**Want more details?**

**Contact Dan Miller at  
County News  
Phone: (202) 942-4256  
E-mail: [dmiller@naco.org](mailto:dmiller@naco.org)**



## NEWS FROM THE NATION'S COUNTIES



### CALIFORNIA

The Wofford family of **SAN DIEGO COUNTY** caught a lucky break in September when ABC's "Extreme Makeover: Home Edition" completely renovated their house. The show sent Brian Wofford and his eight children to the Caribbean while the show's producers tore down and reconstructed his house.

However, after the Woffords moved into their new abode they were greeted by the county assessor, who more than doubled the value of the property. The resulting **property tax** totaled approximately \$6,000.

"We're very upfront with the families in telling them that there's a likelihood that the value of the house will increase and therefore there will be a resulting property tax increase," David Goldberg, president of show producer Endemol USA, told *USA Today*.

To cover the cost of both property taxes as well as income taxes earned on the appliances and toys the families received, the show pays each family \$50,000 to rent its house for 10 days. Federal tax rules say that income on rentals of less than 15 days is non-taxable.

Two "Extreme Makeover" homes in **LOS ANGELES COUNTY** both saw jumps in property value of \$19,000 and \$42,000.

### DELAWARE

The Government Finance Officers Association awarded **NEW CASTLE COUNTY** the Certificate of Achievement for Excellence in financial reporting. This is the 23rd consecutive award for the county, the most earned by any municipality in Delaware.

The county received the award for the 2003 edition of its Comprehensive Annual Financial Report, which the county creates each year to provide straightforward financial information to its residents, stakeholders and all interested parties.

"Our citizens can take comfort in knowing that their County government's financial reporting has met the highest, most stringent and most current national standards," County Chief Financial Officer Ronald A. Morris said.

### FLORIDA

• **BROWARD COUNTY** has received a federal grant designed to help low-income residents and

families achieve their goals of home ownership, education or starting a small business. The five-year, \$130,000 grant will be matched by \$430,000 in local funding.

The program will provide funds to help 30 local families establish Individual Development Accounts, a special type of savings account. While the program's immediate goal is to enable participants to purchase a first home, start a business or pursue postsecondary education, the long-term goal is to help residents become financially independent.

Program participants are required to invest at least \$1 for every \$2 provided through grant funding. More than a dozen private businesses, community groups, nonprofit organizations and other agencies are providing local funding for the grant program.

• In the July 17 issue of *County News*, we reported on an effort by Commissioner Cynthia Moore Chestnut to expand **health care services for the uninsured in ALACHUA COUNTY**, Fla. Chestnut spearheaded an effort to place a referendum on the primary ballot in August seeking approval for a quarter-cent sales tax to fund healthcare services for Alachua's uninsured.

The measure passed, and the sales tax — in effect for seven years — is expected to bring in \$7 million annually.

The new tax revenue will fund **CHOICES**, the Community Health Offering Innovative Care and Educational Services healthcare program. The program's first component provides direct health care services, including primary and specialty care, pharmacy assistance, limited hospital care and basic adult dental services. The second component provides disease management services to individuals with diabetes, hypertension, heart disease and asthma. Future plans include reviewing the feasibility of offering an additional component to provide insurance-premium assistance to small businesses modeled after Muskegon Michigan's Access Health program.

### GEORGIA

**GWINNETT COUNTY** can't take any more **water from Lake Lanier**, as long as the U.S. Army Corps of Engineers has a say.

According to the *Atlanta Journal-Constitution*, the Corps, which owns and operates Buford Dam, restricted the county from taking any more water from the lake. The states of Alabama and Florida, as well as some environmental groups, have objected to a proposed withdrawal permit that

would entitle Gwinnett to 35 percent more water during summer months, when usage increases due to activities such as lawn-watering.

Gwinnett, which has a population of nearly 700,000 residents, can take an average of 150 million gallons of water a day. Under the new proposed permit, the county would be able to take an average of 203 million gallons a day in any given month, but would need to average 150 million gallons a day over the course of the year.

Alabama and Florida both have interests in the river. Alabama claims it has the right to enough water in the Chattahoochee River to float barges and produce hydropower. Florida claims it needs enough fresh water to sustain oysters in the Apalachicola Bay.

The Georgia Environmental Protection Division, which regulates the use of the state's waterways, will evaluate all comments before deciding whether to issue the withdrawal permit.

### MICHIGAN

**INGHAM COUNTY** started a \$21,600, six-month pilot program that treats repeat **drunk drivers** through acupuncture. The program, started in June, also aims to reduce jail crowding.

Acupuncture can reduce alcohol cravings and ease pain and withdrawal tremors, Mary Sabaj, manager for the Ingham County-City of Lansing Community Corrections, told the Michigan Association of Counties.

"Substance abuse changes your biology. Nutritional supplements and acupuncture specifically target the deficiencies created by alcoholism," Sabaj said.

Substance abuse offenders must undergo a court-ordered treatment program where they may choose to take nutritional training and acupuncture along with regular behavioral treatment.

### OHIO

• As if getting bombarded by **political ads** from the various campaigns and "527" groups weren't enough, residents in **CLARK COUNTY** were urged to go to the polls by a very unlikely bunch of people.

The London-based *Guardian* newspaper began a campaign in mid-October called Operation Clark County. The paper declared, "In the spirit of the Declaration of Independence's pledge to show 'a decent respect to the opinions of mankind,' we have come up with a unique way for non-Americans to express their views..."

Brits were asked to enter their e-mail address into the paper's Web site and in turn, they would receive the name and address of a voter in Clark County. The paper then encouraged the participant to write to the voter explaining how U.S. policies affect them personally and who they would send to the White House if they could.

Clark County voters did not take kindly to the efforts, and the *Guardian* dropped its campaign.

• Is Ohio the next Florida? Well, that's what some political pundits would have you believe and based on some recent **voter registration shenanigans**, some may be inclined to agree.

In **MAHONING COUNTY**, more than 100 percent of those eligible to cast ballots in the Nov. 2 general election are registered to vote.

The 2003 U.S. Census says the county had 186,928 people who are at least 18. The county's board of elections lists 195,092 people eligible to vote.

According to *The Vindicator*, the main reason the county's voter registration figure is more than 100 percent is the way it is permitted to take people off its voter roles. Michael Sciortino, election board director, explained that in Ohio, voters cannot be removed from the rolls unless they fail to vote in two presidential elections. The last purge in 2001 removed 5,000 people from the rolls.

"The other explanation is people move, and we don't hear from them," Sciortino said.

But Mahoning County isn't alone. There are four additional counties where the percentage of registered to vote exceeds the number eligible. Those counties are **CUYAHOGA** at 100.7 percent, **MERCER** at 108 percent and both **PUTNAM** and **GALLIA** with 100.3 percent.

### SOUTH CAROLINA

• A circuit judge recently ruled that a **GEORGETOWN COUNTY** ban on **casino boats** is unconstitutional.

Even though there is no state law preventing the gambling boats from operating offshore, Georgetown exercised its home rule powers to stop the boats from operating. When the county banned the casinos, a local businessman challenged the county's use of home rule to keep the boats out of the county.

According to *The State*, the county originally outlawed the boats more than two years ago after receiving a proposal to dock a boat near a local church.

County officials say the appeal the ruling.

• Schools have been doing quite some time, but now, even counties are getting on the bandwagon.

**JASPER COUNTY** announced that about 185 employees will begin wearing identification badges and uniforms so the public and other office employees more easily recognize them.

The shirts will be emblazoned with the county seal and be manufactured by two South Carolina clothing companies. The county will pay for one shirt per employee. Employees must foot the bill for \$25 for additional shirts.

The badges, paid for with a grant from the Department of Homeland Security, will include a one-inch strip that later can be compared for data reading. The badges carry emergency situation letters, from A to C, giving access to restricted areas.

"Say, for example, we evacuate Jasper County, giving employees reentry," Emergency Services Director Mike Hooten explained to the *Lowcountry*.

### TEXAS

Polling places across the state have a line in the sand so preventing **electioneering** a certain point. In **TARRANT COUNTY**, they are going to take things a bit further during election season.

Because voters will be whether taxpayers should spend \$10 million to build a new stadium in Arlington, spotted wearing Cowboys gear be told to cover up if they cast a ballot.

"Anytime you go into a polling place and what you're seeing shows something on the ballot electioneering," Gayle Hamilton, assistant elections administrator, Associated Press.

For those who do not want to wear a smock like those in hospital exam rooms, they can wear to cover their faces — or even Democrat or Republican paraphernalia.

"We'll let them wear whatever they want to wear," Hamilton explained. "Hopefully, we won't have to use many of them."

■ See NEWS FROM



## RESEARCH NEWS

## Employer Liability for Cell Phone Usage

The use of cell phones around the country has grown to enormous proportions. According to the Cellular Telecommunications and Internet Association, the estimated number of cell phone subscribers was more than 158 million in December 2003, an increase of nearly 20 million from the year before. The permeation of cell phones has created some great benefits, such as convenience.

Employees are now able to conduct business over their cell phones, outside of the office and outside of normal business hours. The convenience of cell phones for this use cannot be overstated, but employers, including governments, must be careful about how they regulate cell phone use among employees in light of a few recent court decisions.

Courts across the country have ruled that employers could be liable for injuries and accidents caused by employees using their cell phones for business purposes while driving in a motor vehicle.

Recently, the large investment firm Smith Barney was ordered to pay more than \$500,000 to settle a wrongful death suit when an employee was involved in a car accident. Even though it occurred on a Saturday night, outside of normal business hours and while the employee was driving to a restaurant, he was conducting business on his cell phone. The employee dropped the phone and ran a red light when trying to pick it up. The court found that the employer was liable since the employee was conducting business.

Another case involved a law firm in Virginia. An associate at the law firm was driving home one evening, and struck and killed a young girl on the side of the road. The complaint alleged that she was on her cell phone at or near the time of the accident making business-related calls. The firm settled out of court.

The new rash of liability rulings is not only aimed at the private sector. In 2001, the State of Hawaii was ordered to pay \$1.5 million in damages when a state teacher caused an accident while talking on a cell phone on the way to work.

While many employers encourage (or at least do not discourage) the use of cell phones to conduct business outside of the office, these rulings can have far-reaching effects for the employers, including governments, around the country. How can employers respond to this development?

One suggestion would be to require the employees to follow local or state law regarding cell phone use in the car. Many jurisdictions, including New York and Washington, D.C., have enacted laws banning the use of cell phones while driving unless they are used as a hands-free device.

The employees must be educated as to their local laws pertaining to cell phone usage and the employer could be a vehicle for that education campaign. Even if there is no local ban on cell phones while driving, it may be useful to the employer to adopt a similar regulation for its own employees.

Many companies have begun to implement their own cell phone use

policy. If the employer is reluctant to ban cell phone use in cars as a general rule, many have implemented a policy that requires the employee to pull safely off the road to conduct business over the phone, or requiring the use of the hands-free device, even if the local regulations do not require

such measures. Still others have implemented training for employees on the use of cell phones, and keeping them informed of local and national developments in this area.

Cell phones, and wireless communication in general, have become an integral and essential

form of communication in the United States, but employers must be knowledgeable about the actions of their employees. For employers, what they don't know can hurt them.

(Research news was written by Joseph Hansen, research associate.)

## FOCUS ON ACHIEVEMENT

## Got Soap?

By M. MINDY MORETTI  
SENIOR STAFF WRITER

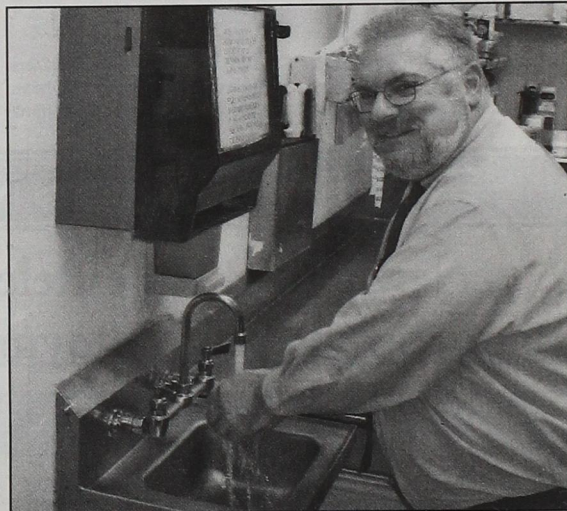
With flu season upon us and a reported shortage of the flu vaccine, there is one way Americans can help prevent themselves from getting the flu that doesn't cost any money and is fast and effective.

"Handwashing is the cheapest, most effective way to prevent communicable diseases and you don't have to go to Canada to do it," explained Marylou Ludicky, communicable disease program coordinator for McHenry County, Ill.

Despite that, many studies have shown that people do not wash their hands often enough to prevent the spread of disease. That's why two years ago the county's Department of Health Communicable Disease Program and Environmental Health Division decided to develop a social marketing campaign entitled "Got Soap."

Modeled after the now famous "Got Milk?" ad campaign, "Got Soap" was initially designed to target elementary school children. The county photographed school principals, nurses and other school role models washing their hands and the photos were formatted into "Got Soap" posters and individualized for each school. Each participating school — 19 the first year, seven additional the following year and six more this year — received 20 laminated posters to post in key areas throughout the school and the option of utilizing an interactive handwashing program.

The interactive handwashing program pre-dates the "Got Soap" campaign, but the number of public school classes receiving the interactive training has increased in the past two years. The interactive program has been presented to about 2,000 elementary school students in 90 classes.



"We've really expanded this portion of the program," Ludicky explained. "We target the schools where the 'Got Soap' program is and we've been able to reach many more children and adults than in the past."

The program is designed for first and second grade students, but can easily be adapted for older and younger students. An ultraviolet (black) light is used to demonstrate how germs can travel on a person's hands and how proper handwashing is needed to remove germs. The program lasts about 30 minutes and each student is involved.

Ludicky noted that it is difficult to have hard data about whether the program is a success. Anecdotally though, she believes the program is working.

"The feedback we've gotten about the program has been pretty positive," Ludicky said. "The teachers really seem to like it and the principals have commented that they notice increased handwashing in both students and staff."

Although the program is mainly focused on schools at the moment, Ludicky said several restaurants in the area have contacted her about getting involved in the campaign. For now, she is just sending them the template for the posters and allowing them to complete the job, but if she can get some grant funds, Ludicky said she would like to see the program spread countywide.

Because the "Got Soap" campaign takes a bit of time to set up and implement, it's not being used countywide to help with the reported shortages of flu vaccine for this season.

"Right now, I'm just flooding the county with broadcast faxes about what to do and working with our local media to keep people informed," Ludicky explained.

(For more information about the Got Soap program contact Marylou Ludicky, communicable disease program coordinator, at (815) 334-4500.)

## Utah County funds \$3 million wildlife museum

NEWS FROM page 12

## UTAH

Some counties own golf courses and some counties even own cows, but **UTAH COUNTY** is about to own a **wildlife museum**.

The Utah County Commissioners voted to enter into a development agreement with Cabela's, one of the nation's most popular outdoor retailers. Cabela's is slated to open a 150,000-square-foot store in 2005 and many of the store's 12 other locations feature a museum.

The \$3 million wildlife museum will be somewhere between 7,000 and 15,000 square feet. One million will

come from a transient room tax fund in the county and the remaining \$2 million will be from a revenue bond.

County Commissioner Steve White told *The Herald* that the advantage for the county to initially fund the museum is in the long-term benefits. People travel from all over the country to visit Cabela's stores and White sees substantial tax benefits to the county and state.

(News from the Nation's Counties is compiled by Dan Miller, staff writer, and M. Mindy Moretti, senior staff writer. If you have news, please e-mail them at [dmiller@naco.org](mailto:dmiller@naco.org) or [mmoretti@naco.org](mailto:mmoretti@naco.org).)



# Be prepared for uncontrollable, uncontainable Mother Nature

## ■ H.R. DOCTOR from page 11

the Internet to be used for telephone communication. It may be valuable back-up for other systems.

8. As difficult as a disaster scenario might be, there is an ironic "problem within a problem" when hoards of media representatives end up wanting to interview every mammal in sight to discuss their particular experience with the disaster. It is important to realize that this phenomenon is unavoidable, and arguably necessary, in our society. I'm sure that any TV personality would agree!

Provide ways as part of the planning to keep members of the media slightly less likely to annoy everybody. Regular news conferences, specific periods of time when designated officials will be available for briefings, and a designated public information officer represent approaches to try to channel the media into focusing on important

information for public safety rather than on latest "film at eleven" about how the world is coming to an end.

Restrictions on roaming around the Emergency Operations Center should be gently and clearly established with the media in advance as a basic ground rule. Clearly, the emergency spokesperson for the community should be the chief elected official. They should be comfortable in their role. They, too, may find it very valuable to practice the art of conducting a briefing.

9. Notwithstanding the immediate disaster scenario, one of the most important skills that any executive can ever learn is how to be a briefing officer. That is, how do you translate a very complicated subject quickly, calmly, and accurately to a diverse audience?

10. Having community volunteers in place with enough training to be an extension of the public safety efforts

of government employees can be very valuable.

Protocols exist in Fire-Rescue and Police departments to develop a cadre of citizens volunteering to be trained as CERT members. These "Community Emergency Response Team" members learn how to survey their immediate neighborhood as soon as it is safe to do so and to identify hazards such as blocked streets, downed power lines, emergency rescue needs, etc.

They are not trained to be the rescuers, but they can be vital communications links and support colleagues to smooth immediate recovery efforts.

11. Every community should have some kind of emergency hotline number. However, it is very complicated to staff an emergency phone bank in the midst of the chaos of the disaster. At some point in disasters when the winds are extremely strong, 911 responses do not occur. Unfortunately,

that doesn't stop the calls for help.

Having a citizen "help line" provides another way to talk one-on-one with citizens and calm some of their concerns while answering many of their questions. However, in a large urban area, the response can be overwhelming. The technology may very well fail at a critical moment, leaving the government agency to explain later why it failed to provide the advertised hotline support.

12. During most emergencies, one or more employees emerge as executive heroes. They rise to a difficult occasion and, by their calm, knowledgeable demeanor, they become leaders among their peers.

It may be a fire-rescue chief such as the HR Doctor's wonderful colleagues, Chiefs Jim Hunt, Mel Standley and Joe Cabrera of Miramar, Fla. Almost always, someone demonstrates extraordinary positive behavior under pressure. By their conduct, every one else get through the problem. Such a person should be marked for special thanks and rewards as well as given career opportunities to grow and develop that leadership skill in other ways not directly related to an emergency.

13. One common characteristic of every crisis, large or small, personal or nationwide, is that the crisis is followed by a "search for a scapegoat." Whatever went wrong must be blamed on someone.

This universally shared personality disorder, which goes hunting for someone to blame, should be carefully watched in a community disaster scenario. It is very important to rein in scapegoating after an incident review of what occurred of the disaster and how well things went. It is equally important to recognize and thank people who worked very hard and very well.

It is also important to learn from each disaster, to constructively criticize what occurred and to take immediate steps, without waiting until the next disaster, to improve the readiness and the procedures for better mitigation in the future.

14. In a major disaster, we "get by with a little help from our friends," as John Lennon would say. There are probably mutual aid agreements between neighboring public safety organizations already in place. However, any department of a public agency should cultivate and plan for help from outside of the area from their respective colleague.

Mass transit organizations may want to send buses to help out. Public works and water and public utilities professionals from one jurisdiction

will be only too happy to support colleagues with staff and equipment. Nurses from other parts of the state may want to come and relieve overwhelmed local medical members for a few shifts. Human resources professionals standing by ready to help—someone would call!

15. This help includes support from our federal and state friends, and even here in dealing with some help, especially from the various levels of government, is that may come with strings. It may be with efforts to take over some of the badges. There may be citing of this or that legal process for incident management between a federal versus a local government matter.

In general, the best incident managers are those in local government. One important way to mitigate the risk of dueling badges is to have strong and positive liaisons with federal and state agencies in advance. Take an FBI agent and a manager to lunch.

We can't control the Mother Nature's wrath—ever. I think we can. There are times when we can't control out-of-control human's poor behavior. We can do as human beings we must do as public servants to borrow the Scout's Motto: "Be prepared." We commit to prepare an administrator if we are in a position and ready to control the uncertainty in a community times of major disruption.

The hurricane experience is pleasant for any individual in a high humidity, high temperature environment, perhaps without (that means without air conditioning and refrigeration), without pickup and perhaps with concerns about property damage reinforces what an important local government is to society whole. Hats off to those who are on the front line in facing Ivan, Frances and Jeanne! Your hat didn't already blow during the storms!

*Phil Rosenberg*

Phil Rosenberg  
The HR Doctor  
www.hrdtr.net

**QUICK FACT:** Bourbon County's famous equine resident of the past was Secretariat. The 1973 Triple Crown winner and world record holder, was conceived and is buried at Claiborne's grave remains one of the most popular sites in Bourbon County.

## FINANCIAL SERVICES NEWS

# New GASB Rule Released on Reporting Post-Employment Benefits

County employers that offer retiree benefits other than pensions (such as retiree health benefits), need to be aware of the Governmental Accounting Standards Board (GASB) Statement No. 45, *Accounting and Financial Reporting by Employers - Other Post Employment Benefits (OPEB)*.

This statement pertains to the identification and disclosure of the liability and funding status of post-retirement benefits, which include retiree healthcare, prescription drug and other employee non-pension benefits.

Defined contribution health plans and post-employment health plans (PEHP) are not subject to this GASB accounting requirement because they do not generate unfunded liabilities.

Statement No. 45 requires that state and local governmental employers account for, and report, the annual cost of their post-employment benefit plans in the same way they report their annual pension costs.

Normally, the pension plan costs are based on actuarially determined contribution amounts that, if paid regularly, would be sufficient to cover all current and future payments to employees. Post-employment health benefits have been typically funded

through a pay-as-you-go approach, meaning the employer funds only the cost of current retiree benefits, and there would be no unfunded liabilities for these benefits reported on the employer's financial statement.

Although the liabilities associated with OPEB must be tracked and reported, governments are not required to fund them. Bond rating agencies and lending institutions, however, will use this information to determine a government's bond ratings and creditworthiness. In some cases, this information may make it more difficult for governments to borrow money at reasonable rates or to issue bonds that command higher premiums.

Large government employers are required to adhere to GASB Statement 45 for fiscal years beginning after Dec. 31, 2005. Medium and smaller employers are allowed additional time to implement these requirements. GASB Statement 45 is available for purchase at: [www.gasb.org](http://www.gasb.org).

In order to determine the impact of this new ruling, employers should:

- review and evaluate all post-employment benefit programs and how they may affect bond and credit ratings

- determine and evaluate ways to reduce current and future liabilities. For example, how would your employer-provided retiree prescription drug program need to be designed to qualify for the Medicare Prescription Drug subsidy and how would this affect liabilities?

- evaluate defined-contribution health plan alternatives and how they could work to reduce future liabilities

- work in partnership with collective bargaining units to find reasonable solutions

- determine if, when and how to fund post-employment liabilities, and

- educate and encourage employees to start saving for their post-employment health costs through vehicles such as defined contribution health and post employment health plans (PEHP).

(For more information about PEHP, contact Steve Swendiman of NACO at (202) 942-4282 or [sswendim@naco.org](mailto:sswendim@naco.org) or your Nationwide representative)

(Financial Services News was written by Lisa Cole, director, NACO Enterprise Services.)



## JOB MARKET/CLASSIFIEDS

### COUNTY ADMINISTRATOR — WAYGO COUNTY, MICH.

**Salary:** Commensurate with experience.

Newaygo County seeks applicants for the position of County Administrator. Newaygo County is a rapidly growing county in Western Michigan, the county north of the city of Grand Rapids, Michigan. We have a population of approximately 50,000, with tourism being an important part of our economy. Under the general direction of the seven-member Board of Commissioners, the ideal candidate will have a thorough knowledge of principles and practices of government; a team-builder and problem solver; possess excellent communication, managerial and financial skills and the ability to work well with the board, elected officials, employees' unions and governmental officials. Other attributes will be the ability to work with the public, be honest, open, trustworthy and sensitive to social issues. Candidates should possess a bachelor's degree, master's degree or have at least 10 years of experience in public administration, preferably in county government. One of the job duties are supervising staff responsible for personnel administration, payroll, purchasing and various administrative functions; and maintaining several departments such as maintenance, equalization, aging, and community development.

Note: Under Michigan law, applicants must request confidentiality; resumes of finalists will be subject to public disclosure.

Please mail resumes by Tuesday, Nov. 30, to: James F. Maike Jr., Administration Building, 1087 Newell St., P.O. Box 885, White Cloud, MI 49349.

**DIRECTOR, DEPARTMENT OF FINANCE —  
GASTON COUNTY, N.C.**

**Salary:** \$66-539—\$103,144

Requires a bachelor's degree from an accredited college or university in accredited college or university finance, accounting, public administration, business administration or related field and have at least five (5) years of progressively responsible experience in fiscal management, accounting and auditing systems and investment of funds. At least three (3) years of experience in a supervisory capacity with three (3) years of direct reporting to a county manager or equivalent head of organization preferred. Prior work experience in the governmental sector and a valid North Carolina C.P.A. certification desired. An equivalent combination of education and experience will be considered. For information/application, contact the Gaston County Department of Human Resources, P.O. Box 1578 (212 W. Main Ave.), Gastonia, NC 28052. Phone: (704) 866-3005. Web site: [www.co.gaston.nc.us](http://www.co.gaston.nc.us). EOE.

**ROAD & BRIDGE DIRECTOR/CIVIL ENGINEER —  
NEZ PERCE COUNTY, IDAHO**

**Salary:** \$51,132—\$60,062, DOE

Full-time position with the Nez Perce County Road and Bridge Department located in Lewiston, Idaho. Our county's population is approximately 37,000. Nez Perce County sits at the confluence of the Snake and Clearwater Rivers, of which Lewiston is a seaport to the Columbia River system. We enjoy hunting, fishing, kayaking, skiing and jet boating year round, all within a 50-mile radius.

This position is under the direction of the Nez Perce County Commissioners. As Director, this position plans, manages and supervises County construction and maintenance operations and all the Road and Bridge Department employees and activities. This position also performs some engineering services as required.

Minimum qualifications: bachelor's degree from an accredited engineering school; considerable professional engineering experience; and supervisory and management level work experience a must. Land surveying experience preferred, but not required.

For a complete list of minimum qualifications, see the job description enclosed in the application packet. The successful candidate must be able to pass a background check. Request applications via e-mail at [charlahall@co.nezperce.id.us](mailto:charlahall@co.nezperce.id.us) or by telephone at (208) 799-3090. Closes Monday, Nov. 15 at 5 p.m. Nez Perce County is an EOE employer.

## Word Search Counties under 5,000 in Population

O G I M E I D S H N M M Z M S T M L C J D J  
S W F T F B H N C U X P O T J L N L W P B A  
R U S C H E Z V I E C O I T N V X E Y M S F  
F G X L R O U Z K E Y C U N M Y Z K L K P C  
L M T I E O I C L F K O F U M Y C S L W X Y  
W S D I I Y Z W T U X L O B K G X A R Z J M  
U A M P D L S K A T Z U R A W N E H B B O K  
N X L Z Y L R S T K L M E C P B D B M J P W  
V J M M N B E E F P N B S A L L J G G V P I  
V L A U T B K I T F Q I T T Q Y Q M I A C M  
O N H Z F C P M F R P A X D L C O Z P Q X D  
W A H K I A K U M R E V H D C J X B M C H M  
W D R P X W N O J E A K K H K Q I Q C M G P  
F M Q R U U A W G H N G A U A U B U H L Y P  
V A D A M S P G L R Z O U B Y C N K S X H S  
Q Y V C V O T O G U Q S M T H O O B U M J I  
W W S L G A Q Q P C O H H I I Q R T S E S L  
V A V L E Y Q N J E B F N N N S H A S P N L  
R E L Y U H C S E G W J U X T E H L D X N E  
D O N L E Y W Q F Q U E Z B I G E W Q H Q C  
D P S J A C S V J A H K B E C N A N B H F E  
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ADAMS (Iowa)  
BACA (Colo.)  
BAKER (Ga.)  
COLUMBIA (Wash.)  
DONLEY (Texas)  
ELLIS (Okla.)  
FOREST (Pa.)  
GARFIELD (Utah)  
HASKELL (Kan.)  
LYMAN (S.D.)

MENOMINEE (Wis.)  
NANCE (Neb.)  
OWSLEY (Ky.)  
PICKETT (Tenn.)  
POPE (Ill.)  
SCHUYLER (Mo.)  
SHERIDAN (Mont.)  
UNION (N.M.)  
WAHIAKUM (Wash.)

Created by Shannon Houston-Smack

### 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:** [edassist@naco.org](mailto:edassist@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 the Job Market representative at (202) 942-4256.

## NOTICES

### Seminars

The Government Finance Officers Association will hold National Training Seminars in Long Beach, Calif., Jan. 10-14, 2005. The seminars will include:

- Evaluating Internal Controls (Jan. 10)
- Costing and Outsourcing Government Services (Jan. 10-11)
- GASB Pronouncements: A Comprehensive Survey (Jan. 11)
- Financial Planning and Multi-Year Budgeting (Jan. 12-13); and
- Advanced Governmental Accounting (Jan. 12-14).

To register online, visit [www.gfoa.org](http://www.gfoa.org). Call (312) 977-9700 with questions.

(Notices is compiled by Allison Mall, editorial assistant. If you have an item for Notices, you can e-mail it to her at [amall@naco.org](mailto:amall@naco.org) or fax (202) 393-2630.)

## County Leadership in Conservation Awards

### Nominate Your County Today!

Counties have long been leaders in land conservation and open space protection, and NACo and the Trust for Public Lands want to salute these efforts with a County Leadership in Conservation Award. These awards will recognize leadership, innovation and successful implementation of investments in open space, parks, watersheds, recreational lands and wildlife preserves by NACo member counties.

**The deadline for submissions is Nov. 19** and the awards will be presented at an annual conservation awards program, as part of the NACo National Legislative Conference in Washington, D.C. in March 2005.

Additional information and nomination forms can be accessed on the Web at [www.naco.org/conservationawards](http://www.naco.org/conservationawards) or by calling Abigail Friedman at NACo, (202) 942-4245.



# 2005 ACTS OF Caring AWARDS

## What is an Act of Caring?

An "Act of Caring" is a community service provided by a county-sponsored volunteer program that enhances or preserves the quality of life.

## Who is Eligible to Participate?

Any county government that is a member of NACo with an active program that meets the following application criteria is eligible to participate in the Acts of Caring awards. A county program that won an Acts of Caring Award in the past three years is not eligible in 2005.

## Eligible programs must:

- Exist at least one calendar year prior to the application date.
- Enlist community participation on a volunteer basis.
- Include the participation of the county (officials and/or staff) in a significant and ongoing role.
- Serve as a replicable model program.
- Demonstrate measurable outcomes that benefit the community.
- Submit a completed application no later than January 21, 2005.

## Acts of Caring Awards

Up to 18 programs will be recognized and deemed examples of outstanding Acts of Caring. Based on county size, as many as three programs will be recognized in each of six categories, including: Community Improvement, Criminal Justice/Emergency Management, Elderly Services, Health/Social Services, Libraries and Programs for Children & Youth.

The types of programs that can be included in Community Improvement are arts & culture, historic preservation, environmental programs, services to help animals, civic education and recreation and parks.

## Youth Service Award

The Youth Service Award is presented to the program that best identifies a critical need in the youth community and addresses it, in part, by engaging young people in service.

## Legacy Award for Excellence and Innovation

The Legacy Award for Excellence and Innovation is awarded to the program that most fully embodies the spirit of volunteerism by addressing a unique need. This program sets itself apart by providing unparalleled service in its community. The Legacy Award winner is chosen from the entire field of Acts of Caring applicants.

## Cash Awards

For the first time, cash awards will be presented to the volunteer programs that win the Youth Service Award and the Legacy Award for Excellence and Innovation. The Youth Service Award winner will receive \$1,000; the Legacy Award winner will receive \$1,500.

## Population Categories

Awards may be presented in each of three population categories to ensure that large and small communities, and urban and rural areas all receive the recognition they deserve.

Category	Population
1	500,000 and above
2	100,000 - 500,000
3	100,000 and below

## Application Deadline

Applications must be received at the following address on or before Friday, January 21, 2005. No applications will be accepted or considered after this date. Faxed or e-mailed copies will not be accepted.

**NACo Acts of Caring Awards**  
c/o NACo  
440 First Street, NW  
Washington, DC 20001

## Acknowledgment of Receipt

To ensure receipt, please include a stamped, self-addressed envelope with each submission.

## Program Judging

Winners will be selected by an independent panel of judges. These individuals will determine award recipients based on quality of application, program category and population category.

## Announcement of Awards

All Acts of Caring honorees will be recognized at a national ceremony to be held in Washington, D.C., during National County Government Week in April 2005. Additionally, they will be recognized in County News, on the NACo Web site and in all national media releases and promotions.

## How to Apply

Applicants should submit three copies of completed applications accompanied by an application form (available online at [www.naco.org](http://www.naco.org)). Each should be typed, double-spaced and in 12-point font or larger. Completed applications should not exceed 1,000 words or six typewritten pages (excluding application form). All applications must include an electronic file in MS-Word-compatible format. Please note that no application materials will be returned. Supplementary materials will not be considered in judging.



**NACo** National Association of Counties  
Counties Care for America

In 2005, the National Association of Counties (NACo) will recognize and promote volunteer programs through the Acts of Caring Awards, a national ceremony honoring community-based, county government initiatives that provide a legacy for the future of our country.

The Acts of Caring is part of Counties Serve America, a long-term project of the National Association of Counties in partnership with Nationwide Retirement Solutions, a Nationwide Financial company. It is designed to raise public understanding and awareness about county government.



For more information, please contact Tom Goodman, NACo public affairs director, for more information about the Acts of Caring awards or application process at 202/942-4222 or [tgoodman@naco.org](mailto:tgoodman@naco.org).



# Counties take lead in funding land conservation

By ERNEST COOK  
THE TRUST FOR PUBLIC LAND

On Nov. 2, county governments across the country voted on 40 ballot measures that included funding for new parks and land conservation. Thirty-three of them were successful; raising more than \$1.8 billion for parks, open space, trails and related purposes. Another very large measure in San Diego County is still too close to call. If successful, it will add another \$850 million to the total.

In contrast, only two state measures were on the ballot, and only Rhode Island's passed. It will provide \$59 million for parks and land conservation. Other local governments secured approval of an additional \$591 million from voters — well below the total for counties. Not only did counties get more total funding for land conservation than any other unit of government, but their success rate of 82 percent was significantly higher than the rate for states (50 percent) or other local governments (73 percent).

"Counties have really stepped up to the plate," said Will Rogers, president of the Trust for Public Land, a national nonprofit organization that helps communities conserve land and create new funding programs for parks and land conservation. "Counties operate on

a scale that can effectively address a broad range of growth management issues."

Most of the county ballot measures asked voters to approve general obligation bonds or a hike in sales or property taxes that would be dedicated to open space protection and recreation. County governments acquire open space land for a wide range of purposes, including protecting water quality, wildlife, farmland and recreation areas.

"County governments are taking the lead in thinking ahead about protecting the resources that improve quality of life, like parks and watersheds, farms and wilderness," said Angelo Kyle, commissioner, Lake County, Ill. and president of NACo. "The Nov. 2 results confirm that their residents agree — land conservation is important."

Florida had, by far, the largest number of ballot measures for parkland and conservation — a total of 12, including three for Miami-Dade County. Many county leaders were concerned that coping with hurricane damage would dampen voter enthusiasm for conservation measures and Charlotte County went so far as to pull a measure off the ballot. But 10 of the 12 measures were successful. Hard-hit Indian River County, which absorbed the landfall of two major storms, received the approval of 67

percent of its voters for a \$50 million bond to purchase environmentally sensitive land and open space.

Three counties in Virginia — Arlington, Chesterfield and Fairfax — went to the ballot on land conservation issues, and all succeeded, and the same was true for Gloucester, Hunterdon and Mercer counties in New Jersey.

A couple of major proposals went down in defeat. Washoe County, Nev., proposed an ambitious 30-year \$225 million sales tax that failed narrowly with 48 percent of the vote. Ventura County, Calif., got only 49 percent support for a \$250 million sales tax proposal — far short of the two-thirds supermajority required by California law.

Many counties with measures on the ballot this year were returning to their voters to renew popular programs that were running low on money. Examples include Wake County, N.C., Adams County,

Colo., Suffolk Co., N.Y. and Gallatin County, Mont.

(Cook is director of conservation finance at the Trust for Public Land. For complete election results

on measures for new parkland conservation, the Web [www.landvote.org](http://www.landvote.org) contains a base with results more than measures considered by voters 1998.)

## Largest Successful Open Space/Parks Measures

County	Funding Open Space/Parks	Percent in Favor	Per. Ago.
Charleston County, S.C.	\$221.5 million	59	41
Adams County, Colo.	\$173 million	54	46
Hunterdon County, N.J.	\$105.5 million	76	24
Alachua County, Fla.	\$105 million	51	49
Gwinnett County, Ga.	\$85.5 million	65	35
Boulder County, Colo.	\$75.6 million	58	42
Fairfax County, Va.	\$75 million	70	30
Sacramento County, Calif.	\$48 million	75	25
Gallatin County, Mont.	\$10 million	63	37

(Source: The Trust for Public Land)

## Zoo, casino among successful parties in county referendum

When voters went to the polls on Nov. 2, they not only cast their ballots for national races but also for many local ballot measures. The topics ranged from casinos to taxes to sewers. Here is a random sampling of the results of county referendums from around the country.

- Voters in Kenosha County, Wis. approved an advisory referendum to allow construction of an Indian casino on the land currently occupied by Dairyland Greyhound Park. The referendum's supporters claimed it would bring thousands of jobs and millions of dollars in revenue to the area while its detractors said the jobs would be low-paying and the move would take a large portion of prime land off local tax rolls. The Menominee Nation submitted an application for the casino earlier this year to hold the 223-acre Dairyland property in tribal trust. Gov. Jim Doyle will have the ultimate say on the matter. (*Greater Milwaukee Today*)

- Fayette County, Ky. residents approved a \$10.9 million tax hike for the LexTran public transportation service.

The transit authority won a surprising victory with the referendum, having had two previous transit referendums fail. LexTran supporters declared the passage a turning point for the agency, which has dealt with

instability, unreliability and financial problems. (*Herald-Leader*)

- Caribbean Gardens, Naples, Fla.'s historic zoo, was rescued by Collier County voters, who overwhelmingly approved \$40 million in special taxes over 10 years to save the landmark. The Fleischmann Family Estate, which owns the property the zoo sits on, was planning to sell acreage for development. After the property is appraised, the county will begin negotiations with representatives from the estate. (*The News-Press*)

- Rankin County, Miss. voters turned out in high numbers to defeat a measure that would permit the sale of liquor. The dry county disallows any alcohol — apart from beer and wine — with an alcohol content of greater than 4 percent. Similar referendums have failed several times in the past. (*The Clarion-Ledger*)

- Prostitution will still be legal in Churchill County, Nev. after voters defeated a proposed ban by a 2-1 margin. The issue was placed on

the ballot by the Coalition to End Prostitution in Churchill County. It claimed the practice goes against family values. The county currently allows two legal brothels, Sally's Villa and Lazy B, outside bracket limits. Prostitution has been in the county for 30 years. (*Lavender Valley News*)

- Scott County, Ill. voters approved a referendum that is a prelude to construction of a new jail facility. The county's present jail was designed for 200 inmates and holds about 200 inmates. A new facility will have 380 beds and will cost almost \$30 million. Homeowners whose houses are at \$100,000 would see a \$100,000 increase to pay for the new jail. (*Quad-City Times*)

- Voters in Isle of Wight County, Va. approved a tax that could increase up to 4 percent to the cost of meals eaten at restaurants outside the county's two incorporated areas.

■ See REFERENDUMS

## WIR board maps out strategy at retreat

By PAUL BEDDOE  
ASSOCIATE LEGISLATIVE DIRECTOR

NACo's Western Interstate Region (WIR) board of directors updated the affiliate's mission and goals during its annual planning retreat in Laramie County (Cheyenne), Wyo. Oct. 13-15. The board also recommended approval of a budget proposal for the WIR membership program and the Public Lands Trust Fund which will be considered by the NACo board at its December meeting in Lake County, Ill.

Over the course of two days with the help of a professional facilitator, the board members agreed that, as an organization, WIR would:

- actively promote responsible land management and environmental policies for the West
- actively pursue equitable payment for county expenses associated with public lands not subject to tax
- actively promote elected county officials as facilitators and spokesperson for local communities

- promote economic vitality throughout the West, and
- preserve and promote decision-making authority and tools available for local governments.

The board received valuable insight as it mapped out its strategies through separate conversations with Wyoming political heavyweights, U.S. Senator Craig Thomas (R) and Gov. Dave Freudenthal (D).

In a sentimental ceremony at its Thursday night banquet, the board bid farewell to several members retiring at the end of the year, including Gila County, Ariz. Supervisor Ron Christensen; McKinley County, N.M. Commissioner Harry Mendoza; Idaho County, Idaho Commissioner George Enneking; Rio Blanco County, Colo. Commissioner Don Davis; Jackson County, Colo. Commissioner Dennis Brinker; Douglas County, Colo. Commissioner Jim Sullivan; and Niobrara County, Wyo. Commissioner Donna Ruffing.

## Correction

In the Nov. 1 issue, a story on Ada County, Idaho's receiving first NACo ENERGY STAR® courthouse designation misidentified Jim Wernz. He is EPA Idaho Operations Director.



# Three county officials win seats on Capitol Hill

By ALLISON MALL  
EDITORIAL ASSISTANT

On Nov. 2, three county officials made the leap to positions in the national government when they won their bids for the U.S. Senate and House of Representatives.

In Georgia's 12th District, Athens-Clarke County Commissioner, John Barrow (D), ousted incumbent Max Burns (R) for his seat in the House by a margin of 52 percent - 48 percent.

Barrow, a founding member of the Athens law firm of Winburn, Lewis, Barrow & Stolz, P.C., was elected to four terms as county commissioner and has consistently voted against property tax increases, for economic development, for property tax relief

for homeowners and for innovative programs to improve the quality of life of his constituents.

Burns was also a Screven County, Ga. commissioner before becoming a congressman.

Washington's 8th District race was won by King County Sheriff Dave Reichert (R), who earned the House seat by defeating Dave Ross (D), 52 percent - 46 percent. In 2004, Reichert was the recipient of the Sheriff of the Year award from the National Sheriff's Association, and he is also a two-time Medal of Valor Award recipient.

In a close race for the U.S. Senate seat vacated by three-time incumbent Bob Graham, Mel Martinez (R) beat

Betty Castor (D) by a margin of 50 percent - 48 percent. Martinez is a former Orange County chairman, and was most recently the Housing and Urban Development Secretary under George W. Bush. Castor's most recent position was as the Florida Commissioner of Education. She is also a former Hillsborough County Commissioner.

In his victory speech, Martinez said, "Now that the campaign is behind us, the work of building a better future begins. Tonight we turn a new page in our state's history at a time when our nation is being tested. We must come together as a people dedicated to both strength and goodness to meet the challenges of our time while holding true to our core beliefs."

In other races, Supervisor Paul Babbitt, former Commissioner Calder Clay, Commissioner Jim Harrell, Commissioner Patsy Keever, Auditor Suzanne Sinclair, Board Member Tari Renner and former Commissioner Patrice Bataglia were all defeated in their runs for the House of Representatives. The final results for all county officials running on a national level were as follows:

## Arizona - 1st District

Incumbent Rick Renzi (R) defeated Coconino County Supervisor Paul Babbitt (D). Renzi finished with 59 percent, Babbitt with 36 percent.

In a message to his supporters, Babbitt said "the people of the First Congressional District of Arizona have spoken and, as we all do in a democracy, I accept their decision. This has been a difficult and, at times, bitter campaign. It is now time to heal and for all of us to come together to work for the good of all the people in the 1st Congressional District."

## Georgia - 3rd District

Incumbent Jim Marshall (D) defeated former Bibb County Commissioner, Calder Clay (R). The results left Marshall with 63 percent of the vote and Clay with 37 percent.

This was Clay's second unsuccessful bid for Congress. In 2002, he lost by just 1 percent. Clay had promised that if he won the House seat, he would concentrate his congressional efforts on reforming the tax system, strengthening our military and homeland security and providing economic stimulus for middle Georgia.

## North Carolina - 5th District

State Senator Virginia Foxx (R), with 59 percent of the vote, defeated Surry County Commissioner Jim Harrell (D), who received 41 percent.

Harrell, a dentist and small business owner, has served on the Surry County Board of Commissioners for the past 14 years, and has worked to attract new jobs to the area and develop sustainable economic development plans.

Of the political upset, he said "I am proud of the fact that my campaign was positive, bipartisan, issue-oriented and reflective of the values of the people of this district. We contributed greatly to the discussion, especially focusing attention on the major issues facing us, such as the need for jobs and for improving our healthcare and education systems."

## 11th District

Incumbent Charles Taylor (R) held onto his House seat with 55 percent of the vote, while Buncombe County Commissioner Patsy Keever (D), received 45 percent.

As a county commissioner for the past 12 years, Keever had focused on using innovative economic incentives to help small businesses succeed and to encourage companies to bring jobs into the area. If elected to Congress, she had promised to do all that she could to repeal tax breaks for companies who move American jobs to other countries and to sup-

port incentives for businesses that hire U.S. citizens.

## Washington - 2nd District

Incumbent Rick Larsen (D) defended his seat by defeating Island County Auditor Suzanne Sinclair (R) by a margin of 64 percent - 34 percent.

## Illinois - 11th District

Incumbent Jerry Weller (R) defeated McLean County Board Member, Tari Renner (D), 59 percent - 41 percent.

Renner was on the McLean County Board for five years, and while there, he worked to protect children, working families and businesses and was also appointed as chair of the Justice Committee. In this position, he fought to end McLean County's chronic jailhouse overcrowding.

## Minnesota - 4th District

Incumbent Betty McCollum (D) defeated Dakota County Commissioner Patrice Bataglia (R). McCollum won the position with 58 percent of the vote, compared to Bataglia's 33 percent.

Bataglia is a former chair of NACo's Health, Human Services and Education Steering Committee.

# Santa Clara County, Calif. signs pact with Mexico on child welfare protocol

By DAN MILLER  
STAFF WRITER

Santa Clara County, Calif. and the Consul General of Mexico in San Jose signed an agreement Oct. 19 establishing protocol for the handling of Mexican national children and their families in instances where child protection intervention is necessary.

"As a matter of policy and practice, the County of Santa Clara values the placement of children with families, whenever possible. In some cases, that may mean the placement of children with family members in Mexico. The protocol will be a proactive effort to document the process and ensure that the rights of the parents are observed, and that children receive the best possible placement outcome," said Gwen Mitchell, public affairs director, Santa Clara county.

The child welfare protocol, called "Protocol for Cases Involving Mexican Families and Children," aims to provide the best services to children and their families; ensure appropriate, safe placement with family or relatives; serve as a guide to social workers and other staff; provide assistance to foreign national parents who are incarcerated; and maintain relationships with the Consulate General of Mexico.

"When we go through this process we want to make sure that the child is put in the most nurturing environment on a long-term basis," Mitchell said.

The overall goal is to emphasize the mutual understanding between Mexico and the county that keeping

families together should be a top priority.

"We are building on the spirit of cooperation with the consul general and the Mexican social services authorities to ensure that children returning to their families here or in Mexico are safe," said Will Lightbourne, director, Santa Clara County Social Services Agency.

The protocol outlines specific instructions on how to handle these situations. It includes instructions on the proper way to return children to Mexico, place children with relatives in Mexico and how to return children to the United States after a temporary or failed placement in Mexico. The document also lists notification and confidentiality requirements under which social workers should operate.

"Among all migrants, children are the most vulnerable. When they live the tragedy of being separated from their parents for any reason, we have to ensure that they can regain a safe and proper environment, in first place within their families or with relatives," said Bruno Figueroa, Consul General from Mexico.

According to the 2000 census, 323,489 Santa Clara County residents, or 19.2 percent of the county's population, identified as hispanic of Mexican descent.

The agreement is based on the agreements of the Vienna Convention on Consular Relations, which was developed to establish friendly relationships between nations.

(To view the protocol, visit [www.sccgov.org](http://www.sccgov.org).)

## Creating Healthy Communities

### The Role of Counties in Reducing Health Disparities

... a new publication from NACo services division that looks into the factors contributing to poorer health outcomes from language barriers and unemployment to lack of education and lack of health insurance.

Understanding how these factors contribute to health disparities offers insight into the important role that counties can play to improve community health for all residents.

For more information, contact:

Lesley Buchan  
Project Manager  
National Association  
of Counties  
Community Services Division

Phone: (202) 942-4261  
Email: [lbuchan@naco.org](mailto:lbuchan@naco.org)





# PROFILES

## in service...



**Robert D. Paulson**

**Auditor  
Winneshaw County, Iowa**

**NACo Board of Directors  
(retired)**

**Number of years active in NACo:** 22, 16 on Board of Directors

**Years in Public Service:** 36

**Occupation:** County Auditor and Commissioner of Elections, Winneshaw County, Iowa

**Education:** A.A. Degree — Waldorf College, additional college at ISU

**The hardest thing I've ever done:** I arrested an escaped prisoner wanted for murder.

**Three people (living or dead) I'd invite to dinner:** Franklin Roosevelt, Winston Churchill and Jimmy Carter

**A dream I have is to:** Travel to Europe, Asia and Australia.

**You'd be surprised to learn that I:** Am a farmer and have been a deputy sheriff and a police officer.

**The most adventurous thing I've ever done is:** My first solo flight as an airplane pilot

**My favorite way to relax is:** Doing outside activities like boating, fishing and hunting.

**I'm most proud of:** My wife, children, grandchildren and my career in public service.

**Every morning I read:** *The (Mason City, Iowa) Globe Gazette.*

**My favorite meal is:** Spaghetti and a good dinner salad.

**My pet peeve is:** Wastefulness and inefficiency.

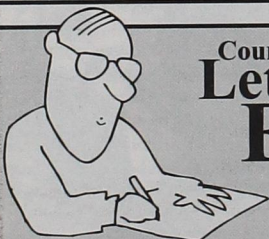
**My motto is:** "I took the road less traveled, but each must find his own."

**The last book I read was:** *Four Trials*, by John Edwards.

**My favorite movie is:** *Dances with Wolves*, *Pearl Harbor* and *Mr. Holland's Opus*.

**My favorite music is:** Country western and big band dance music.

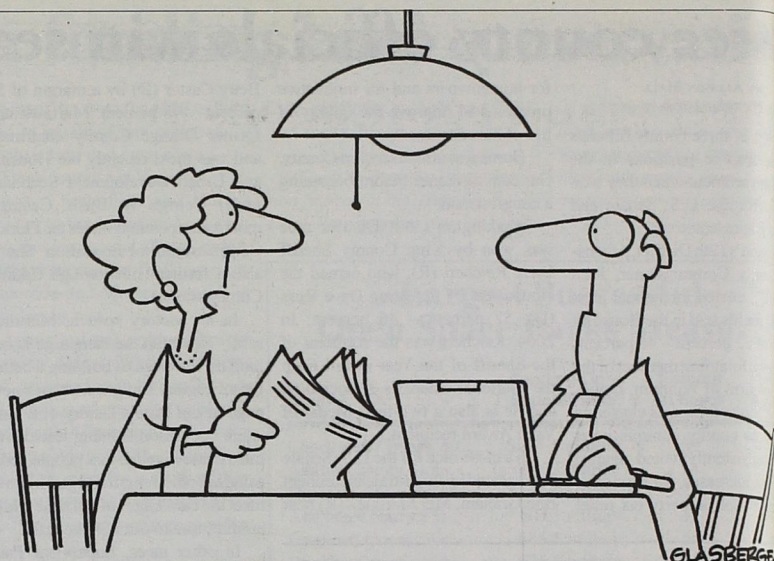
**My favorite president is:** Harry S. Truman.



## 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](mailto:cnews@naco.org).



**"You're obsessed with money.  
You need to think outside of the bucks!"**

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## New York counties hope to pull plug on alcohol vaporizing machines

By STEPHEN J. ACQUARIO  
NEW YORK STATE ASSOCIATION OF COUNTIES

The Alcohol Without Liquid Machine (AWOL) made its first appearance at a New York City lounge this past August. Since its debut, the AWOL machine has prompted county, state and federal legislation aimed at prohibiting the sale, purchase and use of this device.

The AWOL machine allows users to inhale alcohol in the form of vapor. This device works by allowing the user to choose an alcoholic spirit, which is poured into a diffuser capsule in the AWOL machine. The alcohol is absorbed by oxygen bubbles, and the user inhales the alcohol vapor.

The AWOL machine was introduced in the United States by Spirit Partners, Inc., who is marketing the device as a hangover-free, calorie free and carb-free way to enjoy alcohol. The product is being marketed as a lucrative business opportunity to bars and restaurants, individuals for parties and weddings.

AWOL has triggered immediate legislative action due to the potential health risks of inhaling alcohol.

On Sept. 14, Westchester County Executive Andrew Spano proposed legislation to ban sale and use of AWOL machines in Westchester County. Spano said, "This machine is dangerous. Permitting the use of devices solely to achieve a quicker

high — devices aimed primarily at young people — will likely lead to an increase in inexperienced drivers getting behind the wheel in an intoxicated state, endangering themselves and others who use the roads."

Spano's legislation would ban the purchase, sale, possession with intent to use or the alcoholic beverage vaporizers. Violators would be guilty of a Class A Misdemeanor, punishable by a fine of up to \$1,000, a prison term of up to a year or both. Such risks have not been extensively tested, and legislators fear that in-

haling alcohol, which immediately enters the bloodstream, may have adverse health effects and increase drunk driving.

In addition, Suffolk County, a suburb of New York City, has passed a law to prohibit the sale, purchase or use of AWOL machines within the county. This legislation was enacted pursuant to Article IX 2(c)(10) of the New York State Constitution, which allows local governments to enact laws relating to governing property.

■ See AWOL on page 10

## County News

"The wisdom to know and the courage to defend the public interest"

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# 2005 Indoor Air Quality Model County grants applications available

By KRISTEN BERTRAM  
COMMUNITY SERVICES ASSOCIATE

NACo's Indoor Air Quality (IAQ) Program is now accepting applications from counties and regional county coalitions for small indoor air quality grants for 2005. NACo provides small financial

grants and technical assistance to counties addressing radon, environmental tobacco smoke and children, asthma prevention and air quality in schools. The program also supports coalitions of different local organizations and agencies that address IAQ issues in their communities.

In 2004, a total of \$113,000 was granted to 29 counties and organizations, including a training grant to the Police Jury Association of Louisiana.

The 2005 awards will be made on a competitive basis in the following categories:

- Two \$10,000 grants to state associations of counties to provide training.

- Twelve \$5,000 grants to new counties that have not previously received grants from NACo's IAQ Program.

- Ten \$2,000 grants to existing model counties and coalitions who have previously received grants.

No matching funds are required. These grants are paid through reimbursement of expenses incurred by the grantee.

The deadline for proposals is Dec. 13. Funding is made possible through support from the U.S. Environmental Protection Agency. For more information, contact Kristen Bertram at (202) 942-4292 or [kbertram@naco.org](mailto:kbertram@naco.org).

Erie County, N.Y., a committed participant of NACo's IAQ Program, achieved many commemorated Indoor Air Quality Month (October), by launching its Radon Awareness video. The video explains the seriousness of the high traces of radon in the county, demonstrates how to properly use the home radon test kit and how homes can be mitigated. The videos are available in the county libraries and will soon be in the schools and posted on the county's Website. The positive press coverage prompted more than a hundred calls requesting information or test kits. To learn more about Erie County's IAQ programs, log on to their county Web site at [www.erie.gov/environment/compliance/indoor\\_air\\_quality.asp](http://www.erie.gov/environment/compliance/indoor_air_quality.asp).

A grant of \$10,000 was awarded to the Police Jury Association of Louisiana to implement a two-day mold and indoor air quality workshop. The workshop trained and educated officials from local parishes, municipal governments and schools to take steps towards improving indoor air quality. Attendees were encouraged to work together to increase communication by creating a mold action plan for their communities.

## Monroe County, N.Y. may also ban AWOL

AWOL from page 4

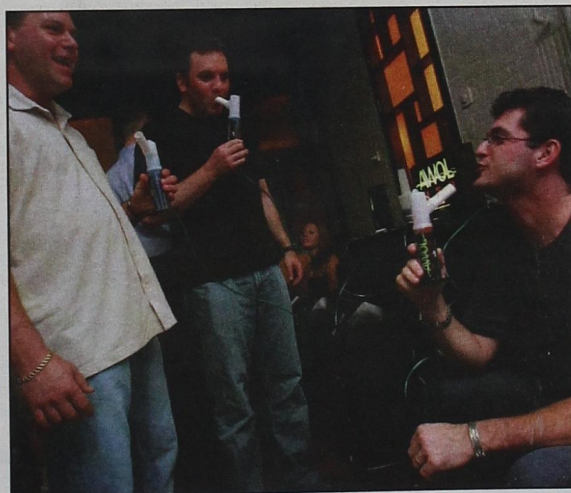
order, conduct, safety, health and well-being of persons.

County Legislator David C. Malta of Monroe County, N.Y. has also proposed legislation to prohibit AWOL machines.

On the federal level, Rep. Bob Beauprez (R-Colo.) introduced legislation to prohibit the sale or purchase of any "alcohol without liquid machine" unless the machine is approved by the Commissioner of Food and Drugs.

In the New York State Legislature, legislation has been introduced in the State Senate by Sens. McGee and Spano to prohibit the sale, purchase and use of AWOL machines in New York. Additionally, New York State Assemblyman Heastie has introduced legislation to limit licensed establishments from serving more than three twenty minute AWOL sessions to any person during any set period of time.

Upon initial review, New York State Attorney General Spitzer's Office stated that the AWOL machine does not appear to be illegal. However, the New York State Liquor Authority has taken the position that the AWOL machine is a violation of New York's Alcohol Beverage Control laws in two ways: First, a liquor license holder



Party-goers use AWOL machines, which are claimed to be hangover-free, calorie-free and carb-free.

is prohibited from any activity that is not specifically allowed. There is no license to serve alcohol through a vaporizer, and the word "consumption," as used in the ABC laws, was never intended to include inhaling alcohol through a vaporizer.

Secondly, license holders using the AWOL machine could be held accountable for a refilling violation. Although the State Liquor Authority

finds the AWOL machine to be prohibited, they are eager for New York State to pass a law banning the device.

(Acquario is N.Y. State Association of Counties' general counsel and legislative director. Laurie Hammond, a student at Albany Law School and an intern at the New York State Association of Counties (NYSAC), contributed significantly to this story.)

## S.D. county defeats home rule

■ REFERENDA from page 2

County officials have said that the new tax could help hold down future increases in real estate and personal property taxes. The meals tax applies only to prepared food and beverages in restaurants and does not apply to foods sold at grocery stores. The referendum passed by a small majority. (*The Virginian-Pilot*)

- Arlington County, Va. residents approved the North Tract Master Plan for Park and Recreational Facilities. Implementation of this plan will transform a 28.5-acre industrial site into a premier park, featuring state-of-the-art indoor and outdoor athletic and park facilities including an indoor aquatics, sport and fitness center and multiple synthetic grass athletic fields. The total estimated cost is nearly \$100 million. Phase I funding of an estimated at \$50 million is recommended in the FY05 bond.

- Minnehaha County, S.D. voters rejected a plan that would have converted its government to a home-rule charter. The charter would have left the five-member board of part-time commissioners intact. The referendum's supporters claimed that the switch would make the county run more smoothly, while opponents said a change wasn't necessary. (AP)

- The King County, Wash. Council will shrink in size from 13 members to nine after voters approved a referendum. The timing of the change is still uncertain, but one plan would call for the redistricting of council boundaries on or around Nov. 17, the day election results are certified. Another option would delay the process until 2006. (*The News-Tribune*)

- The Clarendon County, S.C. government has been given permission to use tax dollars to investigate entering the water and sewer business. Clarendon can now look into joining such projects as the Lake Marion Regional Water Agency, which could bring prosperity to the area by supplying water and sewer services to both residential and commercial consumers. (*Clarendon Today*)

- A failed referendum in Mercer County, Pa. would have combined three towns into western Pennsylvania's third-largest city. The referendum was intended to bring much-needed economic opportunities to two struggling towns, Farrell and Sharon. The move would have united the cities with Hermitage, Sharpsville and Wheatland, creating the city of Shenango Valley. The referendum was easily defeated. (*Pittsburgh Post-Gazette*)

(Compiled by Dan Miller, staff writer, and Allison Mall, editorial assistant.)

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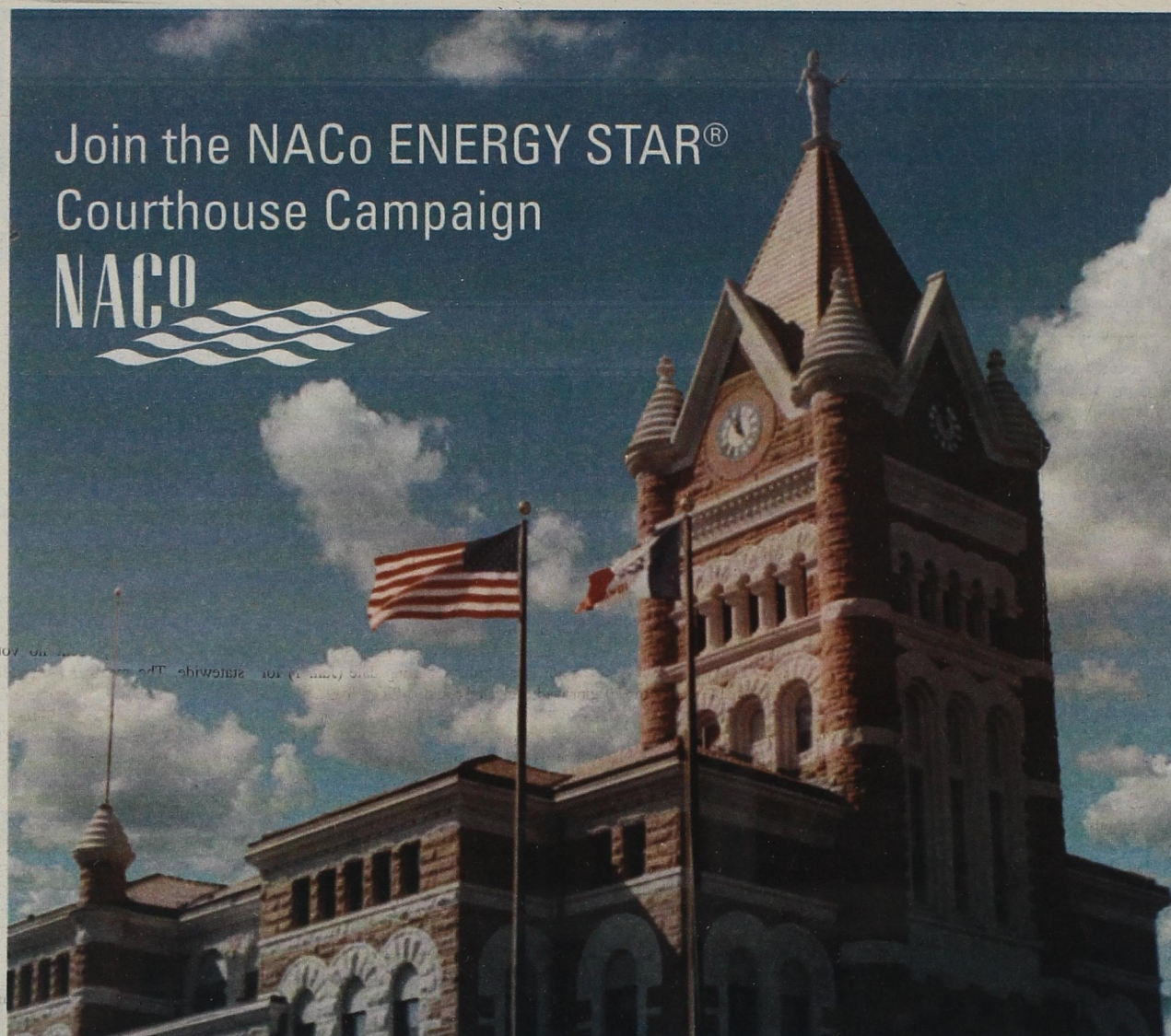
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# Hometown diplomats link counties to foreign policy

By DAVID FREUDENWALD  
U.S. STATE DEPARTMENT

America's relations with other countries in the world matter to counties. As the lead foreign affairs agency within the federal government, the Department of State coordinates U.S. programs and activities overseas that can affect your county in many ways that are important, yet not often well known.

Recognizing the significance of improving the American public's understanding of U.S. foreign policy, Secretary of State Colin Powell introduced the Hometown Diplomats Program shortly after assuming his duties in 2001. In announcing the initiative, Powell said, "One of the greatest challenges we face as State Department officials is to make the American public aware of what we do for them."

Over the past three years, the Hometown Diplomats Program has allowed the State Department to demonstrate how individual American communities contribute to U.S. foreign policy — either through their own citizens or through local institutions with global connections. Here is how the program works.

Putting a face on diplomacy, foreign service and civil service officers volunteer their time on previously scheduled trips back to their hometown to talk to local organizations, their elementary and high schools, their college alma maters, meet with state and local elected officials and to participate in media interviews.

Through this program, state and local officials have an opportunity to be involved with international affairs in different ways and to discover new opportunities to help constituents.

Since January 2004, the Office of Intergovernmental Affairs has arranged for 104 local and state elected officials to meet in different forums with Hometown Diplomats in 27 states and territories.

For instance, just this past March, Hometown Diplomat Justin Friedman, currently posted at the U.S. Embassy in Croatia, met in Maine with Gov. John Baldacci and Maine State Senator Lloyd LaFountain.

Baldacci has a long-standing interest in international affairs and possesses Russian language skills — an attribute that has come in handy, since Maine receives a large number of visitors from the former Soviet Union every year. Friedman also discovered many similarities between the regions: Maine and Croatia struggle with issues related to long coastlines and both rely on vital tourism industries.

According to Friedman, these connections suggest the possibility of future discussion of possible sister

city relationships between communities in Croatia and Maine.

Part of the program's success stems from the fact that Hometown Diplomats are often well known to the audiences and officials they address. Indiana County (Pa.) Commissioner David S. Frick had already known Hometown Diplomat Kevin Skillin, now serving at the U.S. Embassy in Muscat, Oman, since they both attended the same local church for many years. "I am very proud of Kevin and am committed to the work he is doing" overseas on our behalf, said Frick. He was also deeply interested to hear Skillin's firsthand knowledge of attitudes toward Americans among the public in Oman.

Following his meeting with Hometown Diplomat Shane Myers in Atlantic County, N.J., Howard Kyle was similarly enthusiastic. "The State Department should do more of this type of program," said Kyle, chief of staff to County Executive Dennis Levinson. "It brings closer to home an area of the federal government and services available to our constituents that we know very little about," he added.

County Administrator Helen Walsh also participated in the meeting with Myers, an Atlantic County native currently serving at the U.S. Embassy in Berlin, Germany. The discussion focused on the impact of the September 11 attacks on travel

and the area's casinos, which rely on many foreign visitors, as well as the role of local law enforcement in providing consular notification and access in the event of the arrest of foreign nationals.

U.S. Ambassador to Ghana Mary Carlin Yates nominated Santa Barbara County, Calif. native David Schnier to be her diplomatic post's participant in the Hometown Diplomat program. Given Schnier's expertise in international trade and economic development and his current portfolio of economic issues, his hometown visit included a meeting with Santa Barbara Economic Development Program Coordinator Jim Claybaugh.

The discussion focused on how the State Department can help states like California enhance sales to overseas markets. Claybaugh noted the county's goal of expanding agricultural exports to Asian markets, saying these markets have been more difficult to penetrate since the closure of the California State Export offices in 2002.

Highlighting the cooperative effort across the federal government regarding international trade, Schnier explained how the State Department's Economic Bureau works with the U.S. trade representative, the Foreign Commercial Service, and the

■ See HOMETOWN on page 13

## Voters make decisions on land issues, mental health programs

■ **BALLOTS** from page 1

Voters overwhelmingly approved each of these ballot measures.

Proposition 103 won by a 54 percent to 46 percent margin. The proposition was widely supported prior to the vote and says that acting justices of the peace do not have to be attorneys.

Proposition 200 won easily by a margin of 853,520 to 670,000 statewide. The controversial proposition will require proof of citizenship when registering to vote and some type of identification when casting a ballot.

It also mandates that public employees verify the immigration status of applicants for "public benefits." Workers who ignore the law would be subject to four-month jail terms. Because the term "public benefits" is not specifically defined in the legislation, state Attorney General Terry Goddard told the Capitol Media Service that his office is already doing legal research in anticipation of a request for a formal legal opinion.

### California

The big statewide proposition on the ballot in California Proposition 1A, supported by the governor and the California State Association of Counties, was approved by an 84 percent to 16 percent margin. The proposition will allow the governor to take \$1.3 billion from counties, cities and special district for the next two years to help balance the state budget, but will then all but shut the door on future raids on local government budgets.

Both Propositions 68 and 70, which would have expanded gambling within the state, failed by wide margins. Even after spending about \$25 million on their cause, owners of racetracks and card rooms were not

able to get Prop 68, which would have given them the right to operate casinos, approved. Indian tribes, which do operate casinos in the state, were unable to get Prop 70 approved, which would have given them a 99-year monopoly on casinos.

Proposition 63 was approved 53 percent to 47 percent and will impose an additional tax of 1 percent on any taxpayer's personal income over \$1 million. The money will provide dedicated funding to the state and counties for the expansion of mental health services and programs.

### Florida

Voters approved all eight of the Constitutional Amendments on Florida's ballot on Nov. 2, including three with potentially significant county impacts.

With the approval of Amendment 4, Miami-Dade and Broward counties will be able to hold referendums on whether to authorize slot machines in existing licensed pari-mutuel facilities. The passage of this amendment opens the door for gambling in the state.

The passage of Amendment 5 increases the minimum wage statewide to \$6.15 per hour and Amendment 6 repeals an amendment passed by voters in 2000 that authorized a high-speed ground transportation system that would have linked the five most populous regions in the state.

### Indiana

The voters overwhelmingly approved both public questions on the Nov. 2 ballot with direct correlation to local governments. Approval of Question 1 now allows the General Assembly to make certain property exempt from property taxes including a homeowner's primary residence; personal property used to produce income; and inventory.

The approval of Question 2, proposed and supported by the Indiana Association of Counties, will create a uniform starting date (Jan. 1) for elected county offices. Interpretation of the law over the years had led to problems with rightfully elected officials unable to assume their seat until the incumbent in the position had fulfilled a full four-year term.

### North Carolina

By no means a mandate, voters in North Carolina still approved Amendment One by a margin of 51 percent to 49 percent. Strongly supported by the North Carolina Association of County Commissioners Amendment One will allow laws that permit local governments to issue bonds to buy lands, build streets and utilities for private development. This was the third attempt for such an amendment, with earlier efforts failing in 1982 and 1993. Now local governments will be able to borrow money for such projects — via bonds — without a voter referendum.

### Oklahoma

Sooners approved State Question 714 by a 68 percent to 32 percent margin. Question 714, the result of a Senior Citizens Summit in Oklahoma County, will increase the income for senior citizens to be eligible for the assessment-freeze that limits property tax increases. The state Constitution will now be amended to allow the valuation to be frozen when the total household income is below HUD's estimated income for each county.

### Oregon

Perhaps Oregon isn't quite as green as what we've been lead to believe, at least that's the sentiment after the votes were counted on several ballot measures in Oregon.

Measure 34, which was opposed by the Association of Oregon Counties, failed with a 62 percent "no" vote statewide. The measure essentially would have placed a quarter-million acres of state forest off-limits to logging and could have potentially reduced revenues for local governments by an estimated \$17.2 million to 19.4 million per year.

However, voters approved Measure 37, which requires the state, or any county, city or metropolitan service district to compensate owners for any reduction in the fair market value of their property that results from the governments enforcement of land use policies. Although the law does not go into effect until Dec. 2, county-planning departments reported an increase in phone calls with questions about the new law as soon as election results were announced.

And finally, with a 62 percent "no" vote, measure 38 failed. The Measure would have abolished the state's workman's comp insurance program.

### Washington

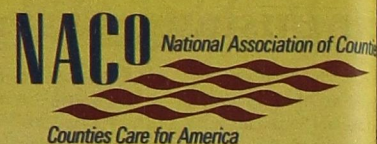
Another gaming measure was soundly defeated; this time it was Initiative 892 in Washington. The Initiative would have legalized non-tribal video slot machines in the state and was strongly supported by the gaming industry. The voter's rejection mirrors the Legislature's rejection of a measure two years in a row.

### Wyoming

And finally, in Wyoming, by a 66 percent to 34 percent vote, voters overwhelmingly approved Amendment B. Amendment B allows the Legislature to give local governments more leeway in spending money on economic and industrial development projects.



# NACo Awards Don't Leave Home without One



**A**wards season has kicked off at NACo. The Acts of Caring award program, sponsored by Nationwide Retirement Solutions, is now accepting applications for this prestigious recognition of county volunteer programs. And soon, counties will have an opportunity to apply for NACo's popular Achievement Award program.

Altogether, NACo has a dozen ways for counties or county officials to be recognized for their outstanding work or achievement. We hope the following information will alert you to the ways your county can seek some well-deserved national recognition. Watch your mailbox and check NACo's Web site for applications.

Award Name	Description	Deadline	Application Information	Entry Fee	Staff Contact
<b>Achievement Awards</b>	Recognizes unique, innovative county programs	Second Friday in February	Available early December on Web site. Applications also mailed to each county chief elected official	\$50-\$110 per entry depending on member status and payment method	Joseph Hansen
<b>Acts of Caring Awards</b>	Recognizes top county volunteer programs in the country	Jan. 21, 2005	Available early October on Web site. Applications also mailed to each county chief elected official	No Fee	Tom Goodman
<b>Award for Excellence</b>	Recognizes a county that has done an outstanding job of integrating the disabled into county programs and services	March	Available mid-January on Web site. Applications also mailed to each county chief elected official	No Fee	Jackie Byers
<b>Caucus Courthouse Awards</b>	Recognizes innovative governance by members of Rural Action Caucus and Large Urban County Caucus	May	Nomination forms distributed at Legislative Conference. Also available on LUCC/RAC Web sites, mid-March	No Fee	Joe Dunn, Dalen Harris
<b>Counties Care for Kids Award</b>	Recognizes county programs and a county official for outstanding work for children and families	February	Available December on Web site	No Fee	Gary Gortenberg
<b>County Arts and Culture Awards</b>	Recognizes county arts programs that work to overcome problem in county	April	Available mid-January on Web site. Applications also mailed to each county chief elected official	No Fee	Jackie Byers
<b>County Leadership in Conservation Awards Program</b>	Recognizes leadership in countywide land conservation programs	Nov. 19, 2004	Available September on Web site	No Fee	Abigail Freidman
<b>Dale Sowards Award</b>	Recognizes a county official who contributes significantly to the maintenance and governance of public lands at the local, state and federal level	April 15, 2005	Letter of Nomination	No Fee	Paul Beddoe
<b>Distinguished Service Awards</b>	Recognizes elected county official who has made a significant contribution to workforce development	July	Available April on Web site	No Fee	Gary Gortenberg
<b>Joe Cooney Award</b>	Recognizes county official or staff member who has made a significant contribution to helping people get jobs	July	Available April on Web site	No Fee	Gary Gortenberg
<b>Multicultural Diversity Awards</b>	Recognizes county programs that promote understanding of cultural differences in community and workforce	March	Available mid-January on Web site. Applications also mailed to each county chief elected official	No Fee	Christina Crayton
<b>Workforce Development Award for Excellence</b>	Recognizes outstanding job training program	July	Available April on Web site	No Fee	Gary Gortenberg



# Stop Pushing - I'll Pull: new promise for cable technology

BY JONATHAN L. KRAMER

## Is it analog? Is it digital?

While many cable operators boast that they offer digital channels today, in most cases those digital channels are limited to some satellite-delivered tier and premium channels. Due to current federal regulations, virtually every cable operator transports broadcast and public-educational-government channels to its customers in the traditional analog format.

All that's about to change. Those legacy regulations are likely to be eliminated as cable operators follow the lead of broadcasters into an all-digital age. As the Federal Communications Commission requires broadcasters to switch to a

fully digital format, cable operators are following, planning to convert their hybrid present-day analog-digital cable plants to an all-digital transmission system.

Migrating to all digital systems will permit cable operators to introduce hundreds of new, distortion-free programming channels. More importantly, however, will be the introduction of sophisticated, interactive on-screen menus to select the channel to watch. Gone will be traditional channel numbers and the community-to-community confusion created by different channel line-ups.

Also gone will be the days when you could use cable without a converter. In the coming modern cable system, every TV set connected to cable will have an external converter, or a cable operator supplied plug-in 'smart card' to take the place of the external converter.

## What's on the menu today?

Soon, instead of entering "0" then "4" then pressing "Enter" on the remote control to tune Channel 4, subscribers will turn their TV sets on and be greeted by a menu that offers programming selections by category such as: "Local Broadcast Channels"; "News Channels"; "Sports Channels"; "Premium Movie Channels" and more. Using arrows on the remote control, the subscriber will select the desired category of programming.

Let's say our subscriber wants to watch a local broadcast channel. Point, click, and a new menu will appear on the TV screen that offers all of the local broadcast channels by call sign and network affiliation or independent status. Point and click again and the desired channel is displayed, along with an on-screen box that describes the current program, and the next few programs to follow. Some of the new digital video recorders (DVRs) will permit you to select current and future programs to record for later playback.

Because all-digital cable systems will most likely use the same basic data protocols as the Internet, cable operators will change the way channels are actually selected and travel over the cable system.

## Stop pushing me!

Today, traditional cable TV technology requires a cable operator to "push" all of its channels to every cable TV converter. Actual channel selection occurs at the converter, with the desired channel traveling over a short jumper cable to the TV set (or VCR). This is quite inefficient, since it requires that all the channels be available at the back of the converter at all times just in case the subscriber

wants to select one particular channel. This is called "pushing" channels to the subscribers.

Tomorrow's cable system, selecting a channel on the converter's remote control will send a data signal back to the cable operator's "headend", where the desired channel will be digitally encoded and sent to the subscriber. Here, the subscriber is actually "pulling" the one channel of interest from the source, or "headend."

By only sending the desired channel to the intended converter, rather than all channels all of the time, a significant amount of system bandwidth can be reclaimed and used for other purposes such as high speed Internet, telephony or security services.

## Just say "Yes" to government programming

How will e-savvy governments benefit from the coming change in cable technology?

As governments grant and renew cable franchises, they should require that government access channels (including education access channels) be accessible from the first - highest-level on-screen menu. This is the same level where broadcast, news and premium movie channels are offered. Technically sophisticated governments should also require access to the cable operator's converter menu system.

When a subscriber selects the "Government Channels" option on the highest menu, the next menu is generated by the local government. Programs selected should come from the government's server and be sent to the subscriber via the headend.

By crafting their own second-level menus, governments can add and remove programming links at will, and offer current and past programming to many subscribers. Gone will be the days of having just one or two government channels. In its place will be the on-demand delivery of programming using technology pioneered for and used on the Internet.

Savvy cable operators will recognize that opening up their menu system to governments and allowing governments to directly serve programming to cable subscribers is a good thing. It's free locally based programming not available from cable competitors such as satellite, and it helps to foster an open 'e-government' environment.

*(Jonathan Kramer is the principal of Kramer Firm, Inc., based in Los Angeles. Since 1984 the firm has advised nearly 500 federal, county and city governments regarding cable system picture quality, technology, institutional network, and safety issues. The firm's web site is [www.CableTV.com/](http://www.CableTV.com/))*

## In Service to Counties

**Linebarger Goggan Blair & Sampson, LLP**  
Corporate Member



Location/HQ: Austin, Texas

Primary Business: Government Collections

Name of NACo Representative: Michael Vallandingham, (512) 447-6675; [michaelv@publicans.com](mailto:michaelv@publicans.com).

**Why we joined NACo:** One of the main reasons Linebarger Goggan Blair & Sampson, LLP joined NACo as a corporate member was to inform counties nationwide of our collection commitment to governmental entities.

In addition to representing counties throughout the United States, our clients also include states, cities, school districts, municipal courts and the federal government. The networking benefits, which we receive from our NACo alignment, have been extremely helpful in the promotion of our law firm. One of the benefits of joining NACo has been the opportunity to inform counties of their ability to collect what may seem to be unattainable debt at no cost to them.

**What we can do for counties:** The law firm of Linebarger Goggan Blair & Sampson, LLP has assembled a highly qualified group of experienced attorneys and collection teams whose practice is solely dedicated to the collection of government receivables.

Our law firm's comprehensive collection programs and litigation services allow our clients to focus on the management of their government operations as well as maintain control over our delinquent collection activities. As a collection law firm, we offer almost 30 years of experience in the collection of government receivables and exceptional legal representation services that a standard collection agency cannot offer.

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Contact: Judi Dodge; (512) 447-6675; [JudithD@publicans.com](mailto:JudithD@publicans.com).

## Word Search

### California Counties

E W Y W O A B S A T X K U T B L G Z I G L A  
V A H B E A S A B T D J S V R D C R N W R  
B L U M V W X C U C O L C H A I O T F S C  
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MARIN  
MENDOCINO  
MODOC  
NEVADA  
ORANGE  
PLUMAS  
RIVERSIDE

SACRAMENTO  
SHASTA  
SONOMA  
TRINITY  
TUOLUMNE  
YUBA

Created by Allison Mall



## Fire destroys historic wing of courthouse

■ FIRE from page 1

Firefighters had the fire under control within three hours. The Red Cross, the Prince George's County Health Department, the Office of Emergency Management, Ledo's Pizza, and Thompson Hospitality all donated water and food to nourish the firefighters.

"This is the essence of what Prince George's County is all about, pulling together to help one another in times of need," said Jacqueline Brown, chief administrative officer.

A courthouse has operated on the site since the 1880s. The part of the courthouse that burned was the oldest, most historical part designed by Baltimore architect Frank E. Davis.

After having its first small wings added in 1908, the courthouse's façade was completely redone in 1940 to resemble a Greek temple-style façade.

"It really changed the appearance of the building from a high Victorian, gingerbread (style) with a prominent bell tower to a formal, classical façade with ionic columns.

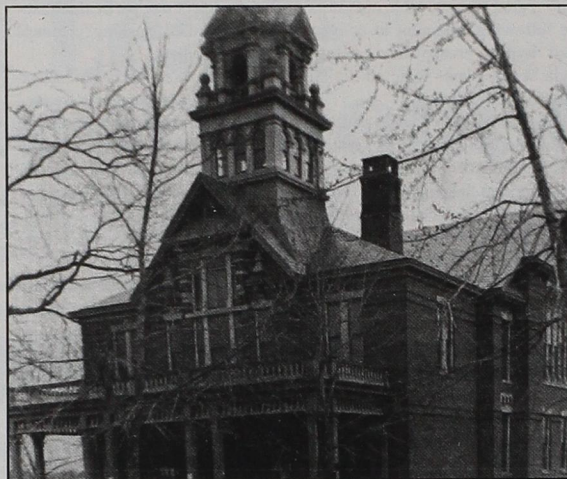


Photo courtesy of Prince George's County, Md.

This picture shows the Courthouse before several small wings were added onto the courthouse in 1908. Baltimore architect Frank E. Davis designed the original building.

Kind of like what you'd see on a university campus," said Susan Pearl, historian of the Prince George's Historical Society.

The courthouse bell, which dated

back to 1880, was buried in the rubble. Brady guessed that some of the 19th century concrete walls could be salvaged, but it was too early to tell for sure what could be saved.

## NACo ON THE MOVE

### IN THE NEWS

• Tom Goodman, public affairs director, was quoted in the *New York Times*' Nov. 7 "FYI" column about New York City's consolidation, and its similarity to other local government structures across the country. New York City, Goodman said, is the only municipality that comprises and governs more than one county.

• *USA Today* quoted Jacqueline Byers, research director, in an Oct. 27 article, "Zoning power gets on the ballot." The article discussed local issues, such as sprawl, big-box stores, traffic and the environment that concerned voters. "Most citizens go to a referendum when they don't feel they can get what they want through the regular process," Byers said. "But it's not easy to get an initiative on the ballot in many jurisdictions."

### NACo OFFICERS & COUNTY OFFICIALS

• NACo President **Angelo Kyle** and Kaye Braaten, county services representative, attended the Virginia Association of Counties Annual Conference from Nov. 7-9 in Bath County (Hot Springs), Va. Kyle addressed members on topics such as NACo's priority issues for next year, the legislative accomplishments of the past year, his presidential initiative, and specific NACo and Community Services Division programs.

• NACo President-elect **Bill Hansell**, Kevin Neimond, geographic information technology specialist and Kaye Braaten attended the State Association of Counties Fall School Instruction/Policy Session Conference in Polk County (Des Moines), Iowa Nov. 14-15. Hansell gave a NACo update and Neimond helped conduct a workshop.

### NACo STAFF

• **Larry Naake**, executive director, and **Lisa Cole**, director, Enterprise Services, helped staff the NACo Financial Services Center Board of Directors and Advisory Committee annual business meeting in San Diego County Nov. 3-5. The board reviewed and adopted the annual business plan and budget for 2005.

• **Paul Beddoe**, associate legislative director, represented NACo at the Alaskan Municipal League Annual Conference in Fairbanks, Alaska Nov. 11-12.

• **Martin Harris**, Center for Sustainable Communities director, spoke to the International Council of Shopping Centers Government Relations Committee during its Nov. 9 annual meeting in Maricopa County, (Scottsdale), Ariz. Harris updated the committee on activities since NACo Immediate Past President Karen Miller and ICSC Chairman Kathleen Nelson launched the Partnership for Economic Opportunity at the 2003 meeting. In addition, they reported on the next steps of the partnership, which will broaden into areas including underserved markets, brownfields redevelopment and grocery siting.



Elish Healy

• **Elish Healy** has joined NACo's Meetings and Events Division as an assistant. Healy, a recent graduate of American University, majored in theatre and film production. Her experiences include an extended course of study in film production in Prague, Czech Republic, and internships in theatre administration with the Kennedy Center in D.C. area.

• **Allison Mall** recently joined the NACo staff as the *County News* editorial assistant. Mall is a 2004 graduate of James Madison University, where she majored in media arts and design with a concentration in corporate communication.

(On the Move is compiled by Allison Mall, editorial assistant.)

**BECOME A SHOOTING STAR!**

**Now Accepting Applications for FY 2005 Grants!**

NACo's Five Star Restoration Program has grant funds available for community-based wetlands restoration. If you would like to learn more about how your county can receive funding to improve your community's environment, contact Jason Shedlock at (202) 942-4252 or e-mail: [jshedloc@naco.org](mailto:jshedloc@naco.org).

By building partnerships and fostering natural resource stewardship, you can create a project that positively impacts your county.

**5 Star Restoration Program**

**NACo** National Association of Counties  
Counties Care for America

Applications due by March 1, 2005 .... APPLY TODAY!



## RESEARCH NEWS

## What's So Hot about Hybrids?

Electric cars have been around since the inception of the automobile. Hybrid electric vehicles are a new exciting alternative offered to consumers in today's car market.

The word hybrid means something that is mixed together from two things. Hybrid cars are those that use two or more different sources of power such as diesel-electric or gas-electric.

In 1997, the world started down a new road when the first modern hybrid electric car, the Toyota Prius, was sold in Japan. Two years later, the United States saw its first sale of a hybrid, the

Honda Insight. These two vehicles, followed by the Honda Civic Hybrid, marked a radical change in the type of car being offered to the public: vehicles that bring some of the benefits of battery electric vehicles into the conventional gasoline-powered cars and trucks we have been using for more than 100 years.

Hybrids hold only a tiny share of the U.S. car and truck market, but sales have climbed 36 percent so far this year, according to research firm R.L. Polk & Co.

Hybrid vehicles are good for the earth because they use less gas and produce less pollution. These vehicles use both a rechargeable energy storage system and a gasoline powered engine. They recharge themselves while operating and do not need to be plugged in to an electric power source for recharging.

A fact sheet produced by the Center for a New American Dream and the National Association of Counties stated that several technological features distinguish hybrids from conventional vehicles.

- Unlike all-electric cars, hybrids do not need to be plugged in to recharge the battery.

- Because of the extra power the electric motor provides, gasoline engines in hybrids can be built smaller without compromising the vehicle's peppiness.

- Vehicles with idle-off capability can turn their gasoline engines off when stopped.

- Some hybrids have electric-only drive, powering the car with the battery alone at speeds up to 10 or 15 miles per hour.

With gas prices topping \$2 a gallon in many parts of the nation and Americans increasingly uneasy about reliance on foreign oil, the timing for increased momentum in hybrids couldn't be better. A comparison of the gasoline costs of driving a \$20,000 gasoline-powered car versus a \$16,500 hybrid shows that costs and savings ranks high in importance when deciding to purchase a hybrid.

The hybrid with a manual transmission gets an average gas mileage of 46 miles per gallon in the city and 51 mpg on the highway. The conventional car gets 33 mpg in the city and 39 mpg on the highway. Driving a hybrid instead of a conventional automobile would trim fuel costs by about \$193 a year. After five years, a hybrid owner would save \$965 at the pump and after 10 years, the savings would be \$1,930.

Nationally, state and local governments have added at least 3,000 hybrids to their fleets, according to Naomi Friedman at the Center for New American Dreams, an environmental group working with NACo to spread the word about the cost-savings of hybrids.

U.S. Communities, a purchasing alliance working with counties nationwide, recently surveyed 500 of the country's largest local governments. Respondents said they expect to buy 21,000 hybrids in the next three years.

Some efforts already taken by county governments include the following.

- Hennepin County, Minn. purchased five Toyota Priuses. One is used by the county's Environmental Services department and the other four are used in the county motor pool.

- Johnson County, Kan. has seven hybrids in the county fleet of 600 vehicles, and county officials are planning on adding dozens more.

- King County, Wash. has more than 60 hybrid vehicles operating from its Fleet Services Division. Factoring in the lower cost of maintenance, the lower cost of fuel and the higher resale price of the cars, the county will save approximately \$2,500 per vehicle.

Governments aren't just buying hybrid cars for themselves. They're also encouraging consumers to drive them. Several states, including Oregon and Colorado, are offering hefty tax breaks to residents who buy hybrids. Arizona, Florida and Georgia want to give hybrid drivers the gift of a faster commute. Each has passed laws, subject to federal approval, that would let hybrid drivers ride solo in HOV lanes.

Virginia isn't waiting for the feds. Its policy is for police to overlook hybrid vehicles with a single occupant as they speed along in commuter lanes.

A new law passed in Maryland provides a tax credit (against excise tax) when you buy a qualified electric vehicle or hybrid electric vehicle. If you buy an electric vehicle, you may be entitled to up to a \$2,000 tax credit.

(Information for this Research News column was compiled by Christina Crayton, NACo research associate.)

**QUICK FACT:** Kansas' longest-serving sheriff will end his career after more than 40 years. Rush County Sheriff Jack Mendenhall will retire Jan. 8, 2005. Mendenhall has led investigations into murders, kidnappings and plane crashes since he began in 1962.

## FOCUS ON ACHIEVEMENT

## Keeping Henrico Beautiful Is Going to the Animals

By M. MINDY MORETTI  
SENIOR STAFF WRITER

If Nancy Drumheller has her way, the lasting image of litter trashy will no longer be an Indian chief crying in a field of debris, but instead it will be Rigsby the raccoon and all his woodland friends.

Drumheller is the executive coordinator of Keep Henrico (Va.) Beautiful and "Rigsby" is at the center of the county's award-winning multimedia environmental education kit designed to raise public awareness of the impact litter has on living things, especially wildlife in county parks.

"When Jenny (Bingham, local author and illustrator) and I first met about this project, we both joked that it would be great if this image of Rigsby could become more popular than the crying Indian," Drumheller said with a laugh.

And although Rigsby hasn't quite reached that status, his popularity in Henrico and throughout Virginia is growing.

The Rigsby toolkit, which is geared towards children in K-third grades, is a multimedia package that features the Rigsby picture book, a puppet show, activity book, bookmarker, sticker and audio CD.

"We designed the program so that it's easy for teachers and for parents to use," Drumheller said. "It's very adaptable, and the feedback from the teachers, the Scout leaders and the children has been very positive."

When Drumheller and Bingham first began collaborating on the Rigsby project, Drumheller said Bingham was given free rein to come up with any sort of ideas she wanted, the only caveat was that it was necessary to have an actual book to go in the toolkit.

"All I asked from her is that there be a book," Drumheller said. "There just aren't enough books available anywhere on litter



education, and we need this type of tool."

Bingham's first draft of the Rigsby book actually became the 12-minute puppet show portion of the toolkit. For the final draft of the book, she worked with Kay-Lyn Merritt, librarian with the Henrico County Public Library to get the rhyming meter correct.

"When she brought me the first draft, I said 'This is a really cute story, but now can you make it rhyme?'" Drumheller recalled with a chuckle. "And you know what, she did it and now that's become a lesson too when we go out to the schools."

In addition to writing and illustrating the Rigsby book, Bingham, who used to be a graphic artist for the county, also designed a patch that local Scouts can earn by teaching the Rigsby materials to others.

Although Rigsby is a project of the county Utility Department (where Keep Henrico Beautiful is housed), staff from departments throughout the county participated in the project. Staff from the Recreation and Parks Department, Public Relations and Media Services and even the Human Resources Department all

chipped in to provide everything from voice narration on the CD to penning a "Rigsby Rap."

As executive coordinator and only actual staff person working in the Keep Henrico Beautiful program, Drumheller said the support of other departments and the Board of Supervisors was critical.

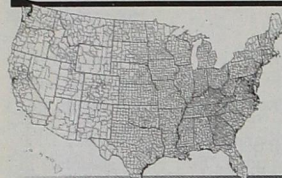
"The supervisors believed enough in this program that they gave us the money [\$8,214 for approximately 500 tool kits] to make it happen," Drumheller said. "We printed these materials on faith only and the public reaction has certainly justified the expenditures."

The program has been so successful in Henrico County that the director of the Virginia Office of Environmental Education has purchased enough copies of the toolkit for one Rigsby toolkit to be placed in each of the states 2,500 elementary schools.

(For more information about Rigsby, contact Nancy Drumheller, executive coordinator, Keep Henrico Beautiful at (804) 501-7277 or [dru30@co.henrico.va.us](mailto:dru30@co.henrico.va.us); or you can visit Rigsby's Web site at [www.co.henrico.va.us/utility/khbeautiful/Rigsby.htm](http://www.co.henrico.va.us/utility/khbeautiful/Rigsby.htm).)



## NEWS FROM THE NATION'S COUNTIES



### ARKANSAS

Many Arkansas counties are catching on to the idea of "e-cycling," or recycling obsolete keyboards, monitors and other technological gadgets.

According to the *Arkansas Democrat-Gazette*, **PULASKI COUNTY** has set up an electronics drop-off site where citizens can bring old computers or other junked equipment. These are then transported to Texarkana, Texas, where inmates at the Federal Correction Institution dismantle the discarded items, separate their components, and send metals and plastics off for recycling.

So far, the county has sent four trailer-loads to be recycled, totaling 21,547 pounds.

Meanwhile, **BENTON, WASHINGTON** and **MADISON** counties have set up the five household hazardous waste collection sites. Those collection sites send any electronic equipment to a private company for recycling.

### FLORIDA

The cities of Wellington, West Palm Beach and Delray Beach are moving ahead in their lawsuit against the **PALMBEACH COUNTY** Commission's efforts to control annexation of rural lands in western communities, despite the fact that voters gave the county that power in an Election Day referendum.

The referendum, which asked voters if the County Commission should approve voluntary annexation of unincorporated rural areas, won by a slim majority. The county will soon begin developing rules and procedures for voluntary annexations.

County commissioners insist that their motivation for the referendum was to preserve the western lifestyle.

Assistant County Administrator Verdenia Baker told the *Palm Beach Post* that the commission's goal is "to ensure that the residents being impacted by annexation have a say so on whether it occurs or not."

The county has battled Wellington since April, when the village considered annexing 1,200 acres of land owned by Palm Beach Aggregates. County commissioners saw the attempt as the beginning of a campaign to conquer other land in the western part of the county.

### INDIANA

The Indianapolis Power and Light company (IPALCO) has funded

a **warning system** for **KNOX COUNTY**. The system would be used in case of an ammonia leak at one of the company's power plants.

The system will be used for the plant in Petersburg, according to the Associated Press. IPALCO uses ammonia to help reduce pollution caused when coal is burned to generate electricity.

If there is an ammonia leak at the plant, the system will automatically make telephone calls to residents, telling them not to go outside.

### MICHIGAN

• **WAYNE COUNTY** has launched a program entitled "Connecting the Partners," which aims to connect 30 community centers and churches to the Internet by the end of the year.

According to the Michigan Association of Counties, the program seeks to connect communities that have either no or limited access to the Internet and to provide them with computer equipment and training.

Six sites are currently up and running and another 19 sites are on the waiting list.

"We're getting wonderful feedback," said Yvette Griffin, director of customer service, in the county's Department of Technology. "People's lives have been changing by putting these [computers] in community centers and churches. There's been a lot of demand."

So far, computers have been set up at the American Moslem Society and the Romulus Recreation and Senior Center.

• **MACOMB COUNTY** aims to have a **flood warning system** in place by summer 2005. Peter Lock of the county's Office of Emergency Management told the Michigan Association of Counties that no warning method existed to alert residents of rising water levels during May's devastating floods, which were among the worst the county had ever seen.

The county is receiving help from the Army Corps of Engineers in creating the system, which would consist of gauges placed in major rivers and their tributaries. If the water rises to a certain level, the system sends a warning to the sheriff's dispatch or to the Office of Emergency Management.

The system will provide an estimated time before an area is flooded, allowing residents to set up sandbags or clear basements.

The Army Corps of Engineers will continue to study the county's rivers, tributaries and lakes for further opportunities for flood prevention.

### MINNESOTA

For those who just couldn't wait: Voters in **HENNEPIN COUNTY**

could have instant access to their precincts' election results, via the Internet, by clicking on maps of where they lived. The interactive map, a spin-off of the county's geographic information system, was the first of its kind in the state.

### NORTH CAROLINA

At 91, most people are enjoying their golden years of retirement, but not Mildred Thomas of **ONSLOW COUNTY**. Thomas was just re-elected to her 15th term as the county's **register of deeds**.

Thomas has worked in the register of deeds office for the past 67 years. She was hired in 1937 and appointed to her current position in 1948. She has won every election since then.

As the register of deeds, Thomas is responsible for storing and providing information on real estate deeds, marriage licenses, death and birth certificates and personal property records. After her election, Thomas told the *Jacksonville Daily News* that she plans to continue running the office just like she has for over a half a century.

"We're one big happy family in the office," Thomas told the paper. "I am perfectly satisfied with my office."

### PENNSYLVANIA

• Look up there! It's a bird, it's a plane, nope it's a **rooftop garden** and **ALLEGHENY COUNTY** is giving out grants to promote the gardens as a way to reduce stormwater runoff.

The gardens will be planted with drought-resistant perennial plants. Experts at Carnegie Mellon University and the University of Pittsburgh will monitor the amount of stormwater the gardens hold.

The Three Rivers Wet Weather Demonstration Program, a nonprofit environmental foundation formed by the County Health Department and Sanitary Authority, developed the project.

• While some counties rely on federal inmates to boost their coffers, **BERKS COUNTY** is too crowded and no longer has room to house **illegal immigrants**.

The program has put more than \$11.5 million into the county coffers since its inception in 2000, but Berks County Prison Warden George Warner said the illegal immigrants currently housed at the jail are putting a strain on the system.

The prison, which was built for 790 inmates, now houses 1,250 inmates, 104 of them being illegal immigrants under federal jurisdiction.

County commissioners told a local television station that while the funds are helpful to the county, prison safety

is more important and they support the warden's request for the removal of the illegal aliens.

The county receives 78 cents a day for each federal prisoner.

### SOUTH CAROLINA

With the help of the Trust for Public Lands, **BEAUFORT COUNTY** recently purchased 14.2 acres of land that include the ruins of a Spanish-American War fort.

Based on the recommendations of the county's Rural and Critical Land Board, the County Council agreed to purchase the land with plans to make it a preserved historic site and park.

"It's a very historic site and I think the community will be pleased with our plans to provide water access," Councilman Bill McBride told the *Lowcountry Now*. "Of course, it's going to take a while to develop the park there, but acquisition is the first step."

Purchase price for the two involved properties is \$5.4 million. The county will split the cost of one of the properties with the Town of Hilton Head.

### TEXAS

Many counties allow residents to use **credit cards** as a fast and efficient way to pay for everything from taxes to parking tickets.

Because the practice is so popular, **MONTGOMERY COUNTY** is considering tacking on a user fee for people who pay court costs, traffic fines, alarm fees or county taxes with credit cards. The fee, if approved, would be \$5 or 5 percent.

Mark Bosma, purchasing agent for the county, told the *Houston Chronicle* that the county could generate up to \$800,000 a year in additional revenue if the fees are added.

The surcharge proposal was raised after the county approved its first credit card terminal system for the collections department. The new system will expedite the process and save time and effort for county employees and residents.

### VIRGINIA

**NELSON COUNTY** is at the center of the first court test for a Virginia constitutional amendment that protects the **rights of hunters**.

Earlier this year, the county's Board of Supervisors denied the plans to build a shotgun sports center on a 450-acre estate in the county. The Orion Estate wanted to build the center as a place where hunters could practice by shooting clay pigeons and other moving targets meant to simulate a flushed quail. Citing noise and safety concerns raised by nearby residents, the county denied the conditional-use

permit, and now the estate is claiming a violation of its constitutional rights.

In 2000, a statewide referendum added a protection to the Virginia Constitution that provides citizens with the right to "hunt, fish and hunt game."

John Zunka, an attorney representing the county, told the *Daily Press* that the Board of Supervisors' decision down the request based on concerns.

"It's important to know that Nelson County Board of Supervisors never considered the constitutionality of the right to hunt," Zunka told the paper. "The Board of Supervisors dealt with land-use and zoning that came before it."

Zunka added that bringing the right-to-hunt issue after other attempts failed was a "new approach by Orion to circumvent established land-use laws and ordinances."

### WASHINGTON

Apparently you can't quit everything on eBay.

**SPOKANE COUNTY** is trying to **sell two used vehicles on eBay**, but they've run into a snag. Seems that the 1977 Chevrolet and the 1988 Chevrolet Van once belonged to convicted killer Robert Yates. The county purchased the vehicles as evidence and now would like to recover the money.

Bela Kovacs, director of the county's purchasing department, told the *Seattle Post-Intelligencer* that eBay contacted the county and said the plan likely would violate eBay policy against selling items by serial killers.

County officials said they want to recoup the money from the investigation of Yates and the investigation of the cars.

"The intent is to not create a precedent of attention that could be interpreted as profiting on the notoriety of the vehicles," Kovacs told the *Post-Intelligencer*.

Yates had sold both vehicles in his arrest, so the county's Criminal Risk Management purchased them from their new owners so they could search them for evidence.

If eBay refuses to let the county sell the cars on its site, the county will sell them in a sealed-bid auction conducted by the county's own auctioneer.

(News from the Nation's Counties is compiled by Dan Miller, writer, and M. Mindy Moore, staff writer. If you have news to e-mail them at [dmiller@naco.org](mailto:dmiller@naco.org) or [mmoretti@naco.org](mailto:mmoretti@naco.org).)



## THE H.R. DOCTOR IS IN

# Joining the Resistance Movement

The HR Doctor has finally done it—he has joined a health club! I did it to help me succeed in reaching a modest goal of losing about 15 pounds, improving muscle tone and general fitness. In considering the best way to accomplish a better fitness agenda, and in discussions with doctor and HR daughter, Rachel, an interesting point, well known to coaches, athletes and sport medicine practitioners, came to light.

The only way to improve muscle mass is to practice "overcoming resistance." The essence of weightlifting is to push or pull against weight, so muscle tissue can be built up stronger and in greater volume than before. Doing weightlifting repetitions and gradually increasing the resistance over time leads to improved muscle volume and density.

On the other hand, trying to lose health and fitness progress by spending most of the time lying on a couch watching television is likely to improve no muscle density at all, with the possible exception of the strength of the index finger operating the remote control button. The way to avoid muscle decline and atrophy is to do much more than practice using the index finger, and by this I mean, the index finger!

This weightlifter's truth about

overcoming resistance also offers important lessons for people in public service, and indeed, in any organization. Making progress in any organized endeavor means overcoming resistance.

Easing resistance to achieve positive purposes is a key skill of a successful weightlifter or an administrative weightlifter. Resistance is not a bad thing. It does, however, require some personal characteristics that are important not only at work but in life in general.

The first of these is the ability and willingness to listen as much, if not way more than we speak. This is perhaps the reason why we were each born with two ears and only one mouth.

Listening can produce amazing results. For one thing, a person may hear very strong arguments not previously thought about or considered. What looks like a great idea at first may turn out to be something dangerous and inappropriate when we take in the thoughts and opinion of others.

Listening is also critical to our ability to succeed, if not survive, in a tremendously diverse culture where people speak different languages, have different backgrounds and can bring diverse perspectives to the solving of a problem.

Along with listening comes a requirement for patience. Patience is an ingredient lacking in the bully administrator, but necessary to make the best decisions. Even in times of emergency it is important to spend some time, even necessarily a very brief time, considering whether that first judgment about which orders are to be given may not be too rash. There is a role for intuitive decision-making in our lives, but when the stakes are very high, such as the expenditure of public money or putting employees or residents at risk, that intuition has to be balanced by thoughtful consideration.

Resistance training in the fitness world means developing a plan to begin in certain ways and to advance over time in a particular direction. The analogy for organizations is that there should always be a thoughtful plan connected to reaching any long-term goals.

Part of such a plan involves not only patience and listening, but active advocacy to help other people share the vision that you have—a vision which the administrator must learn to clearly and passionately articulate.

It is popular to create organization vision statements, and some of the ones the HR Doctor has seen seem to go on sentence after sentence. A personal vision or a government agency vision needs to have only a few words, but the words need to be passionate, and they need to stir the soul.

That is why in the HR Doctor's opinion, a budget must never be used as a statement of the organization's vision. The budget is a tool in advancing toward the future promised by the vision. But in and of itself, it is an accountant's playground and must be balanced by compassion for helping people and providing extraordinary service.

So, a goal is set and a vision is articulated. A plan to turn resistance into support is thoughtfully developed, and a commitment is made to keep at it. The final piece is the value of not being afraid to ask for help. A personal trainer or a coach can offer the athlete experience, advice and the avoidance of trouble. It is not an attack on a person's ego to admit the need for help. On the contrary, it is a very prudent step. In the world of the Internet, search engines, life-long learning available in every community and a network of friends, there is no reason and there is no excuse not to be able to find help, advice, support and constructive criticism.

Overcoming resistance is an

important key to physical and organizational fitness. The HR Doctor is committing to lose 15 pounds, to be patient, and to listen carefully—especially to the coaching of the beautiful HR spouse, Charlotte. However, the commitment will begin immediately after dessert tonight!

The dreaded villains on Star Trek, the Borg, were known for repeatedly saying "Resistance is futile." They

were wrong. Not only can it be productive, but it is essential to personal and organizational success!

The HR Doctor hopes you join the resistance movement! You have nothing to lose—actually, perhaps you do, around the middle?

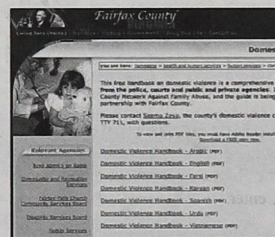
*Phil Rosenberg*  
Phil Rosenberg  
www.hrd.net

## web watch

### What's Your Type?

The Myers-Briggs personality test is well known for classifying various personality types. Through this online quiz (located at [www.humanmetrics.com/cgi-win/JTypes2.asp](http://www.humanmetrics.com/cgi-win/JTypes2.asp)), visitors can find their own type by answering yes or no questions. The quiz then supplies links to detailed descriptions on each personality type. Personality types can be classified as introverted or extroverted, sensing or intuitive, thinking or feeling and judging or perceiving.

### Domestic Violence Handbook Available Online in Multiple Languages



Every nine seconds, a woman in the United States suffers domestic abuse, according to federal statistics. Because domestic violence strikes every race, age and class, Fairfax County, Va. is distributing the Domestic Violence Handbook through its Web site.

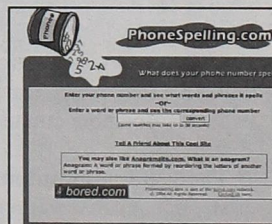
This is the first time this resource is being posted online, and in addition to English, it

is also available in Arabic, Farsi, Korean, Spanish, Urdu and Vietnamese.

Provided by the Fairfax County Network Against Family Abuse, the Domestic Violence Handbook is a comprehensive guide on how to seek assistance from public and private human services agencies, the police and the courts. Visit [www.fairfaxcounty.gov/service/dsm/dviolence/dviolencehbook.htm](http://www.fairfaxcounty.gov/service/dsm/dviolence/dviolencehbook.htm) to download and print a copy of the Domestic Violence Handbook as a PDF file.

### Site Figures Out Phone Number Possibilities

Ever wonder if your phone number spells anything, like on commercial hotlines? Well, there's no need to stare at your dialing pad for hours on end. Just visit [www.phonespelling.com](http://www.phonespelling.com), enter your phone number and wait for the site to calculate any possible combination of words and numbers.



For example, if you know of a county that would benefit from NACO membership, please refer them to Membership Coordinator Emily Landsman at (202) 9-HA-HA-HA.

(Dan Miller, staff writer, compiles Web Watch. If you have an item you would like feature, please e-mail [dmiller@naco.org](mailto:dmiller@naco.org).)

## State Department program mixes local and international

HOMETOWN from page 7

U.S. Department of Agriculture's Foreign Agricultural Service in promoting U.S. exports. Schnier will bring his understanding of Santa Barbara's economy to his next assignment at the U.S. Embassy in Rabat, Morocco.

In June 2004, the Board of Supervisors in Mathews County, Va. learned that one of its former residents, Jennifer Washeleski, was returning from overseas to participate in the Hometown Diplomat program. County supervisors Jerry Sadler, Geneva L. Pitt and Michael C. Rowe met with Washeleski, who had just spent the last two years as a public affairs officer at the U.S. Embassy in Dushanbe, Tajikistan. Washeleski talked about her role in fostering good relations between the United States and Tajikistan through public diplomacy programs.

She also explained how such efforts inform key foreign audiences

— especially in Muslim-majority countries such as Tajikistan—about Americans and U.S. foreign policy, are an indispensable component of the war on terrorism.

America's foreign policy engagement involves government at many levels—both here at home and abroad. The Hometown Diplomats Program is an excellent opportunity to help you learn more about how the U.S. State Department works with your counterparts in other countries, to highlight your county's international links, and to better understand how the State Department's foreign policy work overseas affects your constituents.

If you are interested in meeting with a State Department Hometown Diplomat, please contact the Office of Intergovernmental Affairs at (202) 647-5358.

(Freudenwald is intergovernmental affairs officer with the State Department.)



## FINANCIAL SERVICES NEWS

# Nationwide's County Employee Research

NACo's Enterprise Services talked to Nationwide Retirement Solutions, a NACo premier member, about a recent initiative to learn more about county employees' retirement needs. Nationwide administers the NACo 457 Deferred Compensation Program that allows county employees to voluntarily save for their retirement. Currently, there are more than 400,000 county employees across the country taking advantage of this employee benefit.

**■ ES – Why are you undertaking a project to better understand the needs and preferences of the county employees participating in the 457 Deferred Compensation Program?**

**Nationwide** – Over the past year, we have been conducting research on the activities and attitudes of employees in regard to their employer-sponsored 457 plans and have learned much about employee needs for assistance. This project is designed to extend our previous work and will help us do a much better job of developing

educational materials and programs to help government employees save for retirement.

**■ ES – What does this project involve?**

**Nationwide** – We will be enriching the participant information that we currently have in our administrative record-keeping system with information obtained from external consumer databases. We will also be conducting additional research and attitudinal studies with private and public sector employees (both participants and non-participants).

Collectively, these data will allow us to segment our 457 participant population categories, while carefully protecting the confidential records of plan participants. The goal for this segmentation is to provide us with an opportunity to develop effective targeted educational campaigns.

**■ ES – How will this benefit county employees and 457 plan participants?**

**Nationwide** – Experts agree that

the most effective approaches to education are based on messages that connect with an individual. Reaching participants based on their needs and interests can motivate them to take action to appropriately invest for retirement. That's what this project is all about.

This research will allow us to better educate employees through targeted communications programs about the advantages of their 457 plan and how best to use them. We will conduct a series of pilot programs using the results of the research. The programs will focus on objectives such as helping participants make better asset allocation decisions and, for those nearing retirement, developing a more effective plan for investing and using their accumulated assets after they retire.

**■ ES – How will county employers hear about Nationwide's research findings?**

**Nationwide** – When our research is complete, we will be presenting findings in an update to America's Retirement Voice series of reports

published through the Nationwide Retirement Education Institute. The findings will also be shared with employers as we work with them to develop more effective programs for their employees.

**■ ES – When do you expect to complete this research?**

**Nationwide** – We plan to have the research completed in the second quarter of 2005.

## NOTICES

### ■ Publications

• The *National Renewable Energy Laboratory (NREL) 2003 Ready for Review* is a 28-page publication with in-depth articles on several technologies and advances at the Department of Energy laboratory. Also contained are NREL news, awards and honors received by the laboratory and personnel. The publication is available at [www.nrel.gov/docs/fy04osti/36178.pdf](http://www.nrel.gov/docs/fy04osti/36178.pdf).

• The National Archives and Records Administration has released the latest edition of *The United States Government Manual*. The manual provides comprehensive information on the legislative, judicial and executive branches of the federal government and their agencies. It lists top government officials and organizations information on independent establishments and government corporations, as well as a guide to boards, commissions, committees, and quasi-official agencies. Orders for the manual should reference stock number 069-000-00158-8 (ISBN 0-16-072327-2) and include payment of \$52. The manual includes shipping and handling.

Publications may be ordered online at <http://bookstore.gpo.gov> by phone: (202) 512-1800, by fax: (202) 512-2250, or by e-mail: [contactcenter@gpo.gov](mailto:contactcenter@gpo.gov).

Send mail orders to: Superintendent of Documents, P.O. Box 3717, Pittsburgh, PA 15250-7954. All orders require prepayment.

• The Government Finance Officers Association is offering a new publication called *A Primer on Early Retirement Incentives*. It provides information for officials who are designing early retirement incentive programs. It provides a conceptual foundation based on the real-world experiences of government officials that have successfully implemented such programs. Information is presented in a question-and-answer format. The cost is \$30 for members and \$40 for non-members. To order, visit [www.gfoa.org](http://www.gfoa.org), call: (312) 977-9700, fax: (312) 977-4806, e-mail: [PublicationOrders@gfoa.org](mailto:PublicationOrders@gfoa.org), or mail: Government Finance Officers Association, Dept. 77-3076, Chicago, IL 60678-3076.

### ■ Grants

EPA is awarding grants for demonstration projects that investigate the application of specific emissions controls and/or emissions reduction measures for existing stationary source diesel engines.

These demonstration projects are intended to investigate and provide information on ways to overcome any structural, organizational or technical challenges in implementing a project to reduce pollution from prime stationary source heavy-duty engines.

The funding is through a cooperative agreement, with up to four awards between \$40,000 and \$150,000.

Eligible applicants include state, county, and city governments, 501(c)(3) nonprofits, tribal governments and institutions of higher education.

Funding Opportunity Number is OAR-OAQPS-AQSSD-04-15. Closing date for receipt of applications is Dec. 20, 4 p.m. EDT. Applications submitted via U.S. mail must be received in the Program Office by the closing date and time. No late proposals will be accepted. Applications are available at <http://fedgrants.gov/Applicants/EPA/OGD/GAD/OAR-OAQPS-AQSSD-04-15/Grant.html>.

Address submissions to: Environmental Protection Agency, Attention: Langdon, OAR/Office of Air Quality Planning and Standards (D-243-402), TW Alexander Drive, Research Triangle Park, NC 27709.

(Notices is compiled by Allison Mall, editorial assistant. If you have an item for Notices, you can e-mail it to her at [amall@naco.org](mailto:amall@naco.org) or fax it to 393-2630.)

## County Leadership in Conservation Awards

### Nominate Your County Today!

Counties have long been leaders in land conservation and open space protection. NACo and the Trust for Public Lands want to salute these efforts with a County Leadership in Conservation Award. These awards will recognize leadership, innovation and successful implementation of investments in open space, parks, watersheds, recreational lands and wildlife preserves by NACo member counties.

The deadline for submissions is Nov. 19, and the awards will be presented at an annual conservation awards program, as part of the NACo National Legislative Conference in Washington, D.C. in March 2005.

Additional information and nomination forms can be accessed on the Web at [www.naco.org/conservationawards](http://www.naco.org/conservationawards) or by calling Abigail Friedman at NACo, (202) 942-4225.



## JOB MARKET/CLASSIFIEDS

### DIRECTOR OF COMMUNITY SERVICES — CLINTON COUNTY, N.Y.

Salary: \$61,640-\$85,097  
Serve as CEO of the Clinton Co., NY mental hygiene system. See [www.co.clinton.ny.us/DCS.htm](http://www.co.clinton.ny.us/DCS.htm). Send resume and three letters of reference to: A. Cantwell, Esq., Chair, Community Services Board, 18 Ampersand Dr., Pittsburgh, NY 12901. Fax: (518) 566-261. Deadline: Dec. 31. AA/EOE

### DIRECTOR OF ECONOMIC DEVELOPMENT — CITY OF ROANOKE, VA.

Salary: \$73,510-\$110,264  
Roanoke, Virginia (Population: 95,000) is a five-time All-American City located in beautiful western Virginia near the Blue Ridge Parkway and the Appalachian Trail. Roanoke is a council-manager city and is seeking a person to lead and manage the city's economic development program. Major responsibilities include attracting, retaining and expanding retail, commercial and industrial development and redevelopment. The director reports to an Assistant City Manager and is responsible for managing the Office of Economic Development which has a staff of seven full-time positions.

Successful candidates will have a combination of education or experience equivalent to graduation from an accredited college or university with major course work in economics, business or related field supplemented by a master's degree in an appropriate field. Ten years related experience and/or training in economic development and in working with the business community. Managerial experience is required. Excellent writing, verbal, human relations, leadership and management skills are required. The salary range for this position is \$73,510-\$110,264 plus excellent benefits. Beginning salary negotiable DOQ.

The city intends to fill this position as soon as possible and it will remain open until filled. If interested, please submit a cover letter, your resume and present salary without delay by mail, fax or e-mail to: Robert E. Slavin, President, Slavin Management Consultants, 3040 Holcomb Bridge Road, Suite B-1, Norcross, GA 30071-1357. Phone: (770) 449-4656. Fax: (770) 416-0848. Email: [slavin@bellsouth.net](mailto:slavin@bellsouth.net). An Equal Opportunity Employer.

### DIRECTOR OF GENERAL SERVICES — SPOTSYLVANIA COUNTY, VA.

Salary: \$70,282-\$91,367, DOQ  
Exec. level administrator to coordinate/supervise the solid waste mgmt. and composting operations for Spotsylvania County. Individual plans, develops and implements proposals to administer revenues and expansion of svcs., in accordance with County needs etc. Oversees: construction mgmt., maintenance, recycling/litter control, solid waste collection & disposal, and composting. Requires 4 yrs. college/univ. with major course work in civil engineering, environmental science or related field, 6-9 yrs. of exp. in municipal program administration, and 3-5 yrs. of supervisory exp. Please submit a county application, cover memorandum and resume to Spotsylvania County Government, Department of Human Resources, P.O. Box 605, Spotsylvania, VA 22553. Phone: (540) 582-7192, ext. 674. [www.spotsylvania.va.us](http://www.spotsylvania.va.us).

### DIRECTOR OF HOUSING AND NEIGHBORHOOD SERVICES — CITY OF ROANOKE, VA

Salary: \$65,119-\$97,679  
Roanoke, Virginia (Population: 95,000) is a five-time All-American City located in beautiful western Virginia near the Blue Ridge Parkway and the Appalachian Trail. Roanoke is a council-manager city and is seeking a NEW DEPARTMENT HEAD TO MANAGE THE CITY'S Department of Housing and Neighborhood Services. The position reports to an Assistant Manager with responsibility to manage and direct the city's neighborhood service functions including housing and environmental code enforcement, federal housing programs and citizen participation programs to improve the quality of neighborhoods throughout the city of Roanoke. Supervises staff and is responsible for the overall direction, coordination and evaluation of the department consisting of 23 employees.

Successful candidates will have training and experience equivalent to a bachelor's degree from a four-year college or university with a major in planning, public administration, political science or related field. Master's degree is preferred. Five years responsible experience and/or training in federal program administration, community

development code enforcement, or an equivalent combination of education and experience including considerable management experience.

The salary range for this position is \$65,119-\$97,679 plus excellent benefits. Beginning salary negotiable DOQ.

The city intends to fill this position as soon as possible and it will remain open until filled. If interested, please submit a cover letter, your resume and present salary without delay by mail, fax or e-mail to: Robert E. Slavin, President, Slavin Management Consultants, 3040 Holcomb Bridge Road, Suite B-1, Norcross, GA 30071-1357. Phone: (770) 449-4656. Fax: (770) 416-0848. Email: [slavin@bellsouth.net](mailto:slavin@bellsouth.net). An Equal Opportunity Employer.

### DIRECTOR OF HUMAN RESOURCES — LAKE COUNTY, ILL.

Salary: \$98,488-\$126,138  
Lake County Government, Ill. is located between Chicago and Milwaukee on the shore of Lake Michigan. The mission of the Lake County Human Resources department is to create and maintain a foundation that will enable the County to promote development, involvement and retention of its employees to ensure County resident satisfaction. Lake County is ICMA recognized. \$360 M annual budget with triple A bond rating by Moody's and S&P. Ranked top 10 in nation in medium household income; a population of over 680,000 the County's 470 square miles offers a blend of urban, suburban and rural communities most experiencing rapid growth. Lake County, Ill. offers a stable work environment with excellent benefits and employs approximately 2,800 FTEs. The position of Director of Human Resources requires extensive knowledge of specialized principles and practices of public human resources management gained from master's degree in public administration/business administration/human resources management/related field and eight years progressively responsible public human resources administrative experience. Reports to County Administrator. Directs team of 17 middle management, professional and technical staff engaged in development, implementation and coordination of policies and programs involving employment, compensation, labor relations, training and development, employee benefits, safety, risk management and other employee services; formulates operating policies and procedures and recommends policy options to the County Administrator and County Board; performs duties assigned by board in personnel policies and procedures ordinance. Applications accepted immediately until position is filled. Submit cover letter and resume with salary history to Robert Slavin, Slavin Management Consultants, 3040 Holcomb Bridge Rd, Suite B-1, Norcross, GA 30071. Phone: (770) 449-4656. Fax: (770) 416-0848. E-mail: [slavin@bellsouth.net](mailto:slavin@bellsouth.net). Minorities are strongly encouraged to apply. EOE.

### DIRECTOR OF PARKS & RECREATION — SPOTSYLVANIA COUNTY, VA.

Salary: \$70,282-\$91,367, DOQ  
Incumbent directs specialized recreation work; plans, formulates and administers a comprehensive recreation program within budgetary limitations to include; mgmt., maintenance and control of county parks and other recreational properties. Exercises independent judgment in the mgmt. and supervision of direct employees, and volunteers; administers the departmental budget and grant funds. BA in public recreation, park administration, leisure services, physical education or related field, 6-9 yrs. of responsible experience in professional parks and recreation work, and 3-5 yrs. supervisory exp. Please submit a county application, cover memorandum and resume to Spotsylvania County Government, Department of Human Resources, P.O. Box 605, Spotsylvania, VA 22553. Phone: (540) 582-7192, ext. 674. [www.spotsylvania.va.us](http://www.spotsylvania.va.us).

### POLICE CHIEF — CITY OF BATON ROUGE, LA.

Salary: \$63,168-\$87,439, DOE  
City of Baton Rouge, LA seeking police chief to lead nationally accredited police department with annual operating budget of \$50.5 million and 900+ employees. Required: bachelor's in business admin, public admin or related and 10+ yrs law enforcement exp (including 2 yrs admin or supervisory), OR bachelor's or associate degree in criminal justice, police admin, or other law enforcement curriculum and 10+ yrs law enforcement exp OR high school or equivalent and 12+ yrs law enforcement exp (including 4+ yrs admin or supervisory). Must be a U.S. citizen, pass a civil service exam and medical exam. Applications may be downloaded from [www.ose.state.la.us/testing\\_applications.htm](http://www.ose.state.la.us/testing_applications.htm) and returned w/necessary documents by Dec 9. For complete application information visit our site at [www.brgov.com/dept/brpd](http://www.brgov.com/dept/brpd) or call (225) 389-5449.

### PUBLIC WORKS SUPERINTENDENT — STREETS, FLEET, AND FACILITIES MAINTENANCE, CITY OF GOODYEAR, ARIZ.

Salary \$60,812-\$94,851  
The City of Goodyear, Arizona, Public Works Department is a dynamic, fast-paced, customer-oriented team of 50 dedicated employees, with an annual operating budget of \$14 million and CIP of \$40 million. We are currently seeking a strategic-thinker to become a member of the top management team. If selected, you will play a major role in assisting the Director of Public Works with key strategic issues and major policies, while leading your team in delivering excellent municipal services. You will: manage and lead the three divisions responsible for: operating, maintaining and planning the city's streets and traffic facilities; ensuring the city's vehicles and equipment are safe and dependable; and maintaining the quality and security of our city buildings. Candidates with practical experience in each of these areas, who also have extensive supervisory experience will be given preference. Requirements: Three years experience in managing or administering public works operations and knowledge equivalent to that acquired in a bachelor's degree in civil engineering, construction management, public administration, transportation management or a related field (degree preferred). Equivalent experience may be substituted for education. Ideal candidates will demonstrate strong technical and budgeting skills, use initiative, possess strong leadership qualities, inspire teamwork through innovative and creative performance practices in the midst of a fast-paced environment with constantly shifting priorities, have excellent communication skills, and be experienced in personnel matters. Position Open until Filled. To apply: Download an application or apply online at [www.goodyearaz.gov](http://www.goodyearaz.gov) or call (623) 932-1716 to request an application be sent to you. Applications also available M-F, 8am-5pm at: City of Goodyear, 190 N. Litchfield Road, Goodyear, AZ 85338. EEO/M/F/V/H/D

### 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: [edassist@naco.org](mailto:edassist@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 the Job Market representative at (202) 942-4256.

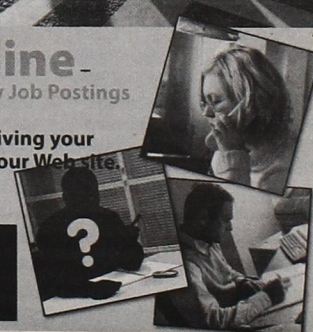
## Got Job Openings? Missed the deadline? Last Minute Request?

Use **JobsOnline** -  
County News' Web-Only Job Postings

Within 24 hours of receiving your  
ad, it will be posted on our Web site.

Want more details?

Contact Allison Mall  
Phone: (202) 942-4256  
E-mail: [amall@naco.org](mailto:amall@naco.org)





# 2005 ACTS OF Caring AWARDS

## What is an Act of Caring?

An "Act of Caring" is a community service provided by a county-sponsored volunteer program that enhances or preserves the quality of life.

## Who is Eligible to Participate?

Any county government that is a member of NACo with an active program that meets the following application criteria is eligible to participate in the Acts of Caring awards. A county program that won an Acts of Caring Award in the past three years is not eligible in 2005.

### Eligible programs must:

- Exist at least one calendar year prior to the application date.
- Enlist community participation on a volunteer basis.
- Include the participation of the county (officials and/or staff) in a significant and ongoing role.
- Serve as a replicable model program.
- Demonstrate measurable outcomes that benefit the community.
- Submit a completed application no later than January 21, 2005.

## Acts of Caring Awards

Up to 18 programs will be recognized and deemed examples of outstanding Acts of Caring. Based on county size, as many as three programs will be recognized in each of six categories, including: Community Improvement, Criminal Justice/Emergency Management, Elderly Services, Health/Social Services, Libraries and Programs for Children & Youth.

The types of programs that can be included in Community Improvement are arts & culture, historic preservation, environmental programs, services to help animals, civic education and recreation and parks.

## Youth Service Award

The Youth Service Award is presented to the program that best identifies a critical need in the youth community and addresses it, in part, by engaging young people in service.

## Legacy Award for Excellence and Innovation

The Legacy Award for Excellence and Innovation is awarded to the program that most fully embodies the spirit of volunteerism by addressing a unique need. This program sets itself apart by providing unparalleled service in its community. The Legacy Award winner is chosen from the entire field of Acts of Caring applicants.

## Cash Awards

For the first time, cash awards will be presented to the volunteer programs that win the Youth Service Award and the Legacy Award for Excellence and Innovation. The Youth Service Award winner will receive \$1,000; the Legacy Award winner will receive \$1,500.

## Population Categories

Awards may be presented in each of three population categories to ensure that large and small communities, and urban and rural areas all receive the recognition they deserve.

Category	Population
1	500,000 and above
2	100,000 - 500,000
3	100,000 and below

## Application Deadline

Applications must be received at the following address on or before Friday, January 21, 2005. No applications will be accepted or considered after this date. Faxed or e-mailed copies will not be accepted.

NACo Acts of Caring Awards  
c/o NACo  
440 First Street, NW  
Washington, DC 20001

## Acknowledgment of Receipt

To ensure receipt, please include a stamped, self-addressed envelope with each submission.

## Program Judging

Winners will be selected by an independent panel of judges. These individuals will determine award recipients based on quality of application, program category and population category.

## Announcement of Awards

All Acts of Caring honorees will be recognized at a national ceremony to be held in Washington, D.C., during National County Government Week in April 2005. Additionally, they will be recognized in County News, on the NACo Web site and in all national media releases and promotions.

## How to Apply

Applicants should submit three copies of completed applications accompanied by an application form (available online at [www.naco.org](http://www.naco.org)). Each should be typed, double-spaced and in 12-point font or larger. Completed applications should not exceed 1,000 words or six typewritten pages (excluding application form). All applications must include an electronic file in MS-Word-compatible format. Please note that no application materials will be returned. Supplementary materials will not be considered in judging.



**NACo** National Association of Counties  
Counties Care for America

In 2005, the National Association of Counties (NACo) will recognize and promote volunteer programs through the Acts of Caring Awards, a national ceremony honoring community-based, county government initiatives that provide a legacy for the future of our country.

The Acts of Caring is part of Counties Serve America, a long-term project of the National Association of Counties in partnership with Nationwide Retirement Solutions, a Nationwide Financial company. It is designed to raise public understanding and awareness about county government.



For more information, please contact Tom Goodman, NACo public affairs director, for more information about the Acts of Caring awards or application process at 202/942-4222 or [tgoodman@naco.org](mailto:tgoodman@naco.org).