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Vol. 10, No. 47

# COUNTY NEWS

"The Wisdom to Know and the Courage to Defend the Public Interest"

Nov. 27, 1978

# NACo

Washington, D.C.



## Dade County Hosts Community Development Directors

In photo above, Dade County Manager Merritt Stierheim, right, stressed the need for greater city-county cooperation in the solution of urban problems. On left is Sergio Pereira, assistant county manager, Dade County, host and chairman of the Third County Community Development Conference. Below, delegates board buses for a tour of Dade County's successful community development projects.



## New Tax Law Preserves Deferred Comp Programs

WASHINGTON, D.C.—One of the least noticed provisions of the tax reform bill signed into law recently by the President represents a major gain for state and local government in the 95th Congress. Included in the tax reform law is a measure preserving public employee deferred compensation plans which have been adopted by 31 states and by a substantial number of counties, cities and other governmental units.

Deferred compensation programs have provided a way for state and local governments to assist their employees, with minimal additional cost to government, in providing for retirement. However, a proposed regulation issued by the Treasury Department last February posed a major threat to the continued viability of such programs.

THE PROPOSED Treasury regulation, in many instances, would have had the effect of requiring state and local government employees to pay current income taxes on portions of salaries which are deferred under these programs. This would have defeated the basic purpose of deferred compensation programs which is to ensure that deferred payments are not taxed until the plan participant actually receives the funds at retirement.

A common misperception regarding public employee deferred compensation programs is that they aid only those employees in the upper wage brackets. In fact, as NACo Executive Director Bernard Hillenbrand indicated in testimony before the Internal Revenue Service, such programs are not designed simply to assist highly paid public employees, but are used to supplement the incomes of employees in all income brackets.

A recent survey indicates that more than 70

percent of the employees participating in most state plans earn less than \$20,000 per year. The same would appear to apply to most county and city plans. For example, 63 percent of the employees participating in the Lane County, Ore. plan earn between \$5,000 and \$15,000 annually, while 60 percent of the employees in the San Diego, Calif. plan earn less than \$20,000 annually. A significant number of

See DEFERRED, page 4

## UNCERTAINTY CLOUDS WELFARE REFORM

# Research Raises Doubts

WASHINGTON, D.C.—Conflicting views about the prospects of welfare reform legislation next year have surfaced in recent weeks.

During hearings on welfare reform Sen. Daniel Patrick Moynihan (D-N.Y.) announced that the Administration would propose a \$6 billion welfare reform package in the next Congress. However, this was denied by spokesmen for the Administration.

In a separate development, President Carter's assistant Hamilton Jordan was quoted as telling newspaper reporters that some early Carter legislative proposals "such as welfare reform" would not be possible next year because of severe federal budget cutbacks.

Other Department of Health, Education and Welfare officials and White House staffers insist that some welfare reform initiatives will be proposed by the President.

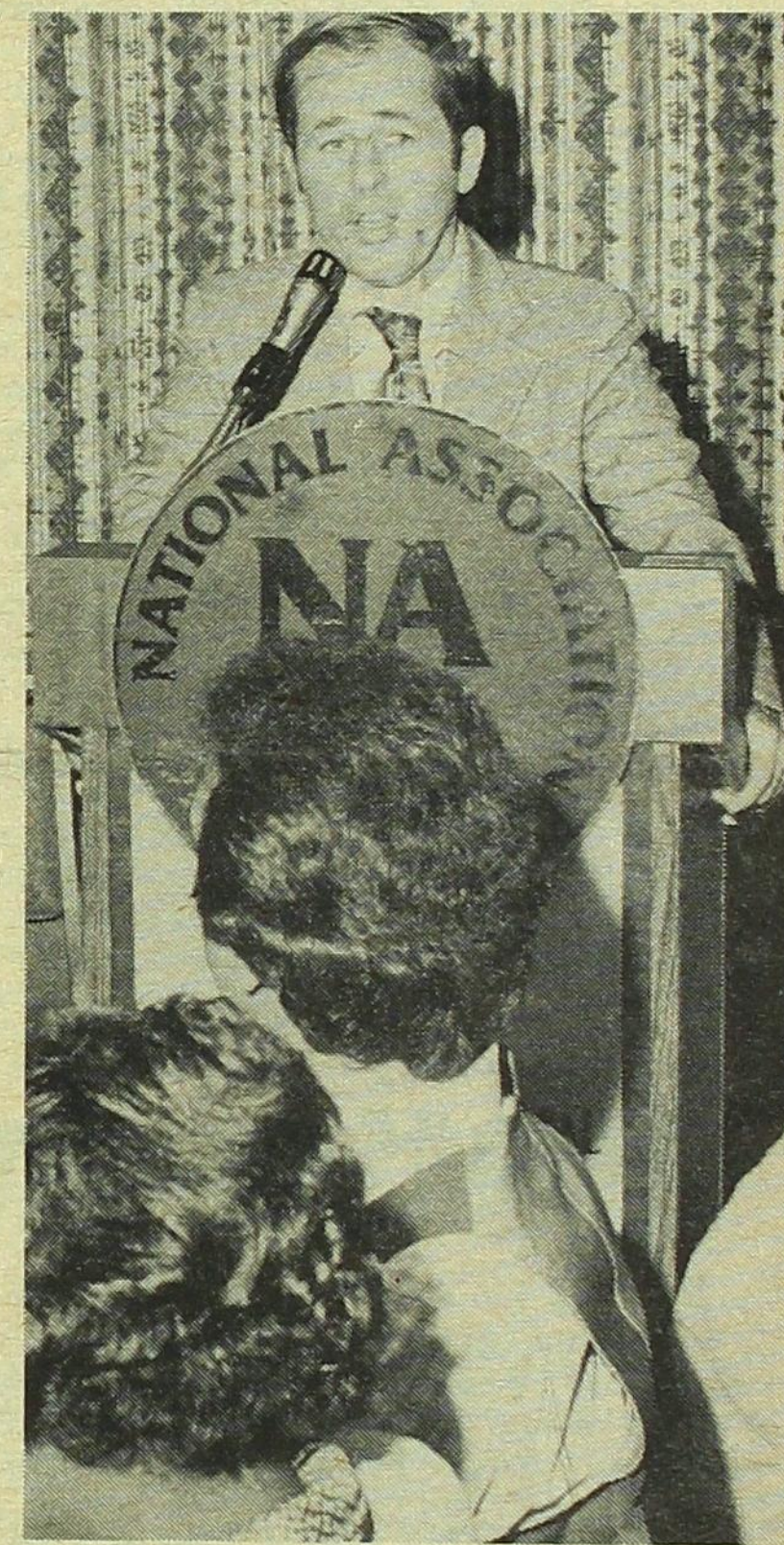
To get a better idea of the prospects of welfare reform legislation for next year, NACo's Welfare and Social Services Steering Committee will meet with congressional, White House and HEW staff Dec. 6 at NACo headquarters.

### INCOME EXPERIMENTS

The results of tests of guaranteed income programs were the subject of discussion during three days of hearings called by Moynihan who chairs the Senate Finance's public assistance subcommittee.

Moynihan said he was holding the hearings when no specific legislation was pending, so that the examination could be thorough and open-minded. "Before beginning another round in the welfare reform debate, it is imperative that we understand what this research has produced," Moynihan said.

Conference participants toured three Dade County Community Development Target Areas—Coconut Grove, Little Havana and the Model Cities area of north Miami—which demonstrate innovative approaches to commercial and residential redevelopment and rehabilitation.



KEYNOTE ADDRESS—HUD Assistant Secretary Robert C. Embry Jr., speaking to delegates at the Third Annual County Community Development Conference, spoke of the promise which urban counties hold out in the solution of urban problems.

The senator noted that he had made one of the earliest proposals for a family allowance as an assistant secretary of labor in the Johnson Administration, and that Nixon's Family Assistance Plan in 1969 and Carter's Program for Better Jobs and Income had followed the same basic premise of the negative income tax, namely, that Aid to Families with Dependent Children (AFDC), food stamps and similar programs should be replaced with a national income maintenance plan.

Moynihan said during the hearings that he now had serious doubts that the concept would work because of the research results. He criticized the Administration for not taking the findings into consideration.

The first Administration witness, Dr. Jodie Allen, special assistant to the Secretary of Labor said the Administration's plan had

See MOYNIHAN, page 4



# 21 Wyo. Counties Eye State Issues

NATRONA COUNTY, Wyo.—Twenty-one of Wyoming's 23 counties were represented at the annual fall meeting of the Wyoming County Commissioners Association held in Casper, where several speakers discussed current state programs.

A.E. King, land commissioner, explained the ruling from the State

Land Board and attorney general requiring counties to survey county roads across state lands.

Al Taylor of the Wyoming Bar Association discussed the problems facing counties from lack of governmental immunity. He advised the counties to acquire a substantial amount of liability insurance and coverage.

Robert Gaukel of the Associated General Contractors talked about design standards and specifications for contracting, and emphasized the importance of adopting basic standards for specifications for counties and cities. He requested representation from county commissioners and engineers to help develop the standards. He explained that there are problems with every unit of government creating its own licensing law for contractors. Dean Fogg, Laramie County commissioner, and Lloyd Barlin, Park County commissioner, were appointed to serve on a committee to study the issue.

Three speakers discussed the state sales tax. State Rep. "Lefty" Graham mentioned the attempts by the legislature to pass a bill redistributing the tax by population. Jim Orr of the Legislative Service Office passed out comparisons of actual sales and use tax receipts with indicated receipts under alternative distribution methods for each county, city and town for fiscal '77.

Rudy Anselmi, chairman of the state Tax Commission, discussed regulations issued by the Department of Revenue and Taxation.

WCCA officers include: President Elmo Foster of Laramie County; Vice President Robert Swander of Washakie County; and Treasurer Kenneth R. Freeman of Niobrara County; Norman V. Cable serves as executive director.

## Attention County Dems

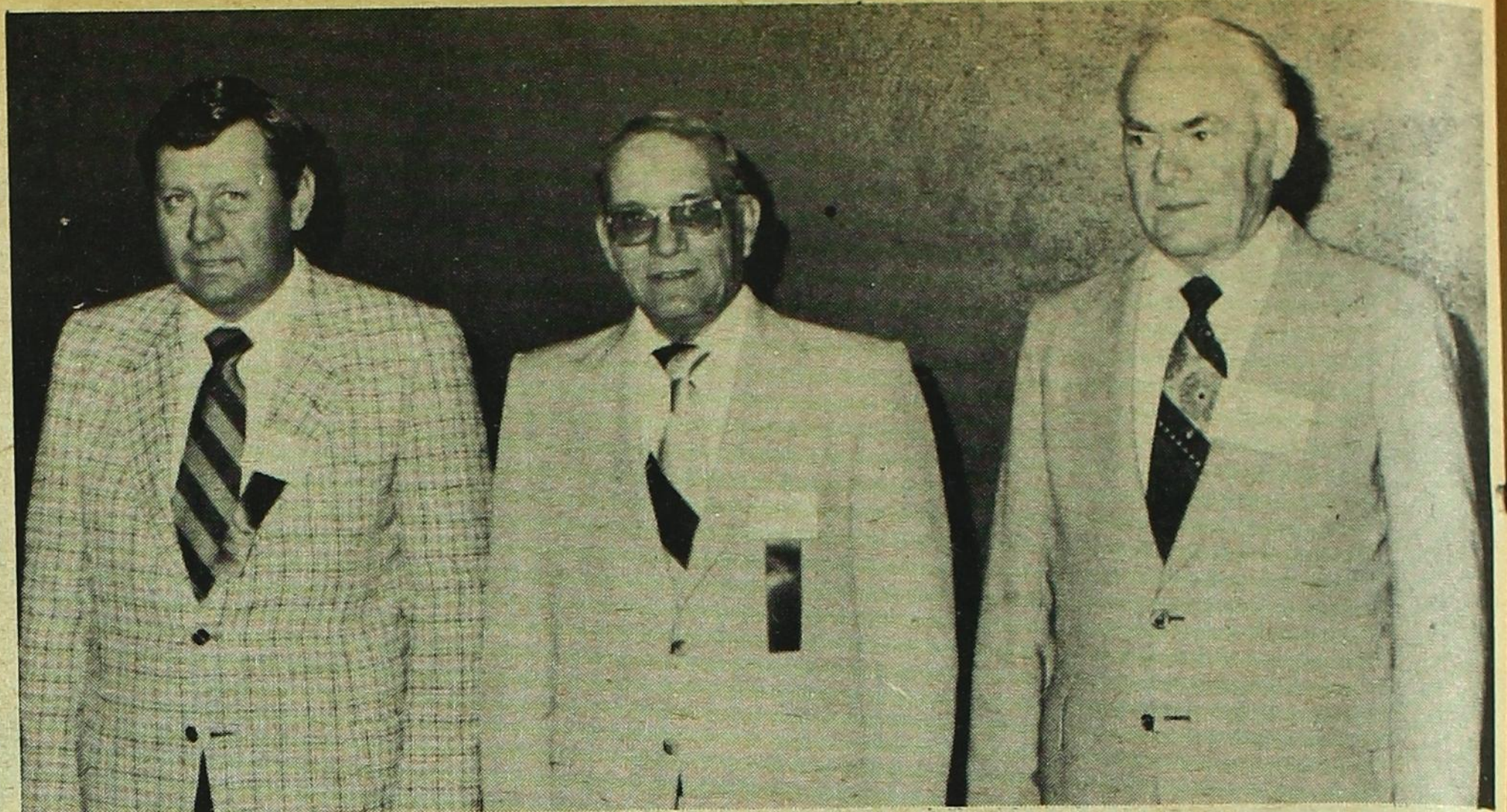
The National Democratic County Officials Conference (NDCOC), an affiliate of the Democratic National Committee, would like to contact all county officials who are delegates to the Democratic Party's Issues Conference to be held Dec. 8-9, in Memphis, Tenn.

If you are a county official and a delegate to the Issues Conference please contact:

Joseph F. Toner,  
President NDCOC  
Councilman  
New Castle County  
144 E. Third Street  
Wilmington, Del. 19720  
(302) 571-7520

or

Francis P. McQuade  
Executive Director, NDCOC  
2 Burnet Street  
Maplewood, N.J. 90940  
(201) 642-8500



TEXAS OFFICERS—Officers of the County Judges and Commissioners Association for 1978-1979 are, from left: Second Vice President Giles Dalby, Garza County judge; President Jerome Decker, Medina County judge; and First Vice President (Secretary-Treasurer) Roy Nail, McLennan County commissioner.

## GOVERNOR KEYNOTES

# Texas County Judges Convene

GALVESTON COUNTY, Tex.—Nearly 900 county judges and commissioners from throughout the state attended the 56th Annual Conference of the County Judges and Commissioners Association of Texas held in Galveston.

Officers elected for 1978-1979 include: President Jerome Decker, Medina County judge; First Vice President (Secretary-Treasurer) Roy Nail, McLennan County commissioner; and Second Vice President Giles Dalby, Garza County judge.

The keynote address for the conference was given by Texas Gov. Dolph Briscoe. He discussed highway system legislation passed in the last regular session of the legislature. He urged the delegates to support tax relief programs passed in the special session of the legislature.

Two Texas congressmen, Jack

Brooks (D) and Bob Krueger (D), addressed the delegates. Krueger discussed energy legislation, the limit on beef importation and the need for the United States to have a balanced budget in five years and to have paid off the national debt in 20 years.

### OTHER SPEAKERS included:

• Jay Stanford, executive director of the Texas Advisory Commission on Intergovernmental Relations, explained the purposes and activities of the commission.

• Jerome Chapman, executive director of the Texas Department of Human Resources, emphasized that the department and county governments were partners in many programs.

• Paul Teague, vice president of the Texas AFL-CIO Coordinating Board for the Texas College and University System, told the group that local union leadership could be of help in negotiations with local government employee organizations.

• State Senator A.R. "Babe" Schwartz urged the judges and commissioners to come to the legislature with a strong program to get county ordinance-making power. He told the group he favored real reform in the assessment of property taxes as well as many of the other taxes and taxing policies of the state.

• Sam Clonts, executive director of the Texas Association of Counties,

talked about the evolution of county government in Texas.

• Joy Martin, president of the Association of County Human Service Directors of Texas, discussed county welfare.

• James O'Brien of the state comptroller's office discussed "Truth in Taxation" bill passed by the last special session of the state legislature. He said the bill would affect every commissioners court in the state because a county would not be able to impose new property taxes until the court and the county tax assessor follow certain procedures outlined in the statute.

Association committees appointed during the meeting include: Convention City Committee for 1980—Commissioner Jim I. Fletcher of Randall County, chairman, and Commissioner Roy Stanley of Smith County, co-chairman; Nominations Committee—Judge Gus Mutscher of Washington County, chairman, and Judge N.R. Link of Anderson County, co-chairman; Resolutions Committee—Commissioner Norman Troy of Jefferson County, chairman, and Judge James B. Porter of Rusk County, co-chairman; Conference Committee—Judge Jon Lindsay of Harris County, chairman, and Judge Derwood Wimpee of Rockwall County, co-chairman; Urban Counties Committee—Commissioner Robert Honts of Travis County, chairman.

# Matter and Measure



## FHWA ASSOCIATE ADMINISTRATOR

Thomas M. Downs is the Federal Highway Administration's new associate administrator for planning. He replaces John S. Hassell Jr., who is now FHWA deputy administrator.

Downs joins FHWA after a year as White House Fellow at the Department of Transportation. He has served as city manager of Leavenworth, Kan., deputy city manager of Little Rock, Ark. and elected National Executive Board member of the Municipal Intergovernmental Coordinators Association.

## COUNTY ENGINEER IN WHO'S WHO

John L. Swift, Geauga County (Ohio) chief deputy county engineer, was awarded the Certificate of Biographical Record in *Who's Who in the Midwest, 1978/1979*. This honor is limited to those who have demonstrated outstanding achievement and contributed to the betterment of society.

A civil engineer, Swift is a member of the Ohio Society of Professional Engineers, the National Society of Professional Engineers, American Society of Civil Engineers, Ohio Land Surveyors Associated and County Engineers Association of Ohio.

## SOLAR ENERGY DEMONSTRATION

The Department of Energy has made \$500,000 available to the U.S. Department of Transportation to demonstrate solar thermal energy applications. DOT will give grants to state and local agencies that submit acceptable demonstration proposals.

Most demonstration installations will be at highway safety rest areas and tourist information centers. Solar collectors will provide space and hot water heating.

The Federal Highway Administration's (FHWA) Region 15 Demonstration Projects Division in Arlington, Va. will direct the program and provide additional funding for projects involving wind-generated energy and solar cell applications.

Local governments should request participation in the program through FHWA division offices, usually located in state capitals.

## TRB MEETINGS

The Transportation Research Board (TRB) is holding a conference on Highway Traffic Noise Mitigation, Dec. 11-15, at the Bonaventure Hotel in Los Angeles at the request of the Federal Highway Administration. It will provide a national forum for discussion of successful noise-abatement experiences and techniques at the state level. Emphasis will be placed on noise-barrier design tools, materials, systems and community interaction in barrier projects.

TRB is holding its 58th annual meeting, Jan. 15-19, 1979 at the Sheraton-Park and Shoreham Americana



## IPA PROGRAM

## Exchange of Staff Boosts Expertise

WASHINGTON, D.C.—A clearinghouse program to help increase the exchange of state and local government personnel and federal employees in temporary assignments starts its second year.

The purpose of the International Personnel Management Association's Mobility Clearinghouse, with a sub-contract with NACo's Decision Makers Resource Exchange, is to encourage participation of state and local governments in the federal Mobility Assignment Program, authorized by the Intergovernmental Personnel Act.

Begun in 1971, the IPA mobility program allows the temporary assignment of employees between the federal government and states, local Indian tribes and institutions of higher education "for work of mutual concern and benefit."

"This is a program where everyone can benefit—the temporary employers get expert staff help, the permanent employers get returning workers with broadened experience, and the employees themselves enhance their own professional development," notes Alan K. Campbell, chairman of the U.S. Civil Service Commission which administers the program.

State and local agency employees are eligible for a mobility assignment to a federal agency or, in cases where enabling legislation exists, for intrastate or interstate assignments for up to four years. For state, local, and university employees, Title IV of the IPA permits federal agencies to pay the employer's share of certain fringe benefits where this is appropriate, but job rights and continuation of benefit coverage remain the responsibility of the state or local employee.

Assignments are arranged by program officials of participating governments. Interested employees need to obtain approval and assistance from their supervisors if interested in participating in the program.

To assist the mobility clearinghouse, state and local agencies are asked to advise the clearinghouse of any position that may be suitable for a federal mobility

assignee. State and local agency employees interested in a federal sector assignment should, after securing concurrence from their agency supervisor, contact the clearinghouse in writing, including two copies of their resume. Past requests to the clearinghouse for state, local or federal assignees have been:

- St. Mary's County, Md. for a fiscal analyst.
- City of Pittsfield, Mass. for a purchasing agent.
- Environmental Protection Agency for state or local assignment.
- Department of Commerce, for an agency assignment for local government employee.

For further information on local, state or federal assignments or the clearinghouse in general, contact: Moses A. Wilds Jr., Grants Manager, IPMA, 1850 K. Street N.W., Washington, D.C. 20006, 202/833-5860.



"OLD FRIENDS"—Photographer-Librarian Joseph S. Allen looks at his carefully catalogued collection of county courthouse photographs. "It's like seeing old friends," he said as he leafed through the pages. "I can almost smell the air."

## Courthouse Prints Catalogued for National Library

An interest in architecture and travel coupled with a librarian's organized approach to a subject resulted in a collection of 827 courthouse photographs being given to the Library of Congress.

The collection, begun 33 years ago, was photographed and catalogued by Joseph S. Allen of Arlington County, Va.

A retired librarian, Allen began his collection in 1945, using a simple camera that required photo-taking at the "best time of day," he explained. "The camera did have a filter," he added, "but I would make plans to be at the courthouse when the light was just right."

In total, Allen has photographed thousands of buildings and monuments throughout the United States. All of the courthouse negatives are in the possession of the Library of Congress and prints of the photos are gradually being transferred to the Library as Allen prepares index cards.

Inquiries should be addressed to the Library of Congress, Prints and Photographs Division, 10 First Street S.E., Washington, D.C. 20540.

The collection includes all county courthouses in Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, New Jersey, Pennsylvania, Delaware, Maryland, Virginia, North Carolina and South Carolina.

Allen has 60 more colored slides of courthouses in his personal possession which will be given to the Library of Congress at a later date.

## Moving Toward Aging Regs

WASHINGTON, D.C.—Recent amendments to the Older Americans Act make significant changes in the law and its administration. Effective implementation, however, largely depends upon the regulations developed.

For this reason, the Administration on Aging sponsored a conference Nov. 8-11 to solicit opinions and comments from a variety of organizations prior to drafting the regulations.

Representing NACo among the 200 some participants were Doris Dealaman, chosen freeholder, Somerset County, N.J. and NACo's chairwoman for aging; Nancy van Vuuren, director of the area agency on aging in Allegheny County, Pa. and Mary Brugger Murphy, director of NACo's aging project.

Robert Benedict, commissioner on aging, told the group: "This is just the beginning. I want to get together with you again to digest what comes

out of the conference. And then there will be smaller meetings and more opportunities for input outside of Washington, D.C. I want this to be an open process."

**MOST OF THE** work of the conference was carried out in small groups which dealt first with the question of "What do the new amendments mean for older people?" and then addressed topics such as "Can we improve interagency coordination at multiple levels of government?" and "How can we implement consolidation and multiple year planning for state and area agencies on aging."

Recurring themes of the conference seemed to be:

- Flexibility at the local level in order to meet local needs;
- An emphasis on outreach, public information and education and access services to reach more older persons (those in rural areas, those not yet helped because of the barriers created by attitudinal problems).
- Limited resources seem to be stretched as far as they will go;
- Advocacy from within the community can help provide resources;
- Aging services need to be linked with health services;
- Mandates will be impossible to carry out without adequate funding.

Discussions in many of the small groups made it clear that:

- There is no general agreement on the concept or definitions of con-

solidation, coordination, focal points for service or on the primary role of an area agency on aging, and

- The amendments are seen as threatening by some present service providers.

Participants were told that it will be essential for those concerned with the elderly and the implementation of the newest amendments to take active roles in shaping and responding to the regulations.

The final session of the four-day meeting concluded with admonitions to AoA from older persons who actively serve on advisory councils at the state and local level: "Expedite these services with simple, straightforward regulations," and "Have

trust in state and area agencies and allow flexibility for their decisions."

Brandeis University professor, Dr. Robert Binstock, noted that "you can't design a plan in Washington that meets the needs of all state agencies, area agencies and nutrition sites."

Doris Dealaman told AoA officials, "Share your concerns with us. We are agreed that there is a need for coordination. Elected officials do have the authority to encourage that coordination. Keep us informed, please call on us—we have the same concerns that you do."

—Mary Brugger Murphy

## Human Behavior Seminar

WASHINGTON, D.C.—The Menninger Foundation will present "Toward Understanding Human Behavior and Motivation," a special five-day seminar for state and local officials, Jan. 7-12, at the Foundation's center in Topeka, Kansas.

The program includes a comprehensive discussion and analysis of the dynamics of human motivation, personality, understanding change, morale, fears, leadership and other complexities of human behavior. Its aim is to help men



# Job Opportunities

**Transportation Planner III**, Broward County, Fla. Salary range \$18,204 to \$23,884. B.S. or B.A. in engineering, or in urban, regional or transportation planning, or related field, and four years experience in transportation planning; or any equivalent combination of training and experience. Information and resume to: Broward County Personnel Division, Governor's Building, 2nd floor, 236 S.E. First Avenue, Fort Lauderdale, Fla. 33301, 305/765-5555. Closing date Dec. 29.

**Personnel Director**, Lane County, Ore. Salary \$1,951.73 to \$2,608.66 per month. Plan and administer county labor resources in areas of recruitment, referral, manpower, compensation and benefits; health and management; training and development; and labor relations. Graduation from a four year college with emphasis in personnel administration, plus four years of progressive personnel experience and at least one year at a policy development level. Resume to: Lane County Personnel Office, 125 East 8th, Eugene, Ore. 97401. Closing date: Jan. 12. EOE

**Controller**, Washtenaw County, Mich. Salary \$26,000-\$32,000. Requires Master's degree with major in business administration/accounting and six years experience two of them at level of assistant controller, director of finance or controller; or Bachelor's degree with major in business administration/accounting and eight years experience three of them as assistant controller, director of finance or controller. Resume to: Washtenaw County Personnel, P.O. Box 8645, Ann Arbor, Michigan 48107. Closing date Dec. 8.

**County Administrator**, Hall County, Ga. Salary negotiable. Current \$29,000. Georgia Mountains Center county on Lake Sidney Lanier, population 70,000. Requires bachelors degree supplemented by graduate level course work, masters degree preferred, with minimum of five years management experience in city-county government. Resume to: Donald R. Whitmire, Chairman, Hall County Commission, Post Office Drawer 1435, Gainesville, Ga. 30501. Closing date Jan. 31.

**State Director, Human Service Demonstration Project**, South Carolina State Reorganization Commission. (A one-to-five-year project.) Salary \$30,000 to \$35,000. Direct the state-level management and provide support for the evaluation of a multiphase research project to assess the current operations of eight state human service agencies at one urban and one rural site, to test alternative service delivery methods and to evaluate such alternatives for the purpose of formulating recommendations to the S.C. General Assembly for statewide reorganization. Requires a master's degree or better in health, social sciences, public administration, management or related fields with a minimum of six to ten years experience in administration of federal or state human services programs, several years assistant director of a program involving service integration and coordination. Extensive knowledge of human service categorical grant program guidelines and regulations as well as planning, budgeting and evaluation experience. Resumes to: Joyce Prokop Marchand, Senior Research Director, S.C. State Reorganization Commission, 620 Bankers Trust Tower, Columbia, S.C. 29201, 803/758-8743. Closing date Dec. 15.

**County Engineer**, Black Hawk County, Iowa. Salary open. Responsible for all design, construction, and maintenance functions for secondary highway system. Position requires graduation from a school of professional civil engineering; plus several years of responsible experience; and registration as a professional engineer. Resume to: Personnel Director, Black Hawk County Courthouse, Waterloo, Iowa 50703. Deadline: Dec. 15, 1978.

**HUD Programs Manager**, Sarasota County, Fla. Salary \$15,000. Responsible for all county HUD activities including staff, grant preparation, grant administration. Current grants include \$267,000 CDBG; \$250,000 Section 8; \$14,000 Weatherization. Desire degree and one year experience in HUD programs. Resume to: Thomas Cawley, Personnel Director, Sarasota County, P.O. Box 8, Sarasota, Fla. 33578.

**Probation Director III**, Broome County, N.Y. Salary \$19,000. Responsible for a large probation department. Highly advanced professional and administrative work. Bachelor's degree plus four years social casework experience, two years must have been supervisory or administrative in a correction setting. May substitute appropriate graduate study on year-for-year basis, up to two years. Resume to: D.J. Bensley, Broome County Department of Personnel, County Office Building, Binghamton, N.Y. 13902.

**Purchasing Agent**, Pasco County, Fla. Salary \$15,750 to \$21,000. Degree in business administration, public administration or related field and three years of responsible experience in purchasing or an equivalent combination of training and experience. Send resume to: Pasco County Personnel Division, Post Office Drawer 609, Port Richey, Fla. 33568.

## Deferred Comp Provisions

Continued from page 1

county employees from all wage brackets and job categories have decided that deferred compensation plans offer an attractive means to provide an additional financial hedge for retirement in the face of inflation and other economic perils.

NACo, the Assembly of Governmental Employees and various other national groups representing public employers and employees worked together in the legislative effort to nullify the proposed Treasury Department regulation. The deferred compensation measure which emerged from the Congress as part of the tax reform bill accomplishes not only this objective but, as importantly, provides a strong statutory base for state and local plans.

SOME OF THE key provisions of the new law should be noted. First, when a deferred compensation plan is established, it must be offered to

all employees in the affected jurisdiction.

Second, there is a restriction on the amount an employee can defer. During any tax year, employees may defer the lesser of \$7,500 or 33 1/3 percent of "includable compensation" (25 percent of gross income). However, the new law provides for a balloon catch-up whereby an employee may defer as much as \$15,000 in each of the three years preceding the normal retirement age if the employee has not taken full advantage of the maximum dollar or percentage limitations on yearly contributions.

Those counties and other jurisdictions which already provide deferred compensation programs for their employees will have until Jan. 1, 1982 to legislatively amend these programs to comply with the new law. However, the maximum income deferral limitation is effective after Dec. 31.

—Chuck Loveless  
CELRS

## Moynihan Reviews Income Tests

Continued from page 1

taken the findings into consideration. She also noted that the Carter plan had combined cash assistance with increased work incentives and jobs, while the research programs had only been guaranteed incomes.

The most extensive tests of guaranteed income programs have been conducted since 1971 in Seattle and Denver. Of the 4800 low-income families in the experiment, research showed that the number of hours worked each year declined 15 percent for male heads of households, 22 percent for wives and 11 percent for female heads of households. The rate

of marital dissolution was 60 percent higher than for similar families on welfare.

While no conclusions on comprehensive reform needs were reached at the hearings, Moynihan reminded those present that significant incremental improvements were made by the last Congress in the food stamp program and the earned income tax credits. "The need for reform continues," said Moynihan. "I believe we will see the emergence of a 'comprehensive incremental' program," he predicted tongue-in-cheek.

—Aliceann Fritschler

## Texas County Meeting a First

DALLAS COUNTY, Tex.—More than 550 members and guests attended the first general meeting of the Texas Association of Counties held in Dallas.

Speakers for the meeting included Texas Commissioner of Agriculture Regan Brown; Texas Lt. Gov. Bill Hobby; Texas Attorney General John Hill; Bill Berry of the County Supervisors Association of California;

nia; Texas State Treasurer Warren G. Harding; Texas Railroad Commissioner John Poerner; Texas Comptroller of Public Accounts Bob Bullock; and NACo Executive Director Bernard F. Hillenbrand.

Topics covered by the speakers included the effects of Proposition 13 in California and what might be expected in Texas.

## What's Ahead for Energy Standards in Buildings?

There will be public meetings, held by the Departments of Energy (DOE) and Housing and Urban Development (HUD), on proposed regulations for energy performance standards in buildings. These new energy conservation measures are mandatory, and will be published in draft form in February and in final form in August. The HUD meetings concern the regulations for implementing the standard; the DOE meetings will be concerned with the nature of the standard itself and how it was developed.

The schedule for these meetings is as follows:

### HUD

- Nov. 30, Commerce Department Auditorium, 14th Street entrance, Washington, D.C.
- Dec. 5, O'Hare Holiday Inn, 3801 N. Mannheim Road, Schiller Park, Ill.
- Dec. 8, San Franciscan Hotel,