

County News

National Association of Counties • Washington, D.C.

www.countynews.org

Vol. 32 No. 20 • November 6, 2000

Older Americans Act finally OK'd

By MARILINA SANZ

ASSOCIATE LEGISLATIVE DIRECTOR

Advocates for county aging programs got their way as Congress took time out from its election year maneuvers to pass the five-year reauthorization of the Older Americans Act.

The House of Representatives passed the reauthorization of the Older Americans Act (H.R. 782) Oct. 25 by a vote of 405-2. The Senate followed suit on Oct. 26 by a vote of 94-0.

The act, first passed 35 years ago, expired in 1995, and while its programs continued to receive funding through the appropriations process, reauthorization of the act became mired in disagreements over the formula for the Community Service Payment Program (Title V).

The issue: a formula that had nine national groups receiving 78 percent of the title's appropriations, with states receiving the remaining 22 percent. The compromise could mean more money for County Area Agencies on Aging, since states would receive a bigger portion of Title V funds.

Title V compromise

Under the compromise, national advocacy groups would be guaran-

teed enough funding to provide the same number of jobs as they currently provide for senior citizens. But, any new funding above the FY2000 level would be distributed differently. (The FY2000 funding level is \$440 million.)

States would receive 75 percent of the first \$35 million above the 2000 level. Any funding above that first \$35 million would be allocated evenly between the states and the national contractors.

The compromise also requires the establishment of new performance standards for all Title V grantees and requires the grantees to work with states to ensure that employment positions are distributed equitably within the state. The bill authorizes \$475 million for FY2001 and lets future appropriators decide funding levels in the act's succeeding years, or as legislative language would phrase it "such sums as may be necessary."

Major Title III changes

Title III of the Older Americans Act makes grants to states and area agencies on aging to coordinate and provide services to the elderly.

See *OLDER*, page 2



Photo by Beverly Schlotterbeck

Chris Sheppis, of the National Farmers Union, discusses the impact of new population categories on rural communities during a meeting of the Rural Action Network hosted by NACo. Also pictured is Matt Chase of the National Association of Development Organizations. More than a dozen representatives from rural-affiliated groups attended the meeting late last month.

Could 'rural' disappear? New data definitions would squeeze rural areas

By ERIC J. CILIBERTI

ASSOCIATE LEGISLATIVE DIRECTOR

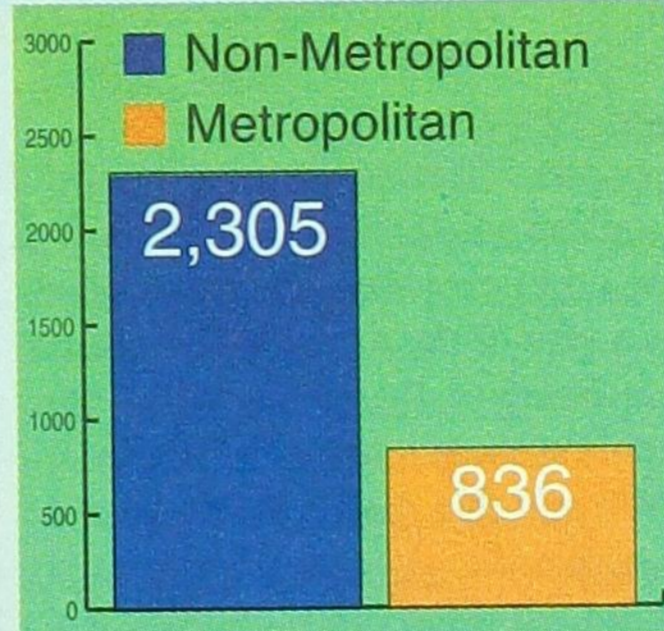
The Office of Management and Budget (OMB) accepted final comments last month on proposed changes to the Metropolitan Areas Standards. These standards currently define metropolitan and non-metropolitan areas, i.e. urban and rural respectively, and are used by the U.S. Congress in numerous funding formulas for areas based on population size.

The new classifications, if implemented, would be "metropolitan," "micropolitan" and "outside core-based statistical area."

Through the new definitions proposed by OMB, more than 600 rural counties would shift from non-metropolitan to metropolitan status. Many of them stand to lose funding under the new classification, since federal grant formulas for programs in education and housing rely on metro/non-metro status for funding distribution.

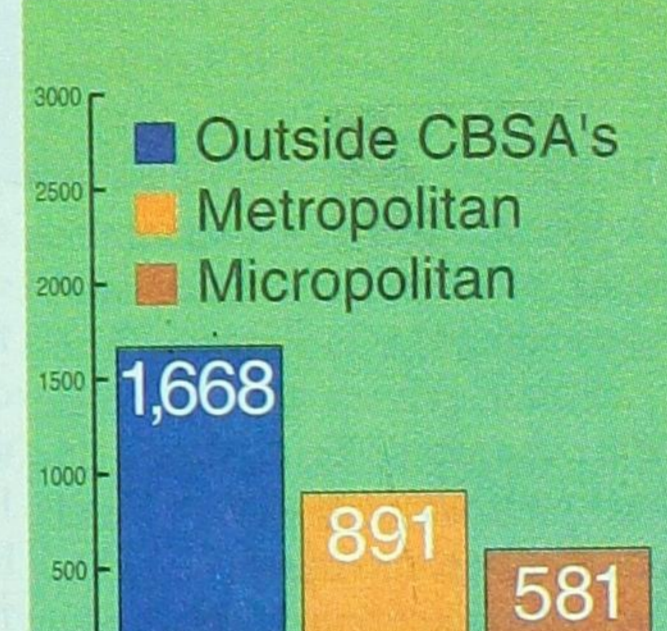
"The new standards would place an emphasis on commuting patterns to rural areas making an area's population partially dependent on where people work rather than where they

No. of Counties Current Classification



Summary of codes and classifications according to Economic Research Service at USDA (3141 units classified)

No. of Counties New Classification



Definitions of Proposed Population Areas Within a Core-Based Statistical Area (CBSA)

POPULATION DESIGNATION

1. Metropolitan

DEFINITION

Defined as an area having at least one urbanized cluster of 50,000 or more in population

2. Micropolitan

Defined as an area with a cluster of between 10,000-49,999 in population

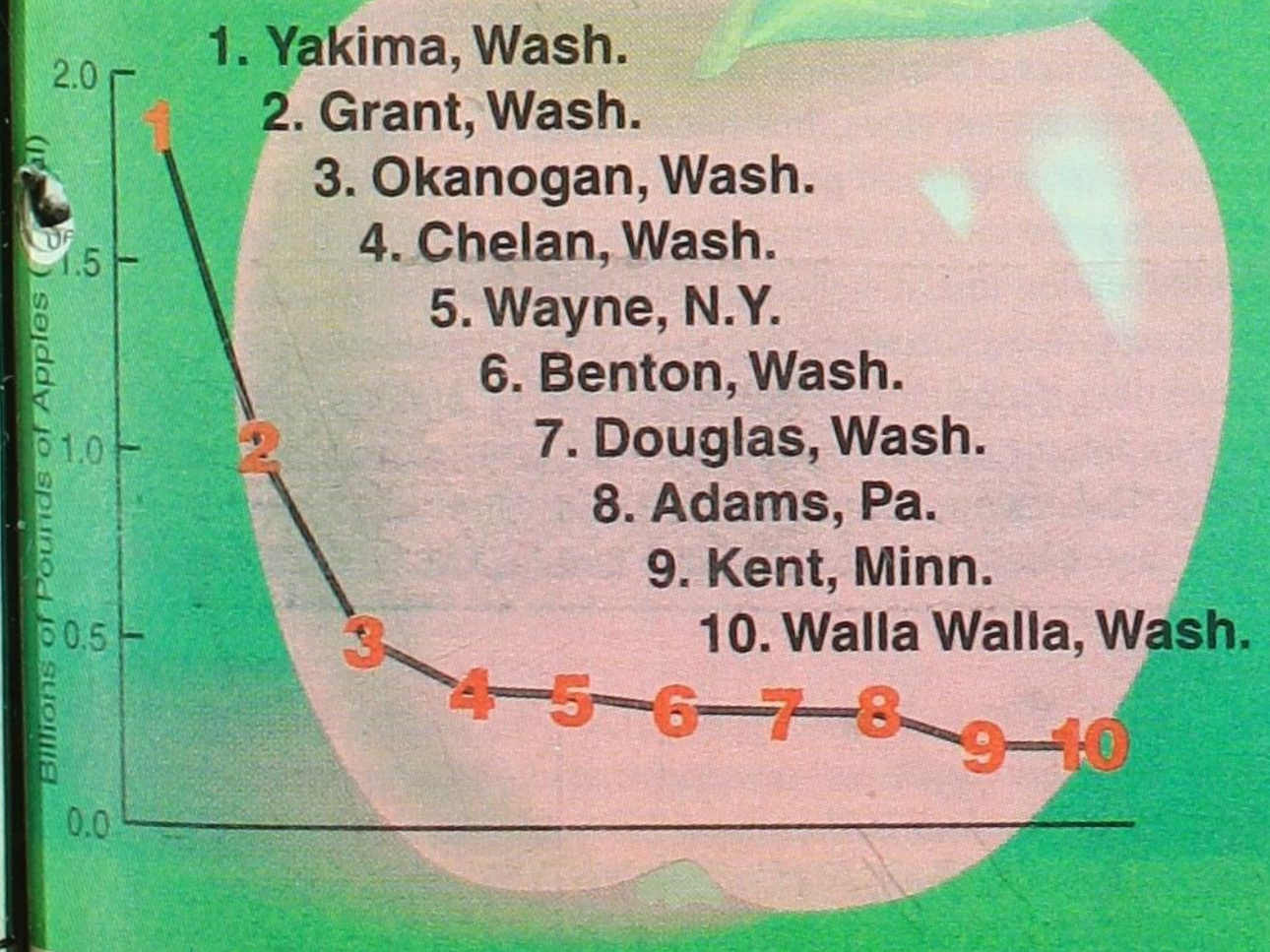
3. Outside Core-Based Statistical Area

Everywhere else; specifically, all counties that do not fall within the above classifications, according to a senior official at the U.S. Census Bureau

See *CENSUS*, page 9

County News Quik Takes

Top 10 Apple Producing Counties



Unruly Congress fails to finish business

By NACo LEGISLATIVE AFFAIRS STAFF

Congress has been unable to finish some very important legislating before Election Day, and at press time, partisan wrangling has even kept them from agreeing on how to keep portions of the government operating over the next few weeks.

On Nov. 1, the Senate leadership agreed to a two-week "cooling off" period and a "lame duck" session after the election. The Senate passed a 1-day continuing resolution to fund those agencies whose appropriations bills have yet to pass.

In the House, the Senate-passed plan collapsed amid a climate of mutual mistrust between the two parties and an absence of communication between Republicans and Democrats.

A lame duck session is not a popular option, and significant legislative mischief can occur during one of these sessions. If Congress chooses to have a lame duck session, it would be only the tenth such session since the adoption of the 20th Amendment to the Constitution in 1933. The last such session was in 1998 for the impeachment of President Clinton.

How this legislative situation is resolved remains to be seen, but what is clear at press time is that a number of important legislative items are pending that have significant implications for counties.

First, Congress is holding up a major tax bill that includes:

Bond changes

NACo joined a number of other state and local government organizations in support of bond provisions in the legislation. The measure includes a number of infrastructure funding proposals that have been long-standing NACo priorities. The annual state private activity bond volume cap would be increased 25 percent on Jan. 1, 2001 and increased another 25 percent on Jan. 1, 2002.

The low-income housing tax credit would also be increased by a total of 50 percent on the same 2001 and 2002 schedule. Both provisions would be indexed for inflation starting in 2003. The bill also provides a longer spend-out period without incurring arbitrage penalties for school construction bonds.

Pension Reform

The pension reform section of the tax bill would make many changes that would benefit county workers. First, it would increase the total amount of funds that can be paid into a 457-deferred compensation plan to \$15,000 over five years.

Second, it would ease rollover restrictions between defined benefit and defined contribution plans,

thereby making it much easier for workers to move their pensions between different types of plans when they change jobs.

Third, it would provide for increased catch-up contributions to public sector retirement plans.

And finally, it would allow individuals who move from a defined benefits plan to purchase service credits so that they can obtain full pension benefits. NACo supports the pension reform and simplification provisions.

Medicare relief

The Medicare relief package would provide about \$30 billion over five years to providers, including about \$8 billion to hospitals, \$8 billion to HMOs and \$1.7 billion to skilled nursing facilities. The package also includes a freeze on further cuts to the Medicaid Disproportionate Share Hospital (DSH) program for FY2001 and FY2002. NACo has strongly advocated for such a freeze throughout this session.

However, the provision in the bill also stipulates that in FY2003 cuts to Medicaid DSH would revert to the original schedule provided in the Balanced Budget Act of 1997. While this language is problematic, it does not override the immediate benefits of a two-year freeze.

Other provisions include a further one-year delay in a scheduled 15 percent reduction in reimbursements for home health agencies and a further delay on the implementation of capping outpatient physical, speech, and occupational therapies offered by non-hospital providers.

President Clinton has cited the current distribution of funds in the Medicare relief provisions as one reason for a veto of the tax bill. The president believes that the monies are unduly skewed toward the Medicare HMO and that these HMOs should be required to stay in a service area for at least three years.

School construction

While there is strong bipartisan support for President Clinton's school construction proposals on interest-free bonds, there is disagreement about whether Davis-Bacon rules should apply to these funds.

The White House and congressional Democrats are insisting that these funds be treated like other federal construction dollars. This would mean that construction companies would be required to pay the prevailing wage under Davis-Bacon. Congressional Republicans have taken the opposite approach, arguing that no federal dollars are involved in the construction projects themselves and, therefore, the Davis-Bacon Act

should not apply.

NACo has taken no specific position on this issue, but has consistently argued that the application of Davis-Bacon must be modified to reflect local distinctions in prevailing wage rate.

Next, Congress and the White House remain embattled over a number of items in appropriations bills:

Justice funding

The good news about the Commerce, Justice, State appropriations bill is that it contains an increase to local governments of more than \$500 million over last year's level. The bad news: It's mired in disagreements over issues unrelated to funding levels.

Under the measure, community policing would receive a major increase in FY2001 with an allocation of \$1.03 billion, or nearly double the FY2000 funding level of \$595 million. Included in this amount is \$100 million for a new community prosecutor's program to litigate violent crimes committed with guns and violations of gun statutes in cases involving drug trafficking and gang-related crime.

Within the COPS program \$30 million has also been included for offender re-entry programs, \$17 million to support police integrity training, \$180 million for school resource officers and \$25.5 million for bullet-proof vests.

The bill also includes \$569 million for the Byrne Block Grant Program (an increase of \$17 million over FY2000); \$250 million for the Juvenile Accountability Incentive Block Grant; \$279 million for other juvenile justice programs under the Juvenile Justice and Delinquency Prevention Act; and \$523 million for the Local Law Enforcement Block Grant program.

Drug courts receive \$50 million, an increase of \$10 million over FY2000; \$30 million is set aside for DNA testing and lab improvements; and \$48.5 million for methamphetamine programs. Also included is \$330 million for the Legal Services Corporation and \$288.7 million for grant programs under the Violence Against Women Act. Prison and jail construction grants come in at \$451 million, while \$30 million is set aside for offender re-entry programs.

The State Criminal Alien Assistance Program (a program that reimburses states and counties for illegal alien correctional expenditures) is reduced from \$585 million to \$565 million. The \$565 million proposal is nevertheless a major increase over the Senate Finance Committee's initial funding level of \$50 million.

Sale of Social Security numbers

The Commerce, Justice and State Appropriations bill includes language that would prohibit the sale of Social Security numbers to individuals to help prevent identity theft. State and local governments would be exempt from the provisions of this bill. They could continue selling records containing Social Security numbers.

Workforce funding

Funding for Workforce Investment Act programs are suffering by lack of congressional action on the Labor, Human Services and Education appropriations bill. Expectations are that FY2001 funding will be about \$300 million over FY2000 funding, with these additional funds going to

youth and dislocated worker programs.

Title XX - Social Services Block Grant

The Labor/HHS/Education bill also includes \$1.725 billion for Title XX. This is \$50 million lower than current funding.

These bills are not likely to be resolved easily, and the impact of the outcomes of the election on the legislative dynamics range across the entire spectrum. Regardless of how Congress eventually resolves these conflicts, it will be interesting political theatre.

(If you would like additional information, contact Ed Rosado, NACo Legislative Affairs Department director, at (202) 942-4271 or e-mail: erosado@naco.org.)

OLDER from page 1

Roughly one-third of the nation's area agencies on aging are operated by county governments.

Some of the programs that are funded through Title III include nutrition, supportive services, senior centers, disease prevention and health promotion services. Under the new bill, there will continue to be separate funding streams for the congregate meals program and the in-home meal programs, but transfer authority between the two programs is increased from 30 percent to 40 percent. This change was made to reflect the growing need for in-home meal services as the proportion of the population that is older than 85 continues to grow.

A new program, the National Caregiver Support Program, has been added to Title III. Family caregivers are defined as an adult family member of another individual providing in-home care to an older individual.

Grandparents or other family relatives older than 60 who are the primary caregivers of a minor child are also eligible for services, but may not receive more than 10 percent of the funding. Services that could be provided under this new program include respite care, counseling, assistance in gaining access to services, supplemental services and training. The program requires a 25 percent matching rate. Funds are al-

located based on a state's population aged 70 years or older.

The authorized funding levels for part B (supportive services), part C (congregate nutrition services) and part D (in-home nutrition services) are such sums as may be necessary. The FY2000 funding for these programs is \$310 million for supportive services, \$374 million for congregate nutrition services, and \$147 million for in-home nutrition services.

The authorized funding level for the new caregiver program in FY2001 is \$125 million, provided that the aggregate amount for the other three programs does not fall below the FY2000 funding level. In subsequent years the authorized level for the caregiver program changes to such sums as may be necessary. Supporters of the program are optimistic that they will be able to add \$125 million to the Labor-HHS appropriations bill for FY2001.

Cost sharing

In addition to the debate over Title V, another issue that had prevented reauthorization was whether states would be allowed to require cost sharing. Under the compromise, states could require cost sharing, not for congregate and home delivered meals, outreach, benefits counseling, case management, abuse prevention, ombudsman services, legal aid, consumer protection, information, and any services delivered through tribal organizations.

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.

Citizen advisors guide waterways management policy

By JANE HAGUE
NACo PRESIDENT

Many counties across the United States are experiencing a dramatic increase in the number of boats, including personal watercraft, in their communities.

A wave of new boaters can easily alarm waterfront homeowners who complain that increased water traffic poses safety hazards on once-quiet public waterways. As tensions between recreational boaters and shoreline homeowners mount, counties can find themselves treading unfamiliar waters as they look for ways to decrease the tension.

Fortunately, they can turn to colleagues across the country who have already gone through growing pains prompted by rapid growth in recreational boating, and who can offer solutions and resources for boater safety and accident prevention in a way that has brought their communities together instead of apart.

Boater education

Boater education goes a long way toward calming fears about boating safety and reducing complaints about irresponsible boating behavior. Nowhere has this been more obvious



Jane Hague
NACo President

than in my own county's backyard.

Over the years, we have developed a proactive approach to help prevent boating accidents, incidents or (most often) to manage annoyance problems on our 760 lakes and rivers. We have used a variety of means, including appropriate management policies, boater education and enforced marine laws, as well as relying on the resources of volunteer and industry groups.

"We take advantage of programs offered by manufacturers to promote safe boating with posters, public service messages, distribution of information and public appearances to raise awareness," said Don Schmitz, King County Police Marine Unit, that oversees recreational boating.

Florida's Orange County is another example of the effectiveness of boater education. This year-round vacation spot with more than 800,000 registered boat owners maintains something similar to a zero-tolerance policy that has managed to keep everyone amazingly happy. All boaters must take a mandatory boater education course AND obey a state law that treats a DUI on the water in the same way that it would on the road.

Additionally, county deputies strictly enforce these existing laws with citations, warnings and boating safety pamphlets. Classes and other educational events are supported by the county and have been implemented by national volunteer organizations such as the United States Power Squadrons and the U.S. Coast Guard Auxiliary.

And, county officials say, these are solutions that have paid off. "In 1999 we had 69 percent fewer boating accidents than in 1998 when mandatory boater education first took effect," said Orange County Commissioner Bob Freeman, who, like many, noted that most complaints still come as a result of one or two offenders who represent a minority of the boating public.

Citizen boards

Citizen boards are another effective way to bring communities together to address issues concerning personal watercraft. These organizations ward off conflicts before they happen but, Freeman noted, are more likely to come up with rules that its members will actually follow.

With six lakes and limited enforcement capabilities, Thurston County, Wash. commissioners appointed the Lakes Citizen Task Force, whose job it was to sort out frequent disputes between water sports enthusiasts and lakefront homeowners. The task force was formed of boat dealers, enthusiasts, law enforcement, county environmental planners, and homeowners who worked together to develop recommendations.

Maricopa County (Ariz.) Supervisor Don Stapley says their "under-the-influence" check stations keep

throughout the country, is one of the most powerful tools to teach boating safety one-on-one. And these days, the USPS has teamed up with Kawasaki, a PWC dealer group, and gone high-tech to offer a PWC course online, complete with study guides and tests so that boat and PWC owners can obtain information at their convenience. Currently, seven states are in the middle of testing the free online course that can be modified according to their needs.

"We use four personal watercraft from the industry's law loan program, and we use manufacturer training programs to enhance our enforcement and rescue capabilities," said Multnomah County Deputy Sheriff Terry Jones.

Whether it's boater education, citizen involvement, interagency cooperation, or simple knowledge about working programs, counties can effectively reduce



strict control over alcohol-related incidences. In California, County Supervisor Don Nattoli worked with citizens to regulate speed and method of operation limits.

The U.S. Power Squadrons (USPS), a 60,000 member volunteer nationwide organization with chapters

accidents, incidents and related controversies on the water.

By anticipating problems before they get out of hand, county officials have engaged citizens, accessed information and resources, and created compromises to make marine recreational accessible to all.

Search for 2001-2002 NACo Extension Fellow begins

NACo has begun its search for next year's NACo Extension Fellow. Fourteen Extension Fellows have represented the following states: Maryland (2), Pennsylvania, Illinois, Indiana (2), Ohio, Minnesota, Wyoming, North Carolina (2), Florida, Oregon, and Kansas.

The position provides the opportunity for an extension educator to serve as a liaison between the Cooperative Extension System and counties at the national level. The fellow serves for one year beginning in July 2001. The extension educator's state director of extension must submit applications for the position by no later than Dec. 1, 2000.

Past fellows maintain their interest in public policy as illustrated in the following update:

Bob McCormick (1999 -2000). McCormick is the state coordinator planning with POWER (Protecting Our Water and Environmental Resources), a statewide program making land use decisions to water-based planning, at Purdue University.

Meri Marxman (1998-1999). Marxman is now director of the Local Government Information and Education Network at the University of Illinois in Urbana-Champaign. She is currently working with county government associations to develop programs for newly-elected county board members and commissioners.

Robert Halman (1996-1997).

Halman is county extension director and agriculture and natural resources educator in Harford County, Md. He just completed a course in agricultural mediation and will soon be conducting "official" ag mediation.

Michael Sowell (1992-1993). Sowell is a loan specialist for USDA, Rural Utilities Service, Water and Environmental Programs Division. He is responsible for coordinating their Solid Waste Management Grant Program.

Steve Bittel (1991-1992). Bittel is executive director of the Kansas Rural Development Council. The council focuses on increasing resources and affecting public policy issues in rural Kansas.

John G. Richardson (1988-1989). Richardson is the extension program Delivery and Accountability leader, North Carolina Cooperative Extension Service. He was recently in Mongolia providing advice on their agricultural extension system.

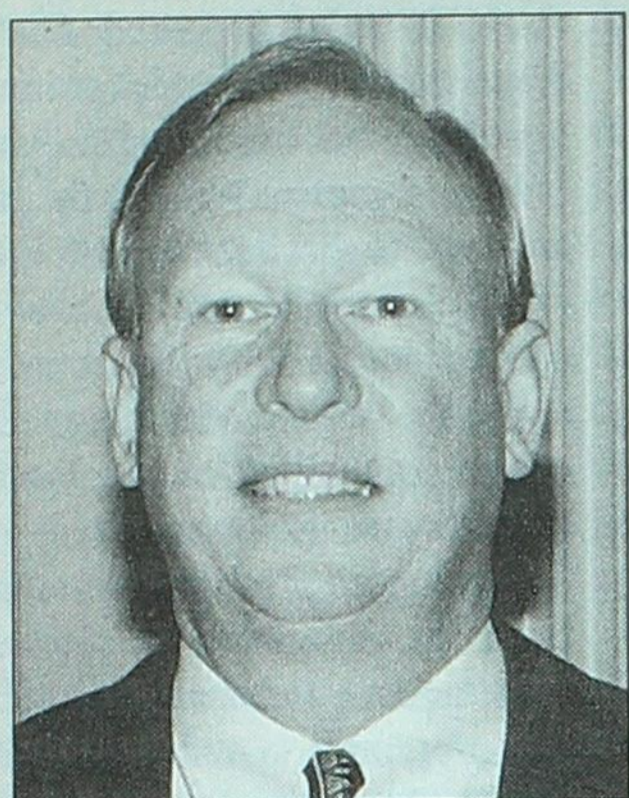
"We hope that you will help us recruit next year's extension fellow," said Ralph Tabor, associate legislative director. "Please recommend the program to your county extension agents. If they are interested, have them contact Peggy Schear, NACo extension fellow, at 202-942-4255 or e-mail at pschear@naco.org for information regarding the application procedures."

Got some news? Give us a call.

- News From the Nation's Counties
(202) 942-4210
- Web Watch
(202) 942-4210
- NACo On The Move
(202) 942-4210



Profiles in Service



CHRIS HART

Chairman
NACo Transportation
Steering Committee,
Commissioner,
Hillsborough
County, Fla.

Years active in NACo: Six, since 1994.

Years in Public Office: 1989–1993: Planning Commissioner, Hillsborough County City-County Planning Commission. 1994–present: Commissioner, Hillsborough County.

Occupation: Banker.

Education: B.S., Business and Economics, The University of Tampa. Advanced Military Studies, U.S. Army Command & General Staff College and the Armed Forces Staff College.

The hardest thing I've ever done: Write letters to families of soldiers who were killed during combat in Viet Nam.

Three people (living or dead) I'd invite to dinner: Barbara Bush, Winston Churchill and Watergate's "Deep Throat."

A dream I have is to: live with zeal, passion and ideas like I am 25 years old.

You'd be surprised to learn that I: am an introvert.

The most adventurous thing I've ever done is: Catch a sailfish.

My favorite sport is: Golf.

I'm most proud of: My family.

Every morning I read: The comics.

My favorite meal is: Spaghetti with Italian sausage and meatballs.

My pet peeve is: Interruptions.

My motto is: "Be there!"

The last book I read was: (I read two at a time) *No Ordinary Time*, by Doris Kearns Goodwin and *I Haven't Understood Anything Since 1962*, by Louis Grizzard.

My favorite movie is: *Day of the Jackal*.

My favorite music is: Country.

My favorite president is: (I have two) Harry Truman and Ronald Reagan.

Voters face ballot issues in 42 states

By VALARIE ZIOBRO
SPECIAL CORRESPONDENT

Things could get very tough for Oregon counties after Nov. 7.

If voters pass Ballot Measure 93, every fee increase — even library fines — would need to get voter approval before being implemented. Ballot Measure 93 is just one of 204 statewide ballot initiatives in 42 states that voters will be confronted with this Nov. 7. The following report highlights some of the more critical initiatives counties are facing.

Ballot Measure 93, the Taxpayer Protection Initiative, would require special voter approval of most new or increased taxes, fees and charges, as well as requiring approval, reapproval or refunds of taxes, fees and charges previously implemented or increased. It would require a "supermajority" of voters, pegged to the winning margin of Measure 93, to approve any increases.

The Association of Oregon Counties says it will be a nightmare to put every fee increase before the voters. At the very minimum, it would immediately force votes on more than 1,200 revenue-raising measures approved since 1998, or force refunds of those fees.

Colorado's 'Tax Cut 2000'

In Colorado, Amendment 21, known as Tax Cut 2000, calls for a \$25 annual tax reduction in property, utility, vehicle sales, use and ownership, and state income taxes. The tax cuts would reduce by another \$25 each year until the tax is eliminated. If approved, Amendment 21 would go into effect in 2001. Amendment 21 does not require the state to replace money that local governments would lose as a result of the proposal.

While Colorado Counties Inc. neither endorses nor opposes ballot initiatives, the state association did undertake a county-by-county study of the impact on local government property tax collections if Amendment 21 is passed.

The effect on Montrose County is typical of what the association found. Montrose County commissioners may be forced to take swift, drastic measures to cut services if Amendment 21 is approved, said Finance Director Karin Slater. "In 2002, the county would lose \$1.7 million of revenues derived from property taxes alone," she said. The county would lay off 77 employees, about 22 percent of its workforce, she added.

County Commission Chairman Dave Ubell said that Republicans, Democrats and Independents are working together in the county to



Larry Kallenberger
Colorado Counties, Inc.

oppose the measure because it would have devastating effects on funding for libraries, recreation facilities, fire protection and other vital services across the state. Groups representing these entities have come out against the measure as well.

Washington fee rollback

The most far-reaching ballot initiative for counties in Washington, Initiative Measure 722, would nullify certain 1999 tax and fee increases and rebate the increases to taxpayers. It would also limit property tax increases (except on new construction) to the lesser of 2 percent or the inflation rate annually and would exempt vehicles from property taxes. "[Measure 722] is so convoluted that it's really difficult to figure out how the numbers would work," said Clark County Assessor Ben

Gassaway. He leveled several criticisms of the measure. County property tax revenues are already limited by law to modest annual increases pegged to local inflation. The county assessments would shift the tax burden from owners of higher-priced homes whose properties may be increasing in value at a higher rate than the average homeowner.

Alaskans' tax revolt

Alaska voters will face a property tax cap measure based largely on California's Proposition 13. Ballot Measure 4 would cap property tax at 1 percent of assessed value and cap increases in assessments at 1 percent a year.

The Alaska Municipal League opposes the measure, saying it "takes away local voter control" over revenues. In fact, voters in many municipalities have approved caps that are already above the 10-mill limit the measure would impose — so the rollback would override their wishes. "People in one part of the state should not be allowed to set millage rates for people in other municipalities," the league statement said. "Enough and cities with higher property tax rates, but little or no sales tax, might be forced to impose sales taxes, which must then be approved by voters," said Scott Brand Erichsen, Ketchikan Gateway Borough attorney. He also pointed out

See **VOTERS**, page 5

County News

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

President: Jane Hague

Publisher: Larry Naake

Public Affairs Director: Tom Goodman

Editor: Beverly Anne Schlotterbeck

Senior Staff Writer: Terry Michael King

Graphic Designer: Phillip Payette

Advertising Staff:

Beverly Schlotterbeck, national accounts representative
202/942-4256 • FAX 202/393-2630

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

202-393-6226 FAX 202-393-2630

E-mail: cnews@naco.org

Online address: www.countynews.org

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

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

POSTMASTER: send address changes to *County News*, 440 First St. N.W., Washington, D.C. 20001
(USPS 704-620) • (ISSN: 0744-9798)

©National Association of Counties Research Foundation, Inc.

VOTERS from page 4

at some boroughs provide all the services of a city, and could be hurt more by the cap than other boroughs that provide more limited services.

Other state tax measures

In Arkansas an initiative to abolish property tax did not survive a constitutional challenge, but another property tax initiative did. Constitutional Amendment 2 is a legislative proposal that would provide a \$300 credit against local property tax and require counties to reassess property values. If approved, it would trigger an increase in the state's sales tax to offset the cost of property tax reductions. Meanwhile, Amendment 4 would abolish state and local sales and use taxes on used goods and prohibit any increase without voter approval.

Other tax initiatives

South Dakota and Montana voters will decide on whether to eliminate their states' estate tax. And Montana voters will vote on repeal of the state's sales tax on new cars and a change in how vehicles are taxed. The initiative would also change distribution of those motor vehicle revenues, allocating more to highways and less to state governments including counties and school districts.

Growth management initiatives on the ballot in three states

Land use management and growth limits continue to be hot topics, as ballot initiatives reveal in Colorado, Arizona and Oregon.

Colorado's Amendment 24 would require voter approval of so-called "growth area maps" that identify areas for future development in counties, cities and towns with populations greater than 10,000.

Of the 63 member counties in Colorado Counties Inc. (CCI), 45 registered opposition to Amendment 24. The members see Amendment 24 it as a state-mandated device "to limit development outright," said Chris Castilian, CCI legislative director, who added that if passed, the measure would be the "toughest in the country" on growth limits.

Counties opposing the measure rejected the one-size-fits-all approach to growth management, reduced local control and increased costs of holding special elections and placing detailed requirements in the constitution rather than in statute.

Many counties favor growth management, but in legislation rather than constitutional change. "Although the membership voted overwhelmingly to oppose the amendment, we understand growth is a major issue for the citizens of Colorado," said Larry Kallenberger, CCI

executive director. "We will be pushing for strong growth management legislation in the 2001 session."

Arizona growth limitations measure

In Arizona, Prop. 202 would limit urban sprawl by requiring counties and municipalities to submit to voters' "growth management plans" with boundaries to allow for 10-year population growth. It would also limit rezoning and extension of water, sewer and garbage services outside these boundaries unless approved by the government and voters.

The measure would also require developers to pay for schools to serve new subdivisions and protect air and water quality. Plans could not be changed without voter approval. The initiative would also limit wildcat subdivisions, provide for public access to state conservation lands, and amend existing laws to conform to the initiative.

The County Supervisors Association of Arizona found that most

of its members did not support the measure, not a surprise in a wilderness state with only a few high growth areas.

"A 'one-size-fits-all' policy will not work in Arizona," said Sally Bender, assistant executive director, because of vast differences in growth patterns and economic development. "The policy is designed for high-growth areas, but most of our supervisors believe it would be disastrous for economic development; for example, they're concerned about building new housing for workers who come in for new high-tech business."

In addition to increased population density issues inside the growth boundary, counties are concerned that farmers and ranchers will be restricted from using their private property.

Coconino County, home of rapidly growing Flagstaff, and Pima County, with Tucson and a big piece of the Sonoran Desert, did support the measure.

Oregon measure would change rulemaking

Oregon, which passed the first comprehensive growth management policy in the country in the early 1970s, has had continued powerful opposition to that policy by lumber industry, developers, and real estate interests.

Oregon's Ballot Measure 2 is an administrative rules change that would allow citizens to petition for review of regulations. Smart growth advocates and environmentalists see this measure as a potential tool for opponents to smart growth policies.

Bob Cantine, executive director of the Association of Oregon Counties said the association has come out against Measure 2, but not for fear that opponents to growth management would use it to their own ends.

Currently land use rulemakings by the state land use planning agency have the effect of law, and the legislature has the option of reviewing and overriding those rules.

Measure 2 would mandate legislative review of any rulemaking upon

petition by 10,000 qualified voters. Cantine said the association is concerned that this would complicate the rulemaking process and drag it out over time.

Takings initiative

The counties association is more concerned about Measure 7, which proposes to amend the Oregon Constitution to require state and local governments to pay private property owners when a regulation restricts the use of property or reduces its value.

This takings measure, said Cantine, "would require local government to implement a state law at significant cost to the local government" by opening a whole new area for property owners to make claims and having to assign a monetary value to restriction of use.

Cantine is also concerned that because the measure is retroactive, claims could be made on past actions, forcing local governments to go back over the effects of old regulations, an overly burdensome and, in some cases, impossible task, he said.

'Forest safety net' bill becomes law



County and federal officials celebrate the signing by President Bill Clinton of the County Schools Revitalization Act. (l to r) Mike Dombek, chief, USDA Forest Service; Dan Glickman, USDA secretary; Rep. Jim Turner (D-Texas); Rep. Greg Walden (R-Ore.); Sen. Gordon Smith (R-Ore.); Rep. Darlene Hooley (D-Ore.); Commissioner John Howard, Union County, Ore.; Rep. Allen Boyd (D-Fla.); Rep. Peter DeFazio (D-Ore.); Sen. John Wyden (D-Ore.); Commissioner Peter Sorenson, Lane County, Ore.; and Rep. Bob Goodlatte (R-Va.).

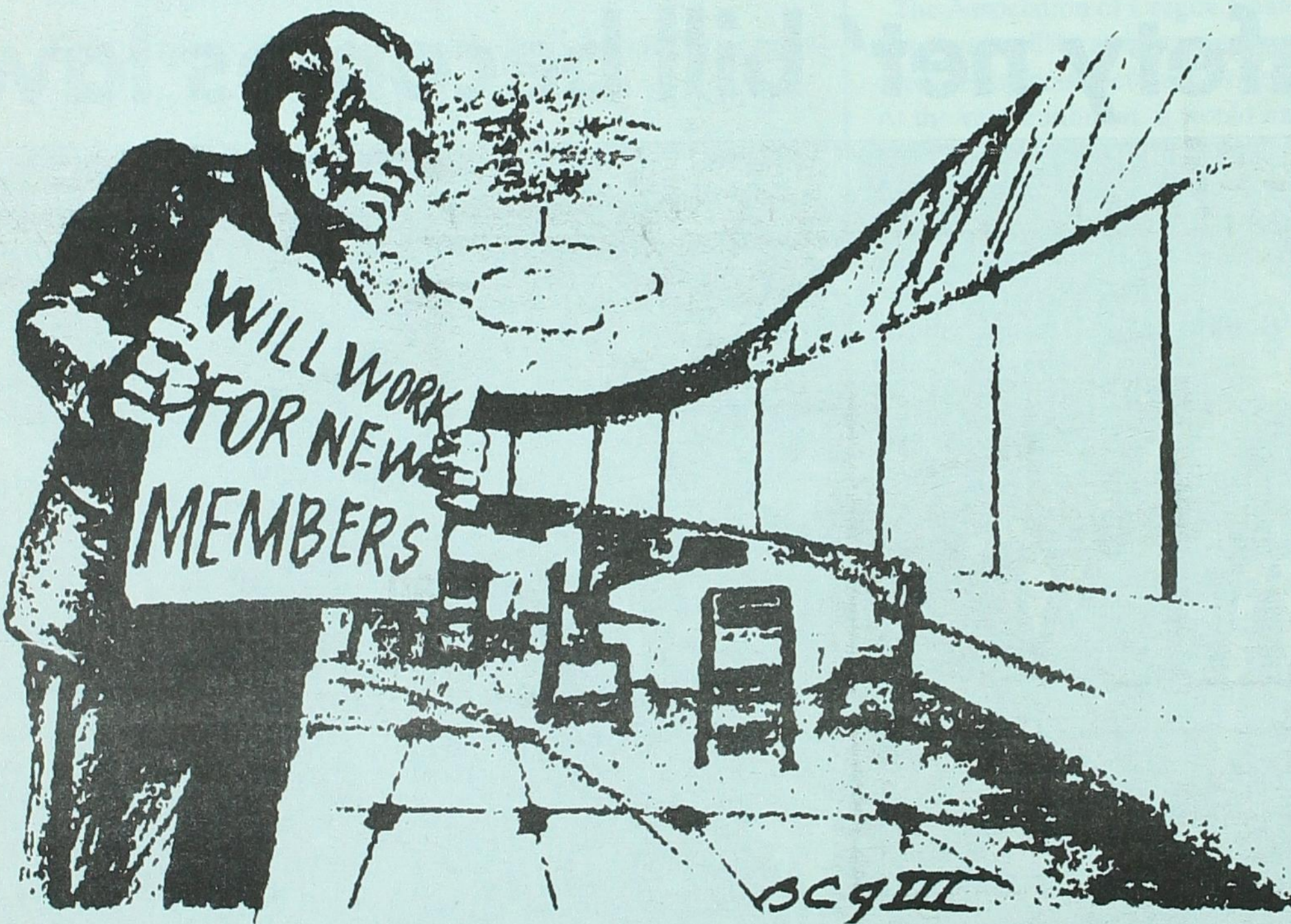
Photo courtesy of The White House

Help NACo Recruit the Final 'Lucky 13'!

County Membership Now Stands at 1,987

Thanks to the hard work of many membership supporters, NACo is closer than ever to the "2,000 in 2000" member goal. As of Nov. 1, NACo has 1,987 county, borough and parish members and is working hard to get to 2,000 members by the end of 2000. Did you know:

- The 2,000th member county will get a fully-paid trip for two to any NACo conference?
- Each new member gets one free conference registration to any NACo conference (a \$465 value)!?
- New county members who pay 2001 membership dues will also get the rest of the year 2000 membership free?
- Individuals who recruit new member counties get one free conference registration per new member county recruited?



So who should take on "the awesome membership responsibility"? Anybody and everybody can, but certainly somebody should. Otherwise, you will get the story of four people: *everybody, somebody, anybody and nobody*. There was an important job to be done and *everybody* was sure that *somebody* would do it. But *nobody* asked *anybody*, so it ended up that the job wasn't done and *everybody* blamed *somebody* when actually *nobody* asked *anybody*!

It is obvious that a really successful membership effort involves a "go get 'em" attitude and many of you have this attitude. Think about it: Your NACo membership has brought you many benefits. You know what they are! Remember these benefits and tell others about them. Do this and you will begin to actually do the work of getting new members for NACo (and will also be rewarded)! No one person's efforts are too small to make a difference!

For more information on recruitment aids and how you can get involved with the membership effort, please contact NACo's Andrew Goldschmidt, director, membership marketing at (202) 942-4221.

Web Watch

Survey shows bias for e-government

A recent study shows that Americans favor e-government, saying it would improve citizen participation, while making government more accountable. The Hart-Teeter study, *E-Government: The Next American Revolution*, released by the nonpartisan Council for Excellence in Government, includes surveys of 150 government officials, 155 business and nonprofit leaders, and 1,003 members of the general public. All three surveys, the nonprofit council says, revealed overwhelming support for online government.

Thirty-six percent of respondents say being online will make government more accountable, 23 percent say it will give the public greater access to information, 21 percent say it will cut costs and streamline processes, and 13 percent say it will result in more convenient government services.

Despite support for e-government in general, survey respondents balked at using the Internet to vote. Overall, 59 percent of those surveyed are opposed to voting over the Internet. The public's major concern about e-government is security.

To view the surveys, visit: <http://www.excelgov.org/egovpoll/index.htm>.

Meanwhile, put your ideas about e-government to work

The Imagine e-Government Awards, sponsored by the Council for Excellence in Government, will recognize individuals who propose creative new ways for government to use information technology to serve and connect with the public.

The Council for Excellence in Government will award prizes to two individuals — one high school student and one adult — who propose a novel use of technology to transform and improve the practices of government.

In the spring of 2001, awards will be given to the adult and the high school student (grades 9 through 12) whose ideas best demonstrate public value, originality, and feasibility. Finalists in each of the two categories will be invited to present their proposals in Washington, D.C. to a panel of distinguished judges from the technology, government and education communities. The adult and high school student winners will receive \$50,000 and \$5,000, respectively, and the help of the Council for Excellence in Government as they strive

to see their proposals implemented. For complete details, go to: <http://www.excelgov.org/cgi-bin/egovaward/index.asp>

If you can understand this, then this is for you.

Hint: It's about geo-spatial data.

The Federal Geographic Data Committee (FGDC) has published the *Spatial Data Transfer Standard (SDTS), Part 7: Computer-Aided*

Design and Drafting (CADD) Profile, FGDC-STD-002.7-2000. The SDTS CADD Profile supports exchange of geospatial data contained within CADD systems with other geo-processing systems. This profile allows the representation of two- and three-dimensional geographic vector data from CADD packages to be transferred via the SDTS standard. The SDTS CADD Profile contains specifications for an SDTS

profile for use with vector-based geographic data as represented in CADD software.

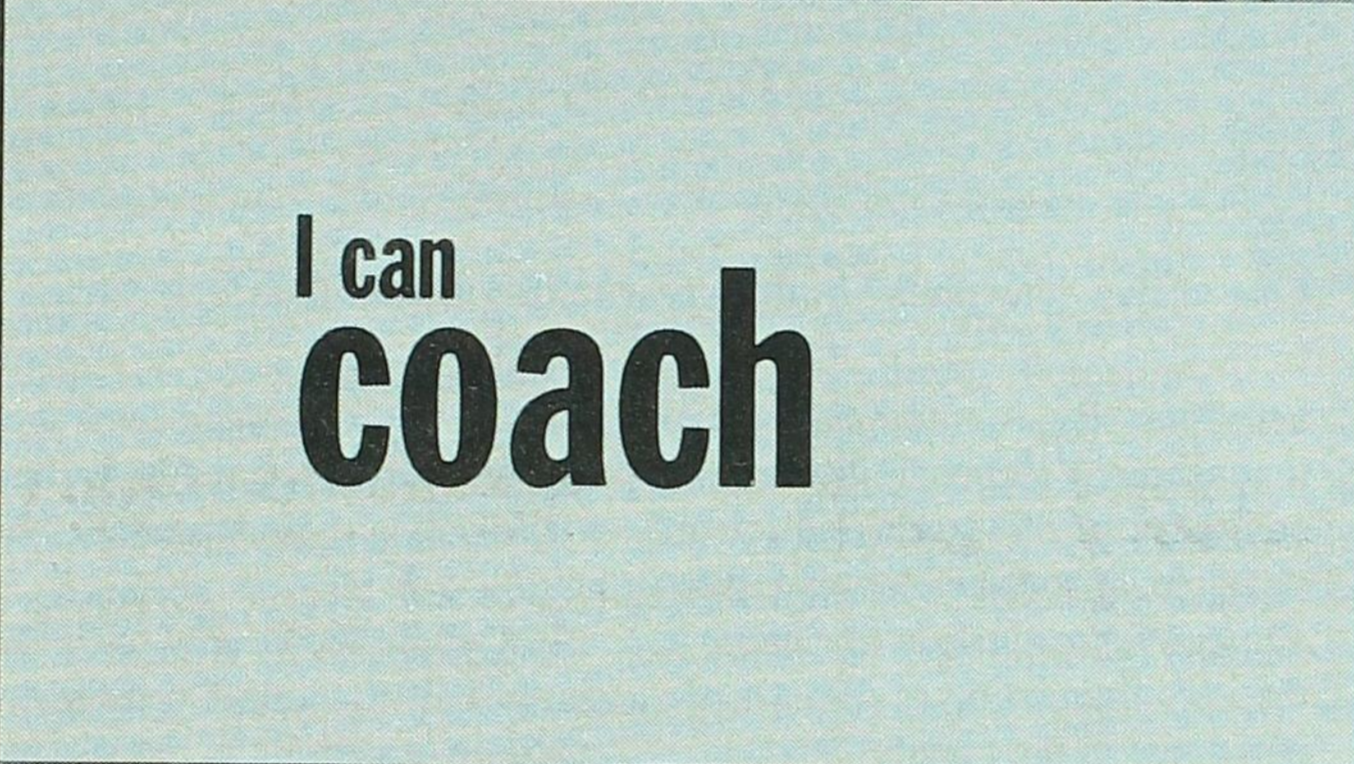
This profile facilitates the translation of this data between CADD packages without loss of data, and supports the translation of this data between CADD and mainstream GIS packages. For more information about the *Spatial Data Transfer Standard (SDTS), Part 7: Computer-Aided Design and Drafting (CADD)*

Profile, FGDC-STD-002.7-2000, please visit the Web site: http://www.fgdc.gov/standards/status/sub3_2.html, where you may download PDF and Microsoft Word versions of the document.

(If you have an item for Web Watch, please e-mail to Bev Schlotterbeck at bschlott@naco.org. Web Watch was compiled by Beverly Schlotterbeck, County News editor.)



I can
paint



I can
coach



I can
dance

how can you keep a kid off drugs?

The truth is, a little of your time can make a lifetime of difference. Because kids with something to do are less likely to do drugs. **You can help.** For more information on drug prevention programs in your community, call or visit:

1 877 KIDS 313
www.youcanhelpkids.org



Office of National Drug Control Policy

Rethinking disaster mitigation in the land of cheese, trees

By Commissioner Sue Cameron
Tillamook County, Ore.

This is a modest story about how even seemingly small actions can pay big dividends, particularly when they are tied to a strategic, long-term plan that puts the safety of people first.

In February 1996, western Oregon was devastated by its worst flooding in more than 30 years. Heavy winter snow, followed by warm weather and strong rains, caused widespread flooding that left dozens of communities isolated.

When the waters came, residents worked together to save what they could, producing countless acts of heroism, but the losses were nonetheless staggering: eight dead, scores injured, thousands of homes uninhabitable, miles of highway impassable and several hundred million dollars in damages.

Tillamook County in northwest Oregon was particularly hard hit. This small coastal region, with a county population of just 23,800 and an economy based on dairy, agriculture, lumber and fishing, took a disastrous financial punch.

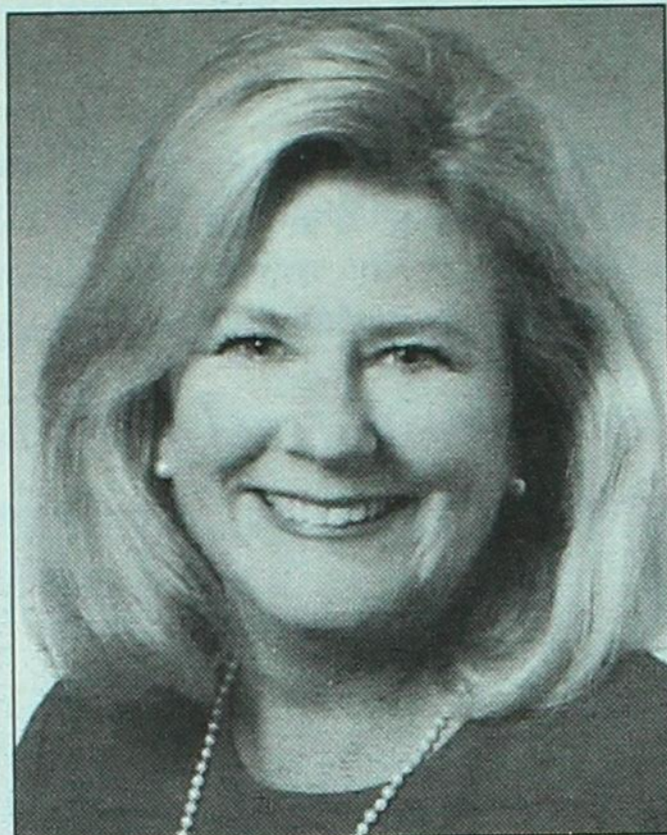
Some 700 dairy cows were lost and thousands of acres of farm fields were flooded. Many local families were displaced, only to return to destroyed houses and businesses.

Private insurance and assistance from the Federal Emergency Management Agency (FEMA) helped put the county on the road to recovery, but we were still left with more than \$50 million in uncompensated losses.

Flash forward to 1999: Beginning on Thanksgiving Day, more than nine inches of rain fell in the county within a 48-hour period, mirroring the 1996 deluge. But this time things were different. Countywide, damages were reduced by an almost unimaginable 96 percent compared to 1995. And not a single cow died.

What accounted for such a dramatic difference? In the interval between the floods of 1996 and 1999, a number of meaningful changes were effected locally, including an administrative reorganization that shifted responsibility for the county emergency management office from the sheriff to the county commissioners. For the first time, Tillamook County was in a position to implement a comprehensive pre-disaster mitigation plan.

But let me back up a little. As one of three county commissioners in Tillamook, I had joined with my colleagues and other community leaders in the aftermath of the 1996 flooding to talk about what we could do to lessen the impact of future disaster events. By recognizing that we had to fundamentally rethink our



Sue Cameron

approach to planning and preparedness, we had taken the first — and perhaps most critical — step toward building a more disaster-resistant community.

From those early post-flood discussions, a dynamic partnership began to emerge among local, state and federal officials, buttressed by the input and support of county residents eager to avoid further emotional and economic loss.

Soon thereafter, FEMA designated Tillamook County as one of its Project Impact communities. By using Project Impact as the focal point to mobilize the community, the county was able to combine available public and private resources and begin to finally develop a long-term mitigation strategy.

Consider just some of what has been undertaken in Tillamook County as part of its new Performance Partnership initiative:

- The U.S. Army Corps of Engineers introduced temporary flood mitigation measures to the five rivers that converge in the Tillamook area.
- With funding from the Department of Housing and Urban Development, 60 homes and 14 businesses were elevated, including an entire town.
- Two flood-prone properties were "bought-out" using funds from the FEMA Hazard Mitigation Grant Program.
- Five cow pads were constructed to rescue cows stranded during flooding.
- A citizen panel was formed to help direct the spending of available mitigation funds.
- Responsibility for the county emergency management office was shifted from the sheriff to the commissioners.

Of all these changes, perhaps it is surprising that the final one has been among the most significant. Historically, local emergency managers have been closely intertwined with laws enforcement, with a strong emphasis on emergency response



Photo courtesy of Tillamook County, Ore.

One of five "cowpads" built to rescue threatened livestock during recent Tillamook County flooding.

activities. By moving emergency management responsibilities to an environment more oriented toward strategic, long-term planning, it has allowed for mitigation to emerge as the very foundation of disaster preparedness in the county.

A related benefit has come in the ability of the county government to better integrate disaster planning with capital improvement and smart

growth. The expanded leverage in the community has made for better public policy — and safer neighborhoods.

And where the county once had a single half-time staff person dedicated to emergency management activities, the office now has three full-time members and includes an aggressive communication and outreach component.

None of this could have been done by the county alone, and the project to date has not always come easily. But in a region that receives more than 90 inches of precipitation a year, we can no longer afford to be surprised when it rains.

(Sue Cameron has been a Tillamook County Commissioner since 1997. She can be reached at scameron@co.tillamook.or.us.)

All-America City Award application 'user-friendly' version available

Fewer questions and more flexibility are two of the new changes to this year's All-America City (AAC) Award application. To encourage more communities to apply for the prestigious award, the National Civic League and sponsor Allstate Insurance Company, want to make the application process more user-friendly and to clarify that the award is not limited to incorporated cities.

With the new application, communities can designate whether they will apply as a county, city, neighborhood, town or region. While being a city was never a requirement, this new process will clarify that applicants can apply in ways they deem fitting for their locale. In fact, this year's AAC winners included six cities, two counties and two regions.

The changes to the 2001 All-America City Award application include:

- **Community application designation:** Communities will specify how they wish to be perceived and recognized — as a county, city, neigh-

borhood, town or region.

- **Community challenge section:** Communities will describe two of their most pressing challenges and why they should be selected as an All-America City.

- **Community-driven projects:** Communities will describe two projects that directly address the two challenges stated in the community challenge section.

- **Civic Infrastructure:** Communities will answer eight questions within the four sections of the National Civic League's civic index.

The 2001 AAC application is available on-line at www.ncl.org/NCL/aacapp.htm. The deadline for submission is March 29, 2001. Thirty finalists will be announced May 1, 2001 and the awards celebration will be held in Atlanta/DeKalb County, Ga. June 21-23, 2001.

For further information on the All-America City Award contact Sharon Hartman at (303) 571-4343 or sharonh@ncl.org.



Speaking at a recent hearing of the Streamlined Sales Tax Project (I to Jefferson County (Ky.) Judge/Executive Rebecca Jackson; Dearborn, Mich. Mayor Michael Guido, and Illinois State Sen. Steve Rauschenberger.

Jackson supports simplifying sales taxes

By RALPH TABOR
ASSOCIATE LEGISLATIVE DIRECTOR

Jefferson County (Ky.) Judge/Executive Rebecca Jackson gave NACo support to draft recommendations from the Streamlined Sales Tax Project (SSTP), at a hearing last week sponsored by the project.

The Streamlined Sales Tax Project (SSTP) is a state-sponsored effort to simplify and modernize the administration of sales and user taxes.

During her testimony, Jackson pointed-out that "NACo went on last March in support of the project and urged states to adopt legislation authorizing participation in the SSTP." She also noted that NACo had been invited and had participated in most of SSTP's meetings.

She spoke against congressional proposals to mandate a single, state-wide sales tax rate. "These proposals usurp the rights of states and localities," she said, "and would be politically difficult to enact in many states. NACo is pleased that the SSTP is recommending technology-based solutions to simplify the collection of state and local sales taxes."

Other governmental witnesses testifying in support of the SSTP draft recommendations included Mayor Michael Guido of Dearborn, Mich. and Illinois State Sen. Steve Rauschenberger.

Mayor Guido, representing the

U.S. Conference of Mayors, expressed a concern about some cities' needing a transition period to move from local to state administration of sales taxes.

Speaking for the National Conference of State Legislatures, Sen. Rauschenberger also applauded SSTP's decision to preserve local sales tax rates in its proposals. With technology available for retailers to determine local rates by ZIP code, he said there was no reason to establish a single rate for each state.

Most of the representatives of retailer groups testified in support of the draft proposals. Several witnesses, however, urged delay of state legislation until 2002 so that all of the proposed definitions of products to be taxed could be considered at one time.

Maureen Riehl, of the National Retailers Association, disagreed and urged that state sales tax simplification be sooner rather than later. Riehl said her organization and other industry groups already are preparing to lobby on behalf of SSTP's model legislation.

"Even though not all retailers issues have been addressed or supported by SSTP," stated Riehl, "the National Retailers Federation is preparing to educate and help coordinate lobbying efforts of state retail associations and related groups in key states in 2001."

that is based solely on the basis of population numbers.

Officials at the OMB have closed the comment period for individuals and organizations to speak out on the proposed regulations. A report on the final version of the regulations is due in January 2001, while exact implementation of the regulations will take place in early 2003.

The NACo Rural Action Caucus will be watching these developments carefully throughout the next several months and will be ready to work with the Congress if the effects damage the vitality and integrity of rural county governments.

High-tech HeroCard attracts volunteers

By VALARIE ZIOBRO
SPECIAL CORRESPONDENT

Hennepin County, Minn. is using Information Age technology to spread some old-fashioned neighborliness among its citizens.

Community organizations in the county wanted a way to encourage volunteerism and support for small businesses in underserved urban neighborhoods. They enlisted the help of the county Department of Economic Assistance to design the HeroCard automation program. The county received funding from U.S. Department of Commerce's Technology Opportunities Program, which is intended to address the digital divide in underserved areas across the country.

The HeroCard program is a fully automated system using computer-networked transactional equipment, Pentium-speed computers, a well-designed software package and Internet access to give people the incentive to support their local small businesses and volunteer their time and talents to their local community non-profit organizations.

Participating organizations give their volunteers a HeroCard which giving them credit at local businesses for their accumulated hours of volunteer time. HeroCard holders also earn credits with purchases at any shop in the program.

In this win-win scenario, community organizations and local businesses generate greater loyalty, the organizations get hours of volunteer effort, and citizens get rewarded for

investing in their community. The concept is founded on the belief that communities have more resources available to them than they realize, but that those resources have to be cultivated and encouraged within the community.

government agencies that received the Commerce Technology Opportunities Program grants. The federal grant of \$298,000 will be matched by the county's



contribution of \$284,000, which includes 90 percent of the salaries of two county employees who will run the HeroCard program, and another \$28,000 worth of volunteer time for project support and evaluation, totaling \$610,000 for the two years.

Initially, 60 community organizations and 60 companies in the Lake Street neighborhoods of downtown Minneapolis will be outfitted with hardware and software. Participating organizations hope to quickly grow the program and make it self-sustaining.

The program has been piloted since 1997 by a neighborhood in South Minneapolis, and plans for the electronic expansion were showcased at the NACo Annual Conference in 1999. Following the pilot's success, organizers expect to grow the program to more than 17,000 individuals, 100 non-profit organizations, and 250 merchants within the two years funded by the grant.

Hennepin County was one of 35 nonprofit organizations and local

Staff from Hennepin County will work with two well-established community organizations, the Lake Street Partners and Lake Street Council Executive Directors, to implement the HeroCard automation program. In addition, the Commonwealth Team will provide technical support. The implementation team will also include neighborhood residents, non-profit organization staff and local business owners.

For information on how to apply for TOP grants contact TOP program staff at (202) 482-2048.

Elderly services award category added to Acts of Caring

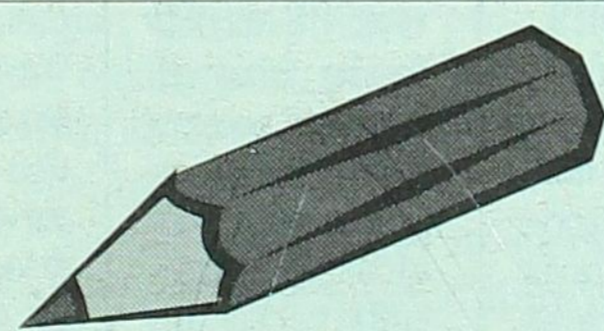
An elderly services award category has been added to NACo's upcoming April 2001 Acts of Caring awards program.

The need for elderly services continues to grow across the country, and NACo understands the vital role these volunteer programs play within a community.

If you manage a successful elderly services volunteer program, your program could receive an Acts of Caring award. The Acts of Caring awards honor exemplary volunteer programs focused on elderly services and 10 other categories: arts and culture; civic education and public information; criminal justice, emergency management, environment, health services, libraries, parks and recreation; programs for children and youth; and social services.

The deadline for entry is December 29, 2000.

To find out more about the awards or how to apply, please contact the Acts of Caring services bureau at (202) 387-8550 or visit the NACo Web site at <http://www.naco.org>.



County News invites Letters to the Editor

If you have a comment, 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; (202) 393-2630; cnews@naco.org.

CENSUS from page 1

ive," says Colleen Landkammer, chair of the Rural Action Caucus.

Landkammer also cites statistics from the Rural Policy Research Institute (RUPRI) based in Columbia, Mo., which show that rural America stands to lose 60 percent of its population, 27 percent of its counties, and 23 percent of its land under the new classifications under the reclassification. The changes would affect rural counties' ability to qualify for specific rural funding programs, yet also lose out on other program funding

HELP WANTED

IMMEDIATE OPPORTUNITIES TO HELP KIDS

For some of the most important jobs in America, all you need is the determination to make the world a better place for kids. And some time and talent. With this winning combination, you can fill an important job in a working mom's life by driving a sick child to the doctor. Or use your parenting skills to check on latchkey kids for a worried parent. Or put your letter-writing talents to work by sharing your perspective with a public official. You can help a child learn to read or mentor a math whiz. Organize a teen center or support a foster father with a gift of sports equipment.

We all know families everywhere are doing the best they can but need our help. Because it's tougher than ever to raise a child right. We're the **Coalition for America's Children**—more than 350 organizations united to help families be stronger than the problems they face. We know hundreds of ways you can take their side in your community. Call us at **1-888-544-KIDS** about volunteering for these jobs and more. Or find us online at www.kidscampaigns.org.

Whatever you have to give—time, talent, leadership, emotional or financial support—there's a family that could use your help. We're fighting for the children—whose side are you on?

WEB SURFERS

Part time. Get job satisfaction from your midnight browsing! Become the information hub for your block, car pool, or lunch group. Log on to KidsCampaigns (www.kidscampaigns.org) each week. Download and share the news that your community needs to work smarter for kids.

VOLUNTEER ONLINE

through Youth Service America (www.servenet.org).

EMPLOYERS

to create family-friendly workplaces. Take the test (www.kidscampaigns.org/Start/101workplace53.html) online and see how your business measures up.

LITTLE PATIENTS, BIG BENEFITS

Read to a sick child, help a children's hospital set up and maintain a library of books and videos, recruit arts and crafts helpers to entertain chronically ill and recovering children. For more information, call your local children's hospital and ask for the volunteer coordinator.

OUTSPOKEN PARENTS NEEDED

Seeking concerned, outspoken parents willing to talk to other parents and public officials about problems in their communities affecting kids and ways to solve these problems. Will train. Contact your local PTA at www.pta.org or call 1-800-328-1897.

RAISE YOUR KID IQ

with KIDSCOUNT data. Find out how children are faring in your city and state. Contact your local KIDSCOUNT group (www.aecf.org).

CHIEF COOKS & BOTTLE WASHERS

needed to prepare and serve meals for the millions of children and their families who are hungry. Contact your local foodbank or soup kitchen.

NEED A JOB OVER

SEMESTER OR SUMMER BREAK?

Put public service on your resume while helping a children's service or advocacy organization. Find a group near you by calling toll-free 1-888-544-KIDS or browse online at Kids Campaigns (www.kidscampaigns.org/connect.html) or at Youth Service America (www.servenet.org).

COMMITTED INDIVIDUALS

Call The Volunteer Center of the United Way/Crusade of Mercy at 1-800-916-3111. Callers are voice-mail routed to the volunteer center nearest to the geographic area in which they want to volunteer.

LEADERS

Get ideas of how to show you're

accountable to kids online at www.usakids.org/html/platbrochure.html#candidates.

STOP WASTING TIME MAILING TOO MANY RESUMES

Make new contacts, get practical, on-the-job experience with hundreds of local children's service and advocacy groups. Find out who needs your talents by calling toll-free to 1-888-544-KIDS or reach us online at www.kidscampaigns.org/connect.html.

GUIDES TO THE FUTURE WANTED

Supervise study sessions, coach sports, teach arts and crafts or drama to children. Contact your local Boys and Girls Club.

MOMS WITH MOXY

Help other moms get access to the information they need to advocate for their children's health, education, safety and financial security. Build a bridge between your own child's future and other families. Join Moms Online (www.momsonline.com). Also find them on America Online (keyword: momsonline).

POLITICIANS

who care for kids long after election day and offer solutions, not just

promises. Contact your local child advocacy organization and offer to hold a town forum, to write an article on meeting children's needs or get ideas online of 10 things you can do to show you're accountable to kids at www.usakids.org/html/platbrochure.html#candidates.

COURT ADVOCATES

to work on behalf of abused and neglected children, visiting them, writing reports to court, advocating services, etc. Great training for those with legal aspirations. Learn more about becoming a Court Appointed Special Advocate (CASA) volunteer at www.nationalcasa.org/volunteer.htm or call 1-800-628-3233 to find the CASA program nearest to you.

FATHER ROLE MODELS SOUGHT

Learn everything you need to know on the Internet to help young men be better fathers (www.kidscampaigns.org/whoside/president/fathers.html).

STUDENTS: MINOR IN COMMUNITY SERVICE

Check out the work-study, volunteer and public service center at your college or high school and ask about opportunities with kids.

1-888-544-KIDS

www.kidscampaigns.org



Coalition for America's Children

NACo ON THE MOVE

NACo OFFICERS/COUNTY OFFICIALS



Jane Hague

◆ NACo President **Jane Hague** attended NACo's Deferred Compensation Advisory Committee meeting, Oct. 26-28 in Savannah, Ga. She was joined by Larry Naake, NACo executive director, Lisa Cole, director of NACoS operations, and Renata Lipscomb, NACo corporate marketing associate.

◆ Hague, who is also a King County (Wash.) council member and **Ron Sims**, King County executive, presided over a Five Star Restoration site Oct. 21. The Five Star Restoration

grant of \$10,000 was given to the King County Park System and was used for preserving a section of the Sammamish River salmon habitat and towards limiting human access to it; and for reclaiming a gravel parking lot into wetlands at Marymoor Park.

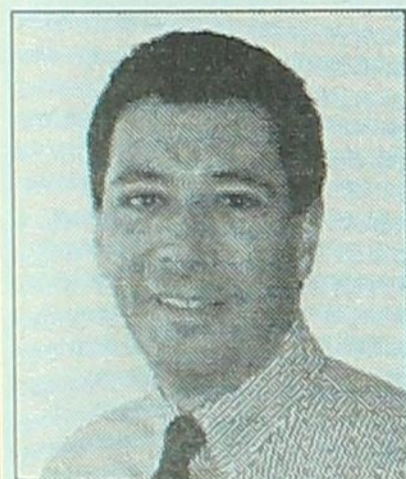
◆ **Doug Yoder**, assistant director, Department of Environmental Resources Management (DERM), Miami-Dade County, Fla., has been selected chair of the Urban Consortium Environmental Task Force of Public Technology, Inc.

NACo STAFF

◆ NACo Executive Director **Larry Naake** briefed Scott Sidwell, the new executive director of the Nebraska Association of County Officials, on Nov. 3.

◆ **Lou Witt**, senior program manager, attended the 10th Annual National Radon Meeting held in Milwaukee, Wis., Oct. 25-28. Witt was chairman of the policy advisory board for NEHA's national radon proficiency program and also served as moderator on a panel discussion about successful radon outreach activities.

◆ **Tom Goodman**, public affairs director, represented NACo at a special awards ceremony recognizing Montgomery County (Md.) employees who were honored at the NACo Achievement Awards, Oct. 19.



Terry Michael King

◆ **Terry Michael King** started as *County News* senior writer in mid October. King wrote for the National Rural Electric Cooperative Association (NRECA) and Design-Build Institute of America (DBIA). He holds degrees in Journalism and English Literature, both from the University of Maryland.

◆ **Scott Logan** is moving on up from NACo's research department to the legislative department as a legislative assistant starting today. Logan holds a B.A. degree from Drury College, Springfield, Mo., and is presently working towards his master's degree in public administration at George Washington University.



Scott Logan

◆ **Eric Ciliberti**, NACo associate legislative director, finished his first marathon, the 2000 Marine Corps Marathon, Oct. 22. His run of 26.2 miles in and around Washington, D.C. benefited the Christopher Reeve Paralysis Foundation. In other running news, **Elizabeth Galewski**, media relations coordinator, is in training for her fifth marathon. This time it's the Philadelphia Marathon, Nov. 19. She's attempting to beat her personal best of 3:43:37 set in Philly two years ago.



Donna Smith

◆ **Donna Smith**, director of the Insurance and Related Services Sector, NACo Financial Services, has been promoted to liaison between NACo members and Nationwide Retirement Solutions; NACo's Deferred Compensation Program insurance provider. Her headquarters will still be at Sandoval County, N.M.

**Hats off to...
County Administration
and Management**

**Partners in Quality
Chesterfield County, Va.**

Chesterfield County, like many others, procures professional services from architectural and engineering firms to design structures, facilities, and buildings for the county. As the county's construction manager collected data on construction projects over a recent 10-year period, he noticed an increasing rate of errors and omissions on architectural and engineering drawings. Thus, an opportunity arose for the county to develop a more proactive approach to managing supplier quality.

An *ad hoc* team was assembled to explore potential solutions to the problem, and it consisted of the county's quality coordinator, the director of purchasing and staff members from construction management and the purchasing department. Over a six-month period, the team visited nearly every architectural and engineering firm that had existing county contracts. At the end of this period, an invitation was extended to every supplier on the county's mailing list to attend the "Partners-in-Quality Forum."

The Partners-in-Quality program, devised by the *ad hoc* team is comprised of four distinct actions:

- educating the consultant community about supplier quality
- changing the quality requirements in the county's requests for proposals
- conducting a "Partners-in-Quality Forum," and
- availing the consultant community for specific training on the subject of errors and omissions.

The education of the consultant community about supplier quality began with a two-hour presentation on quality principles and practices, with an emphasis directed at supplier quality.

As visits were made to suppliers over the six-month period, firms were informed that process management and systems thinking should be used, along with inspection, for quality

control.

After conducting research on best-management practices and quality-control programs, Chesterfield County changed the requirements for their requests for proposals from suppliers.

The new requirements emphasize quality control and expect suppliers to provide information about their company's design process, budget and change orders and efforts to improve quality and to minimize future errors.

Once these changes were made, notice was placed in various media outlets advertising the Partners-in-Quality Forum. To accommodate work schedules, two sessions were conducted to provide information to all affected firms about the nature of the changes. In addition, a three-day seminar was offered to help architectural and engineering professionals improve the quality of their designs.

Expenses incurred by the county for this program consisted of advertising costs, printing, postage and refreshments totaling \$4,900, while the cost of staff attendance to the three-day seminar was an additional \$3,000.

**A Partnership Approach
to the Building Permit
Process**

Washington County, Ore.

The building permit process can often impede development in many counties. Development stalls while frustrated inspectors and plan examiners review proposals that are inadequate and fail to meet county building codes.

In an attempt to streamline the process of building permit issuance, Washington County, Ore. devised "A Partnership Approach to the Building Permit Process."

The partnership was designed to get the county's building services department involved in proposed commercial building projects at the earliest stages. By streamlining the

building permit plan review process, the county hoped to conserve staff and resources, and provide better customer service.

The building permit process became more efficient as plan examiners began meeting with applicants before they made permit applications. On-site pre-application meetings provided examiners with an opportunity to explain county procedures and to refer the applicant to other agencies involved in the permit process.

Beginning with Intel, building services began forming "strategic engineering teams" designed to handle regulatory concerns that could hinder development. Typically, these teams include county plumbing, mechanical and electrical plan examiners, inspectors and the structural-fire and life-safety plans examiner, a fire marshal's representative and representatives from the owner's project development team.

As a result of on-site review meetings, Washington County has seen an overall increase in compliance with building-code requirements. Clients are made aware of what is required of them prior to submitting their applications for building permits, and building services has discovered that strategic engineering teams have much to do with the success of the program.

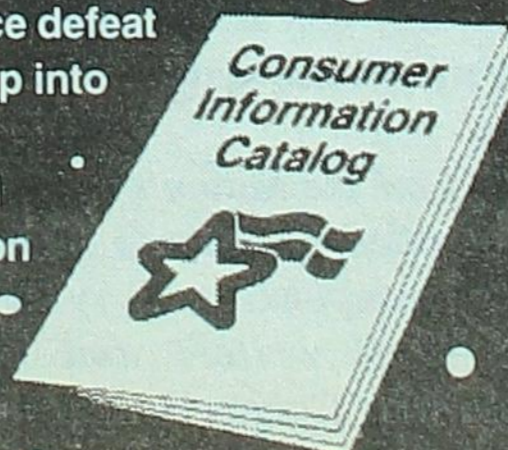
The initial cost to implement the program was between \$5,000 and \$7,000, and subsequent start-up costs for other large clients should cost less than \$1,000.

Today, there are no costs associated with the jurisdiction for the expanded public/private partnership program. In fact, there is an actual savings in county staff time as the construction plans that are submitted are more complete and already contain the building code information that accelerates the process of review and approval.

(Hats off to... was compiled by Shawn Hills, research associate.)

MAY THE SOURCE BE WITH YOU

Don't let the dark forces of ignorance defeat you. Right in this galaxy, you can tap into the source - the free Consumer Information Catalog. It lists free and low-cost government publications on cosmic topics such as federal benefits, jobs, health, housing, educating your children, cars and much, much more. So dispel the



darkness and send for the source. Write today to Pueblo, Colorado for the free Consumer Information Catalog. Just send your name and address to:
Consumer Information Center
Department Source
Pueblo, Colorado 81009
or call 1-888-878-3256

NEWS FROM THE NATION'S COUNTIES

CALIFORNIA

• **TULARE COUNTY** has filed suit in federal court to block the U.S. government's designation of some 328,000 acres of national forest land known as the Giant Sequoia National Monument. The county claims it did not have "meaningful input in the process" before President Clinton, in April, set aside the land for the monument within the 1.2 million-acre Sequoia National Forest to protect half of the 75 remaining giant sequoia groves in the Sierras.

The county says it will lose 105 lumbermill jobs and face other financial setbacks. The federal government says it is not restricting commercial logging or public access for recreation during the three-year planning period before the monument designation becomes final.

• **RIVERSIDE COUNTY** is going electronic this election year with its first-ever touch-screen voting equipment. There are 614,000 registered voters who will have available to them 4,000 machines in all 715 polling places, according to Registrar Mischelle Townsend. The election official cited simplicity, accuracy, security and cost-effectiveness as attributes that sold the county on the devices. The county spent about \$14 million on the electronic ballot boxes and the peripherals Townsend said.

FLORIDA

Prisoners in **MIAMI-DADE COUNTY** have an opportunity to learn a skill and give something back to the community. The Miami-Dade Corrections and Rehabilitation Department recently started a cabinet shop program to train prisoners to make useful wood objects, which are then donated to United Way to distribute to the underprivileged during the holidays. Among the items inmates have made are clothes lockers, children's step stools, toy appliances, games, and building blocks.

The county also provides prisoners training in auto mechanics, welding, small engine repair, auto body repair and printing.

MICHIGAN

OAKLAND COUNTY holds a biannual auction to raise money for the county. County departments contribute items and get back a portion of net profits from the auction. This fall's auction included luxury cars, trucks, vans, a bus, bicycles, office equipment, computers, jewelry and lawn mowers. The 2000 auctions brought in \$423,098 in May and \$245,958 last month, according to Jack Smith, Oakland County chief

of support services. The lower take was due to fewer vehicles offered in October compared to last year Smith explained. The next auction is scheduled for next spring.

NEW YORK

SUFFOLK COUNTY could be the first county in the country to cite motorists and fine them (\$150) for operating their car and using a handheld phone. There are a growing number of city ordinances addressing this public safety issue around the country but this is the first time, it is believed, that a county has taken such action.

"We are targeting careless driving habits that didn't exist 10 years ago," said Suffolk County Executive Robert Gaffney.

The *New England Journal of Medicine*, in a study conducted a few years ago, reported that those operating vehicles are three to six times more likely to be involved in an accident while their attention was divided talking on a telephone.

TEXAS

The Texas Historical Commission (THC) has divvied up about \$49 million in grant funds to 19 counties for the preservation and restoration of Lone Star State courthouses.

THC Architecture Director Stan Graves said an additional \$750 million to \$1 billion may be required to completely restore all Texas county courthouses many of which date from the late 19th and early 20th centuries.

"It is our responsibility to honor this irreplaceable legacy by empowering local communities to use preservation as a way to promote heritage tourism and [to] revitalize local economies," said Larry Oaks, THC executive director.

The top five awardees were: **GRAY**, \$3.8 million; **HOPKINS**, \$3.6 million; **ELLIS**, \$3.5 million; **RED RIVER**, \$3.4 million; and **MILAM**, \$2.9 million.

VIRGINIA

Police trainers in **ARLINGTON COUNTY** are using new software called ADORE (Automated Daily Observation Report and Evaluation) that shaves off 2 to 2-1/2 hours a day in documenting police recruits' training. The new software allows computerized note-taking and includes a rating system that allows trainers to track performance in dozens of categories.

(News from the Nation's Counties was compiled by Valerie Ziobro, special correspondent; Terry King, senior staff writer; and Bev Schlotterbeck, County News editor. If you have news from your county, please e-mail to: cnews@naco.org.)

NEAL PEIRCE COMMENTARY

'No Excuses' — Could All Schools Succeed?

BY NEAL R. PEIRCE
WASHINGTON POST WRITERS GROUP

(Neal Peirce is a syndicated columnist who writes about local government issues. His columns do not reflect the opinions of County News or NACO.)

The Crown School in Brooklyn's Crown Heights neighborhood serves very poor minority children (91 percent black, 8 percent Hispanic). Sometimes it has to pack 35 children into a single classroom.

But Irwin Kurz, the remarkable principal of this school for the past 13 years, asserts that "it's a lot of garbage that poor kids can't succeed." Crown's hallways groan under the weight of student projects, presentations, book reports and certificates of excellence. On basic tests, it ranks 40th out of 674 elementary schools in New York City.

Detroit's Newberry Elementary School, set in a sea of vacant lots and abandoned buildings in a poverty-ravaged neighborhood, is producing similar scoring miracles.

The secret, says principal Ronald Williams, is "to give my teachers whatever they need to get the job done and then hold them accountable for the results." Indeed, Williams has so inspired those teachers that for two hours, four days a week, they run a voluntary after-school program in reading and math. Close to 90 percent of Newberry's 4th- and 5th-graders are passing Michigan's tough writing and math exams.

In Houston, the Mabel B. Wesley Elementary School, located in the impoverished Acres Homes neighborhood, has been excelling for more than 20 years under two successive strong leaders.

Among the keys to Wesley students' high grades on Texas assessment tests: a strong emphasis on language acquisition and reading, and, in the words of principal Wilma Rimes, "accepting no excuses for student failure."

The question everyone asks: Are these schools and their achievements just isolated, atypical, non-replicable examples of some charismatic principal who succeeds in defying the odds?

A thundering no comes from

education expert Samuel Casey Carter in his booklet recently published by the Heritage Foundation, *No Excuses — Lessons from 21 High-Performing High-Poverty Schools*.

"Nothing these men and women do is beyond the reach of any school in the country," says Carter. It's true, he acknowledges, that the hero principals are often mavericks bucking the system.

But it is possible, he says, to create a system "that rewards and inspires replication" of the against-all-odds schools.

There's even the money to do it he argues. Cumulatively, the county is spending \$340 billion a year on K-12 education. Just "flatten" the education establishments so that less of the money is thrown into central bureaucra-

"A command-and-control approach to discipline is limited by the number of guards you can hire. When self-discipline and order come from within, every extra person is part of the solution."

—Samuel Casey Carter
Education Expert

cies, Carter asserts, and we'd then have "more than enough money in the system to reward the principals and teachers who get the best results."

How do the star schools get those results? Carter has a list, gleaned from the 21 he studied: First, principals need to be free to decide how they spend their money, who they hire, and what to teach.

Second, great schools set hard and fast goals — whether it's literacy at the earliest age, or calculus by 12th grade, or 100 percent attendance — "that the whole school must strive to obtain. Once the principal sets a clear vision for the school, every teacher has to be held personally responsible for enforcing it."

Third, encourage development of master teachers — "Quality, not seniority, is the key."

Fourth, use regular and rigorous testing to spur continuous achievement. "High expectations

without a means of measurement are hollow."

Fifth, Carter adds a point about discipline, self-control, self-reliance: "A command-and-control approach to discipline is limited by the number of guards you can hire. When self-discipline and order come from within, every extra person is part of the solution."

Sixth, principals have to establish direct, frequent contact with parents to make the home a place of learning through reading to younger children, plus constant checking to see homework's done.

Carter adds a final point — about time. "School is hard work." Great principals will demand no less of students and staff. That means, as needed, after-school programs, summer schools, and categorically rejecting the idea that teaching is an 8 a.m. to 3 p.m. job.

Is all this heresy in the eyes of teacher unions? Often, yes — right now in strike-threatened Boston, Philadelphia and Los Angeles, for example, unions are asking for seniority protections, trying to limit principal power, and objecting to pay-for-performance approaches.

Carter thinks the unions have it all wrong. Between now and 2006, he notes, as many as two-thirds of today's teachers will retire or leave the profession. That creates, he suggests, a golden opportunity "for teacher unions to reinvent themselves as professional organizations that realign themselves to reward good performance."

Add in the assertiveness of mayors increasingly and successfully demanding a strong voice in their cities' schools, plus growing pressure for smaller schools, for charter schools and vouchers, and revolution of the magnitude he suggesting seems a lot less distant than just five or 10 years ago.

The rewards could be stunning, especially in America's poor neighborhoods. As Carter observes, "an outstanding school is a source of pride, a wellspring of joy, and a force for stability in an impoverished community."

Neal Peirce's e-mail address is npeirce@citistates.com.

© 2000, The Washington Post Writers Group

THE H.R. DOCTOR IS IN

Ode to Sick Leave Abusers

One of the most cherished employee benefits is sick leave. Most public agencies have policies that give employees the right (i.e., the entitlement) to accrue some amount of paid sick leave, such as eight days per month. This time may be accrued in a sick leave bank and is often something that accrues a cash value paid to the employee upon separation, retirement, death, etc.

Sick leave provides what amounts to short-term disability insurance. That noble purpose was created as a benefit in the post-World War II world to encourage employment stability and make the organization an attractive competitive place for employment and retention. However, sick leave management has become extremely complex.

The first complication is that we have trouble understanding the word "sick." New technologies, new diagnoses, new treatments prompt increasing demands from employees to visit doctors, physical therapists, get checkups, have blood tests, get allergy shots, take the kids to all their medical visits, or accompany mom and pop or grandma and grandpa to doctor's office.

The acute distress suffered by employers in the administration of sick leave is compounded by the administrative work, training needs and pain relievers, associated with applying the Family Medical Leave Act. Added to this recipe for complexity are the vague interpretations and definitions in the Americans with Disabilities Act.

To further add to the clinical depression of HR directors is the fact that a small percentage of employees regard sick leave as an entitlement to use as paid time off when they or members of their immediate families are not ill. Most employees, fortunately, do not fall into this cat-

egory. Unfortunately, a few do and they display remarkable tendencies to become too ill to work on Fridays, Mondays or the day before or after holidays.

Sick leave: outdated concept

The truth, not often spoken out loud, is that sick leave is a traditional and outdated concept that is not only hard to manage but may, in fact, cause more harm to interpersonal relations than it adds value.

For example, sick leave verification, especially for persons with patterns of unscheduled absences, may involve doctor notes and confrontations with management over employee veracity.

In turn, all four parties in the sick leave equation feel oppressed by the system. Employees feel picked on and can be turned into antagonists in relation to the employer. Physicians' offices are often lined with loitering employees waiting for the office staff to finish writing the "please excuse Jimmy" letter to be signed by the next staff member at the office who walks by.

The employer is put in the position of having to challenge employee statements or require and pay for "fitness for duty" medical evaluations in which one doctor's opinion is pitted against another's. Finally, the tax payers foot the bill for a process that is difficult to manage, time-consuming and goes against the basic notion that pay should focus on work performed and time worked rather than pay for time not worked.

Combined leave gives single solution

The HR Doctor predicts the increasing substitution of a single form of paid-time-off or combined leave instead of the multiple separate time off policies such as sick leave, vaca-

tion, administrative leave, etc.

In a paid-time-off model there is only one category of leave and the same amount is available to all employees. The leave may be used when illness strikes, or for any other more positive purpose. In terms of scheduled time off, all employees are treated with a sense of equity and the employer spends less time chasing down and monitoring the two-hour sick leave used last Friday.

The HR Doctor sees paid-time-off being augmented with short-term disability income protection insurance so that after some period of time, such as five consecutive days, of medical inability to work, the insurance program provides an income subsidy such as 80 percent of regular pay for the employee — that's an 80 percent disability payment which may not be subject to income taxes.

Add a further supplement for those very unfortunate and hopefully very rare massive medical problems such as those following occurrences of heart attack, major accident, organ transplant, chemotherapy treatments, etc., and the package will be more equitable and require less "process" frustration.

Finally, sick leave, though perhaps a benefit of the last century, is not likely to go away anytime soon because it is thought to be an entitlement by many and enshrined in personnel policies and labor agreements to the point where it is the fringe benefit equivalent of petrified wood. However, it will evolve and that evolution will be a good thing for employees and public agencies.

The HR Doctor wishes you good health and ask you to please wear your seat belts. And don't forget to visit at www.hrdr.net.

Phil Rosenberg
The HR Doctor

Ode to Sick Leave Abusers

As a final note, the HR Doctor offers an ode to the few sick leave abusers with great apology and great respect for the late poet Shel Silverstein:

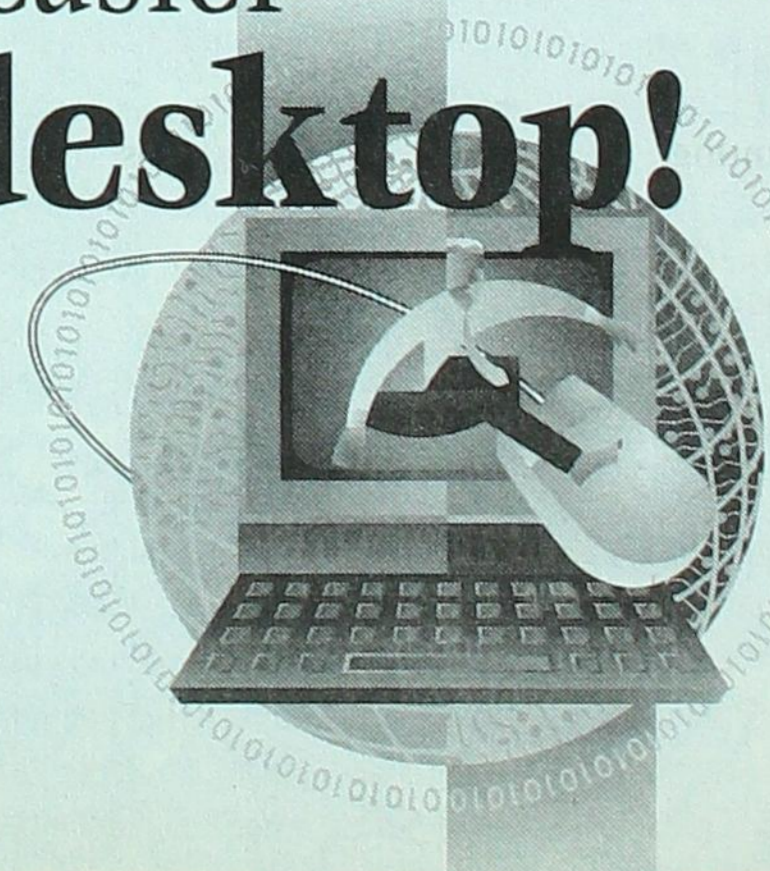
"I cannot go to work today" said Maintenance Worker Robin Kay
My voice is hoarse
My throat is sore
I'm sneezing, coughing and even more
My eyes are bloodshot
Skin is blue
It's hard to move
I've got the flu
My temperature is high
My glasses broke
If I get up, I think I'll choke
There's only one thing I can do
I'll call the office and report the flu
I'll tell them I am too weak to work
I'll use my sick leave as a perk
It's my entitlement to use, you see
They can't question my veracity
If they want a note from a doctor's pad
That's extremely simple to be had
I'll talk to the nurse about my pain
And the Doc will sign just to keep herself sane
The doctor knows I am really fine
But if no note is written I'll start to whine
Not to hear me whine and gloat
It's easier just to write the note
"Robin needs a day off with pay
Tomorrow she should be okay"
They'll have to get along without me today
I'll be home on sick leave with pay
I use my sick leave as soon as I earn it
For Fridays and Mondays I prefer to burn it
I'll ask for added donated leave
If I ever have cancer or heart disease
So I've made the call, being weak and pale
I left the message on the boss' voice mail
Now I can roll over and go back to bed
'Til the mall opens up and the newspaper's read
What? What did the TV news just say?
They said today is Saturday
I'm feeling better, there's no more pain
My call to the office was all in vain
Saturday is my day off, for sure
I've just found a sick leave cure.

The e-mailman can make your life e-easier

Get County News on your desktop!

Headline update • Web site update • PDF delivery

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



FINANCIAL SERVICES NEWS

County Reinsurance Available Through FSC

Forget what you may think the word captive means on the street. In the insurance business, more precisely the reinsurance business, a "captive" is a type of insurance pool that does not offer reinsurance services outside its group.

County Reinsurance Limited (CRL) is a captive insurance company, formed in 1997, to give county association pools the same kind of economies and savings in the reinsurance market that they have historically provided to their member counties in the insurance arena. CRL has lived up to its mission.

Even in the recent soft market and with the start-up costs, the CRL actuary indicates that the captive saved pools \$500,000 in 1999. Total captive pool premiums were \$6 million in 1999.

CRL presently covers workers' compensation, property and casualty, law enforcement and public officials liability. Each member pool selects its self-insured retention (SIR) limit for losses. A self-insured retention is the amount of money per claim the county pool pays before their reinsurance kicks in. Each pool may have a different self-insurance retention level. CRL covers each pool for the amount above that self-insured retention up to \$1 million.

CRL purchases reinsurance for the \$1 million to \$2 million layer of coverage. Individual pools may change their self-insurance retention level or purchase coverage above the \$2 million layer on their own. This can assist each pool in staying competitive as the marketplace changes.

CRL is domiciled in Vermont. The state of Vermont regulates each captive and monitors its activities to assure adequate capital and surplus. CRL has capitalized itself at 40 percent.

Capitalization costs increase only

if the member's premium is increased from one year to the next. This contribution is listed as an asset on the member pools' financial statements. For the member pool, the capitalization funds are reserved and invested similarly to the funds invested in their own pools.

CRL is made up of 10 pools from five states. A representative of each state sits on the board along with a resident from the state of Vermont. At the CRL annual meeting, a dividend can be declared by the board. Each member of CRL then shares in the profits of the captive that year.

Ron Aycock, vice-president of

CRL and the executive director from North Carolina County Commissioners Association, is chairing a committee to create the opportunity for individually insured counties to use the captive to reinsure their county. The captive board has committed \$1 million toward the effort. Since many larger counties are unable to participate in their own state pool, this opportunity would provide a significant benefit to self-insured counties.

Jim Jean, president of CRL, recently commented, "CRL has developed an excellent reputation in a short period. We have worked

through the start-up pains that are so time consuming. It is an opportune time for other county pools to benefit from our endeavors."

CRL recently hired full-time staff to assist in the operations of the company. The NACo Financial Services Center assists CRL with administration and marketing.

For more information contact: Donna Smith, director, Risk Services and Employee Benefits, NACo FSC, (505) 890-5700 or dsmith@naco.org

(Financial Services News was written by Donna Smith.)

RESEARCH NEWS

Is Internet Voting in Your Future?

The trend is clear: the Internet is being used for a myriad of tasks. But, does the Internet have a future in local and national elections?

Gov. Gray Davis of California and Gov. George Pataki of New York, after attending the California Internet Voting Task Force meeting earlier this year, wrote an op ed article published this past January agreeing that most of the technology needed for a secure Internet voting system is presently in existence.

However, they raised concerns, concurring with the task force report, that voter fraud and data integrity need to be addressed as well as other negative aspects. The governors cited instances of hackers stealing passwords and credit card numbers as major caveats to future online voting.

Along with this cautionary thinking, the task force report released earlier this year listed further areas of concern.

Called by California Secretary of State Bill Jones to study potential

use of the Internet in state elections, the task force included experts in data security, elections and voter participation who studied the possible impact Internet voting may have on county election officials.

Here's what they found:

The first impact mentioned is funding and staffing, since both polling place access to the Internet for voting as well as remote voting systems require a commitment of significant county resources.

The second point they raised was the requirement that county election officials assure proper ballot configuration and the difficulty of doing that in an electronic environment.

Another area of impact for county officials is assuring that the tabulations from both the Internet voting and the paper system are complete and accurate.

The major impact on county officials, however, will be the process of comparing signatures on Internet ballot request forms with each voter's

signature on the voter registration roles prior to issuing an electronic identifier for voting use. The additional resources for this potentially labor-intensive task could affect a county's ability to administer the process.

And finally, the task force report mentioned the requirement of having trained technical personnel available to assist with the electronic voting systems for each election.

In broader strokes, the task force said that the ability to vote via the Internet would increase election access to millions of people who don't normally vote. They also reported that the threats to security, integrity and secrecy of Internet ballots are real and major concerns.

For a copy of the California Internet Task Force report, go to http://www.ss.ca.gov/executive/ivote/final_report.htm

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



It's a fact.

The more you get involved in the lives of children, the less likely they are to use alcohol, tobacco, and illicit drugs.

Positive, healthy activities help kids build skills, self-discipline, and confidence.

Get into the act. Call 1.800.729.6686. Se habla español. *Your Time. Their Future.* Let's Keep Our Kids Drug Free. TDD 1.800.487.4889.

<http://www.health.org>



U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES Substance Abuse and Mental Health Services Administration Center for Substance Abuse Prevention

JOB MARKET CLASSIFIEDS

ADMINISTRATIVE ASSISTANT TO PRESIDENT AND EXECUTIVE COMMITTEE, INTERNATIONAL ASSOCIATION OF CLERKS, RECORDERS, ELECTION OFFICIALS AND TREASURERS (IACREOT): Salary range: \$40,000-\$50,000 annually. IACREOT is a nonprofit, international professional organization with a membership of 1500 elected and appointed public servants.

IACREOT seeks to acquire professional services to serve its needs through contractual arrangements and will accept proposals from potential providers through a Request for Proposal. Deadline for receiving proposals is December 8, 2000. Formal RFP must be submitted on required format that can be provided electronically by request womack_janis@ci.san-marcos.tx.us or mail: Janis K. Womack, City Clerk, 630 E. Hopkins Street, San Marcos, TX 78666.

Responsibilities: Receive multi-media correspondence and respond to requests. Manage Web site. Assist with publication of six newsletters. (Publication duties to become full responsibility at a future time.) Coordinate and provide clerical assistance as needed for all aspects of conferences, meetings, workshops, including registration. Develop speaker bureau, including arrangements and contract execution. Maintain multiple databases, including membership and education certification credits, the preservation of the records of organization. Assist the Executive Committee as needed.

Qualifications: degree plus minimum five-years experience working with nonprofit organizations. Outstanding clerical skills, including computer skills, with a demonstrated ability in public speaking. A valid driver's license with an acceptable driving record necessary.

ASSESSOR — GEORGETOWN COUNTY, S.C.: Starting salary \$40,342-\$48,411 DOQ. Plans, organizes, coordinates and directs the appraisal and assessment of all real property in the County in accordance with State law and County policy. Supervise the staff of appraisers, technicians and clerical employees to ensure accurate and timely completion of duties. Bachelor's degree in Business Administration, Finance, Real Estate or related field and six to nine years experience as a residential/commercial appraiser required. Supervisory experience and experience in government tax assessment and equalization strongly preferred. Apply to Director, Administrative Services, Georgetown County, P.O. Box Drawer 421270, Georgetown, SC 29442. EOE

AUDITOR, METROPOLITAN KING COUNTY COUNCIL — KING COUNTY, WASH.: Annual salary range \$77,079-\$96,261, plus generous benefits package. OPENED: October 30, 2000. CLOSES: November 27, 2000. The County Auditor is responsible for directing the County Auditor's Office in the conduct of management and financial

(Continued on page 15)

JOB MARKET/CLASSIFIEDS

(Continued from page 14)

related and compliance audits of county agencies and processes. The County Auditor is responsible directly to the Metropolitan King County Council for achieving the Charter and ordinance-mandated responsibilities of the Auditor's Office. The Auditor establishes internal policies and procedures for the operation of the Auditor's Office, develops Auditor's Office annual work program, assigns projects to auditors, and recommends improvements in administrative controls to safeguard public assets and to ensure compliance with applicable laws. The County Auditor is appointed to a four-year term by the King County Council. This position is a salaried, at-will, overtime-exempt classification and exempt from Career Service.

Applicants must have a Bachelor's degree with graduate-level course work in a related field. A Master's degree in business administration or public administration is highly desirable. The position requires an extensive working knowledge of management auditing and a general understanding of financial auditing normally acquired in no less than eight years of varied auditing and management experience. A minimum of three years supervising a financial or management audit staff is also required.

Forms and materials required: A King County application form, resume and letter of interest detailing your background and describing how you meet or exceed the requirements are required. A written test may be required of finalists. Please include relevant work samples that demonstrate your ability and experience performing the type of work provided by this position.

Where to apply: Required forms and materials must be sent to 516 3rd Ave., Room 1200, Seattle, WA 98104. Application materials must be received by 4:30 p.m. on November 27, 2000. Postmarks are NOT ACCEPTED. Contact the council hotline at (206) 296-4888 for further inquiries. Applications received at the location specified above may not be processed. King County is an equal opportunity employer.

CITY MANAGER — CITY OF CLIFTON FORGE, VA.: (Population: approximately 4,600.) Salary: Negotiable. Depends on Qualifications (DOQ) plus benefits. Council-Manager government, reports to five-member City Council elected at-large. Total budget is approximately \$6.9 million, including budget. The City owns and oper-

ates its water and sewer systems. Requires a Bachelor's Degree and at least five years of senior level management experience in local government. MPA or MBA is desirable. Council seeks an energetic, proven leader and self-starter with a focus toward the future. Requires a visionary and effective communicator with excellent negotiation skills. Clifton Forge is strategically located in the scenic Allegheny Highlands on Interstate 64 and the Jackson River (the headwaters of the historic James River). Recreational and educational opportunities abound. Nearby are Douthat State Park, Lake Moomaw, and the George Washington and Jefferson National Forests, which offer camping, hiking, canoeing, boating and fishing. Nearby colleges are Dabney Lancaster Community College, Washington & Lee University, Roanoke College, Southern Virginia College, & VMI. Send resumes to: Nellie D. Friel, Clerk of Council, 547 Main Street, Clifton Forge, VA 24422, phone (540) 863-2500. Initial interviews begin the end of November. Open until filled. AA/EOE

COUNTY ADMINISTRATOR — TOMPKINS COUNTY, N.Y.: Salary range: \$77,402-\$85,094. The County Administrator serves as chief executive officer, chief budgetary officer, and administrative head of Tompkins County government. Master's in Business or Public Administration or related field AND eight years of administrative experience OR Bachelor's and 10 years of administrative experience. Details: <http://www.tompkins-co.org/personnel/personnel.html>. Submit a resume to Tompkins County Personnel, 125 E. Court St., Ithaca, NY 14850. Tel.: (607) 274-5526. EOE/AA. Minorities and women are encouraged to apply.

DIRECTOR OF COMMUNITY AND FAMILY SERVICES — POLK COUNTY (DES MOINES), IOWA: Salary range: \$69,016-\$95,061, with a comprehensive benefit package. Reports to the County Manager; plans, organizes, directs and oversees a staff of 107 in the countywide implementation of multiple community/family-related services in a client-centered/community-based approach. Master's degree in human services, sociology, public administration, business management and five years progressively responsible professional/managerial experience in human services, or a Bachelor's degree in human services, sociology, public administration, business management and seven years progressively responsible professional/managerial experience in human services or re-

lated fields or any equivalent required. Requires extensive knowledge and experience in planning/programming practices and techniques relating to human service programs/activities and demonstrated ability in the development/utilization of human services provider/delivery systems. Send resume and salary history by December 1, 2000 to:

Polk County
Human Resources Department
111 Court Avenue, Suite 372
Des Moines, Iowa 50309
E.O.E., A.A. Applications are subject to the Open Records Law. Residency requirement. Resume will not substitute for application form. Job line: (515) 286-3831. Fax: (515) 286-3316. TDD: (515) 286-2003. Web site: www.co.polk.ia.us.

DIRECTOR OF GENERAL SERVICES — POLK COUNTY (DES MOINES), IOWA: Salary range: \$69,016-\$95,061. Competitive benefits package; reports to the Polk County Manager; provides the administrative oversight for major county construction projects and directs a staff of 98 employees; a degree in business, public administration, construction engineering, facilities management or related field and five years of management experience in one or more of the above specified fields or equivalent required; excellent management and communication skills; knowledge of project management, principles and techniques necessary; experience in the various development/management stages of construction projects required. Send resume and salary history by November 22, 2000 to:

Polk County
Human Resources Department
111 Court Avenue, Suite 372
Des Moines, Iowa 50309

An Equal Opportunity and Affirmative Action Employer. Applications are subject to the Open Records Law. Residency requirement. Resume will not substitute for application form. Job line: (515) 286-3831. Fax: (515) 286-3316. TDD: (515) 286-2003. Web site: www.co.polk.ia.us.

JUVENILE COURT ADMINIS-

TRATOR — YAKIMA COUNTY, WASH.: Salary range (Under Review): \$63,965-\$83,460 annually DOQ. **Requirements (Education and/or Experience):** Equivalent to a Bachelor's degree in a related field and seven years progressively responsible experience, including two years in a supervisory and managerial capacity in a juvenile court services environment.

Description of duties or other pertinent data: The Juvenile Court Administrator is responsible for the overall administration and operation of Juvenile Court Services in Yakima County, including the Juvenile Court, Juvenile Detention, Juvenile Probation and volunteer advocacy programs. Performs critical administrative work in planning, organizing, directing and supervising staff and activities to provide juvenile court, detention, custody and visitation, and domestic services for offender and non-offender juveniles. Apply at:

Yakima County
Human Resources Department
128 N. 2nd Street, Room 412
Yakima, WA 98901
Telephone: (509) 574-2220
Internet: www.pan.co.yakima.wa.us
Closing date: January 4, 2001.
AN EQUAL OPPORTUNITY EMPLOYER

PLANNING DIRECTOR — FRANKLIN COUNTY, KAN.: Franklin County seeks applications for a Planning Director. This position is responsible for administering and enforcing the Zoning and Subdivision Regulations, the Franklin County Comprehensive Plan and the adopted Countywide Building Codes. Bachelor's Degree in Urban Planning required with two years experience. Master's Degree preferred. Applicants must be willing to relocate to Franklin County. Send resume to the Franklin County Clerk's Office, 315 S. Main Ottawa, KS 66067. Tel: (785) 229-3416. Fax: (785) 229-3419. Applications will be accepted through December 1, 2000. EOE.

PUBLIC HEALTH DIRECTOR — ADAMS, ARAPAHOE AND DOUGLAS COUNTIES, COLO.: Tri-

County Health Department, a District Health Department serving Adams, Arapahoe and Douglas counties in Colorado, three of the six metropolitan Denver counties, has a position open for a **Public Health Director**. This position reports to the Board of Health, which is appointed by the Boards of County Commissioners in the District. The Public Health Director will have responsibility for the entire scope of the public health program for the District (993,000 residents). The individual will oversee fulfilling the mission of the Department by ensuring a safe and healthy environment; the control of communicable disease; health promotion and disease prevention, ensuring access to personal health services; and gathering, analyzing and assessing key health data for the purpose of developing appropriate public health policies, programs and advocacy.

The Health Department receives only financial support from the three counties and no administrative support. Therefore, the Public Health Director has full responsibility for Budgeting, Accounts Payable, Accounts Receivable, Payroll, Human Resources, Purchasing, Information Systems, and Facilities Management in 10 locations, etc. The Department employs 250 employees and has a budget of \$15 million. Its divisions include Administration and Finance; Planning, Information and Education; Dental; Environmental Health; Nursing; and Nutrition.

The position requires an individual with a Doctorate in Medicine or Osteopathy and possession of a current Colorado license to practice medicine or eligibility for such license, or a non-medical Doctorate in the area of public health, public administration, nursing, health services administration or other related discipline. A Master's degree in Public Health is required for all candidates. A demonstrated record of success in a public health leadership position is essential. Candidate needs to have relevant experience, generally at least five years, and possess thorough knowledge of principles and practices of modern community health related to public and environmental health services; structure and functions of public health organizations; and current social, political, environmental and economic issues affecting public health. Excellent communication skills, both written and verbal, are necessary.

Salary is negotiable depending on qualification. Applications can be obtained at 7000 E. Bellevue Ave., Suite 301, Englewood, CO 80111 or by calling our Job Line at (303) 846-6221. A completed Department application and resume should be sent to the attention of Human Resources at the above address and must be received by 5:00 p.m. February 16, 2001. Equal Opportunity Employer.

MONTGOMERY COUNTY, MARYLAND CHIEF INFORMATION OFFICER

(Starting Salary Range to the Mid \$100's, D.O.E.)

Montgomery County (population 855,000) seeks a highly skilled and innovative Information Technology Executive to serve in the position of Chief Information Officer (CIO). Montgomery County employs 8,000 FTE's (exclusive of School District) and has an operating budget over \$2.6 Billion. The CIO reports to the elected County Executive, with day-to-day oversight by the Chief Administrative Officer (CAO) and is responsible for the direction of 133 employees and an annual budget of \$17.5 million in the Department of Information Systems and Telecommunications (DIST). The CIO also provides strategic oversight for over \$100 million in annual CIP programs. DIST offers operational and strategic support for 12,000+ telephone system users, over 5,200 PC stations, operation of numerous LAN/WANS for central core services and operation of the County's fiber-optic network (currently serving ten major sites).

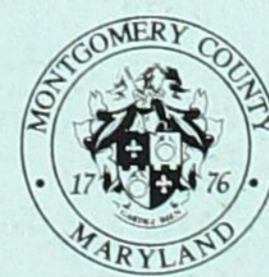
Hardware configurations include IBM 9672-R53 mainframes with OS/390 operating systems, DB2, CICS and IMS software; client server platforms include Netware, NT and Unix operating systems. Major mainframe applications include financial, criminal justice and procurement systems with Data Network services through a Switched Token Ring (16 Mbps), 10-100 Mbps Ethernet and ATM Backbone. The CIO will establish a strategic and collaborative relationship with the County Executive, the CAO, County Council, the Interagency Technology Policy Coordination Committee (ITPCC) and the Senior Management Team.

Requirements for the position include a minimum of a Bachelor's of Science Degree in Computer Sciences, Information Technology, Business or Public Administration or related fields. A Master's Degree and advanced management training are preferred. Additional requirements include seven to ten years executive/senior management exposures which includes a proven track record in creating an end-user service orientation, migration to client-server based technologies and strong oversight for the development of strategic plans and direction of a large, complex government or consulting services agency. Interested individuals respond **NO LATER THAN November 15, 2000 to:**

Mr. Jerry Oldani, President

THE OLDANI GROUP
188 - 106th Avenue Northeast Suite 420
Bellevue, Washington
Phone: 425-451-3938 / Fax: 425-453-6786
E-mail: searches@theoldanigroup.com
<http://www.theoldanigroup.com>

Or Visit Montgomery County Website at:
<http://www.co.mo.md.us>
Equal Opportunity Employer M/F/H



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.
- 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, call Victoria Vickers, County News, National Association of Counties, 202/942-4256.

BUY RECYCLED.



AND SAVE!

When you buy products made from recycled materials, recycling keeps working. To find out more, call 1-800-CALL-EDF.

Postmark deadline for entries is Dec. 29, 2000.

ACTS OF Caring 2001 AWARDS

County governments and local volunteers have a long-standing commitment to working together to improve communities. Volunteers are essential to meeting community needs and challenges. Their work helps foster an environment in which citizen responsibility can be nurtured and flourish. By joining forces with county government, they make a lasting impact that is felt immediately and in years to come.

As America embraces the new millennium, NACo will again recognize and promote volunteer programs through the Acts of Caring awards, a national ceremony honoring community-based initiatives convened by county governments that provide a legacy for the 21st Century and beyond.

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 or affiliated volunteer group with an active program that meets the following application criteria is eligible to participate in the Acts of Caring awards.

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 model program and be replicable
- Demonstrate measurable outcomes that benefit the community
- Submit a completed application no later than December 29, 2000

Acts of Caring Awards

Up to 33 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 11 categories, including: Arts & Culture; Civic Education & Public Information; Criminal Justice; Elderly Services; Emergency Management; Environment; Health Services; Libraries; Parks & Recreation; Programs for Children & Youth; and Social Services.

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.

Youth Service Award

A new addition to the Acts of Caring awards, 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.



Photo courtesy Quaker Workcamps International



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, December 29, 2000. No applications will be accepted or considered after this date. Faxed or e-mailed copies will not be accepted.

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

To ensure receipt, please include a stamped, self-addressed

envelope with each submission. No other acknowledgment of receipt will be made.

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, DC during National County Government Week in April 2001. 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. 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 MSWord-compatible format. Please note that no application materials will be returned. Supplementary materials will be considered in judging.

Please contact the Acts of Caring Services Bureau for more information about the Acts of Caring awards or to receive an application at 202/387-8550.

Counties Serve America is a long-term project of the National Association of Counties in partnership with Nationwide Financial Services. It is designed to raise public understanding and awareness about county government.