

County News

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Board adopts \$20 million FY02 budget

Takes conservative stance; amount down five percent from previous year

By TOM GOODMAN
PUBLIC AFFAIRS DIRECTOR

The NACo Board of Directors, meeting in Santa Fe County, N.M., adopted on Dec. 1, a \$20 million operating budget for the Association in FY02.

A day earlier, the board approved homeland security and election reform as the top legislative priorities for 2002. The board also identified other legislative issues the Association will pursue. They include support for collecting sales taxes on goods sold over the Internet or by catalog, opposition to unfunded mandates, reauthorization of welfare reform and support for deployment of broadband Internet capacity in rural and inner city communities.

The 2002 budget provides for a plus of \$594,000, which is 2.8 percent of revenue, but no new programs or new staff positions.

"This is a conservative budget," Executive Director Larry E. Naake told the board, pointing out that the downturn in the economy and projections of less revenue dictated decisions on the budget.

Naake added, "If we see after the first quarter that revenue continues to



Photo by Tom Goodman

NACo Board member and Chester County (Pa.) Board Chairman Karen Martynick discusses the proposed FY02 budget, as Waukesha County (Wis.) Board Chairman Jim Dwyer and Amy Shivers, National Association of County Information Officers representative, look on.

go down, we will take the necessary steps that recognize those losses and freeze positions and make even deeper cuts in the budget."

The adopted budget is \$400,000

less than the one originally proposed to the board. On Nov. 29, the Executive Committee and the Finance Committee recommended that expenditures be further reduced because of lower revenue

projections from the Deferred Compensation Program.

In reviewing the budget, board members suggested reductions could be made in expenses for conferences. Hamilton County (Ohio) Commissioner John Dowlin recommended that conference expenses should be brought down to the 1997 level. Hennepin County (Minn.) Commissioner Randy Johnson said staging costs for the conferences could be cut.

Naake said conference costs for food, beverage and audio-visual have risen sharply in recent years and would be difficult to eliminate. But he added that all conference costs would be re-

viewed and cuts would be made where possible.

The policy decisions on the budget approved by the board included:

- using Deferred Compensation Program royalties of \$2 million for operations and \$234,000 for the building fund
- employee salary increases and bonuses of 3 percent — the level was 5 percent in 2001
- 401K employer match of 2 percent — the level was 3 percent in 2001
- allocating \$1.2 million for computer software and hardware

See **BUDGET** on page 4

Election reform, homeland security top leg. agenda

By BEVERLY A. SCHLOTTERBECK
EXECUTIVE EDITOR

Homeland security and election reform will top NACo's legislative agenda for 2002 in the wake of NACo Board action during its fall meeting late last month.

Rounding out the top agenda items are support for collecting sales taxes on goods sold by catalog or over the Internet, opposition to unfunded mandates, reauthorization of welfare reform and deployment of broadband Internet capacity in rural and inner city communities.

Under the general heading of "Homeland Security," NACo's lobbying efforts will concentrate on,

- enacting a local anti-terrorism block grant to help counties fund new security demands
- improving public health infrastructure
- supporting legislation to improve security at county-owned facilities, and
- increasing interoperability and capacity for public safety and emergency management use.

In the election reform area, dubbed "Expanding Democracy," NACo will seek and support federal legislation and funding that,

- improves election administration

- improves voter education
- provides provisional voting
- provides training for poll workers
- improves access for the disabled
- establishes statewide voter registration systems
- replaces and improves voting equipment
- covers the costs of replacing or improving equipment meeting federal standards
- provides for a reduced postal rate for mailing elections material, and
- maintain the secrecy of the ballot.

"We think the times call for us to sharpen our focus on these two issues — homeland security and election reform, in addition to our usual efforts on behalf of the priorities identified by our steering committees. Homeland security and election reform are not only critical for counties, but also for the country as a whole," said NACo Executive Director Larry Naake.

The board also gave its stamp of approval to 30 steering committee-specific priorities such as increased appropriations for CDBG program, the institution of a rural development block grant, reform of the Endangered Species Act and improved access to health care.

A complete list of the priorities can be found on page 5.

FBI briefs Homeland Task Force on cyberterrorism

By STEPHANIE OSBORN
ASSOCIATE LEGISLATIVE DIRECTOR

The role of technology in assisting counties to secure America was the theme for the second meeting of the National Association of Counties' Homeland Security Task Force, which gathered Nov. 28 in Santa Fe County, N. M.

At the meeting, the task force examined the threats to critical infrastructures, learned about technologies available to better secure communities, updated the policy agenda it adopted at its first meeting Oct. 26, and approved a plan for NACo to provide programs, services and resources to counties on homeland security.

See **TASK FORCE** on page 4



Photo by Tom Goodman

NACo President Javier Gonzales talks with FBI agents, Perryn T. Collier (l) and Ralph Butler (r), during a break at the Homeland Security Task Force meeting.

In My Opinion...

By JIMMY CARTER, GERALD FORD,
LLOYD CUTLER, AND BOB MICHEL

An Opportunity for Election Reform

This is a challenging time for our country, both at home and abroad, so we are pleased to have some good news in this holiday season. Congress and the President are making real progress in enacting sound and comprehensive legislation for national election reform.

Early this year, in the aftermath of the 2000 election, we became the chairs of a privately funded National Commission on Federal Election Reform. This commission brought together veteran politicians and outstanding scholars from across the political spectrum to consider ways to improve and strengthen our election system. After holding hearings around America and consulting hundreds of experts, we developed a set of specific proposals that we presented to the country in July at a ceremony in the Rose Garden of the White House.

President George W. Bush warmly endorsed our report, and although understandably preoccupied with the ongoing war against terrorism, Congress is taking action. The House Administration Committee has unanimously approved a bill, HR 3295, entitled the Help America Vote Act. The lead sponsors are Congressmen Bob Ney (R-Ohio) and Steny Hoyer (D-Md.). The bill has more than 140 cosponsors from both parties, including Republican leaders like Deputy Whip Roy Blunt (R-Mo.) and several leaders of the Congressional Black and Hispanic caucuses.

Our commission's most important recommendations are fully adopted in this bill. Minimum federal standards will ensure statewide voter registration systems networked to local jurisdictions, provisional balloting, voting equipment that will mini-

mize errors, and uniform statewide definitions of what constitutes a vote for each kind of voting machine.

A new agency will recommend comprehensive federal voting system standards, and adequate funding is authorized to help state and local jurisdictions reform the system.

The federal role is balanced by a sound and sensitive partnership with state and county governments, earning the endorsement of both the National Association of Secretaries of State and the National Conference of State Legislatures.

In other words, last year's election crisis is turning into a hopeful story of how government can sometimes respond — even on a bitterly contentious issue. We (and other groups) came up with our best ideas for reform. The president listened and endorsed them. Congress studied an array of proposals, and a significant number of members are cooperating in a spirit of bipartisan harmony.

It is almost inevitable that some Democrats in the House and Senate, and some civil rights organizations may worry that the bill does not go far enough, while some other members may think it goes too far. But the bill now moving through the House includes wonderful proposals for election reform, and the Senate may further perfect the legislation.

With the exception of the Civil Rights laws of the 1960s, this bill could provide the most important improvements in our democratic election system in our lifetimes. House leaders are now considering action on the Help America Vote Act before the Christmas recess. A favorable vote would be a welcome holiday present for the American people.

House vote expected on election reform bill

By RALPH TABOR
ASSOCIATE LEGISLATIVE DIRECTOR

A vote is expected this week on a bipartisan election reform bill that authorizes \$2.65 billion over the next three years to improve voting equipment and elections systems. The legislation was approved unanimously on Nov. 15 by the House Administration Committee.

The legislation (H.R. 3295) was drafted after several months of negotiations between committee Chairman Bob Ney (R-Ohio) and Ranking Democrat Steny Hoyer (D-Md.). The bill currently has more than 150 Republican and Democratic representatives as co-sponsors including many members of the Congressional Black Caucus and Congressional Hispanic Caucus.

NACo, the National Association of County Recorders, Election Officials and Clerks, National Conference of State Legislatures, National Association of Secretaries of State and other state and local election groups are supporting the bill. All of the groups were consulted extensively in the development of the legislation.

The bill closely mirrors recommendations made by a national, bipartisan commission chaired by Presidents Gerald Ford and Jimmy Carter. (See op-ed for views and endorsement)

H.R. 3295 authorizes \$2.25 billion over three years to improve voting equipment, training election workers, establish state-wide voter

registration systems, provide voter education and improve access for disabled voters.

The funds would be distributed to the states based on voting age population. A 25 percent match would be required.

The bill also authorizes \$400 million in one-time payments to states or counties to replace punch card voting machines. Funding of \$6,000 per precinct would be made available to states for buyout purposes. The \$400 million would be made available during the current fiscal year. A 10 percent match would be required.

Minimum standards

The bill sets out seven minimum standards states would have to certify they have adopted. States would be given two years after enactment to adopt the provisions but could be waived briefly if there was shown to be good cause. States would have discretion on meeting the minimum standards. The minimum standards require that states,

- have a statewide voter registration system linked to county registration lists
- permit in-precinct provisional voting
- have a system for maintaining the accuracy of voting registration records
- adopt uniform standards defining what constitutes a vote on different voting machines

• ensure that absent uniformed and overseas voters have their votes counted

• require new voting systems to allow voters with disabilities to cast a secret ballot, and

• give voters the opportunity to correct errors (second chance voting).

Election assistance commission

The bill establishes a four-member, part-time commission to replace the current office of Election Administration in the Federal Elections Commission. The new commission would serve as a national clearinghouse for information and review of procedures for federal elections.

The commission would consist of a standards board of state and local officials, and a board of advisors of election experts. Among other duties, the two advisory boards would develop voluntary engineering and performance standards for voting systems and election management practices.

The new commission would monitor state compliance of the minimum standards. The commission can refer non-compliance cases to the Justice Department for further action.

Reduced postal rate

Mail using the official elections mail logo would be given 50 percent off the current first class rate for first class mail.

Bioterrorism legislation awaits year-end action

By SALLY McELROY
ASSOCIATE LEGISLATIVE DIRECTOR

No matter how you slice it, bioterrorism preparedness is in for an increase under a series of proposals now wending their way through Capitol Hill. A Senate measure, if passed, would add an additional \$3.2 billion. Although still pending at press time, S. 1765, the Bioterrorism Preparedness Act of 2001, introduced by Sens. Edward Kennedy (D-Mass.) and Bill Frist (R-Tenn.) may pass Congress in some form by the end of the year. The bill could be attached to end-of-the-year funding legislation.

Funding levels associated with the bill are in the \$3.2 billion range, with roughly \$420 million for Section 319 C project grants, which are

grants to local governments to address public health capacity. There is also \$370 million for assisting hospitals, as part of local consortia that include local governments, to improve the response capabilities to a bioterrorist attack. However, the bill's supporters have indicated that they will leave the specific funding decisions up to appropriators.

S. 1765 includes provisions that address improving local, state and federal preparedness for a bioterrorist event, in addition to food safety provisions. NACo is supporting the bill.

Provisions for local governments build on the elements of last year's Public Health Threats and Emergencies Act by providing bioterrorism preparedness project grants for which local governments and/or consortia

of local governments would be eligible. Grant monies could be used for such activities as assessment and improvement of core public health capacity needs and public health threat response planning.

In addition, the bill would create Designated Bioterrorism Response Medical Centers to help improve local bioterrorism medical center preparedness. Consortia of health care facilities, local governments and public health departments would be eligible for funds under this provision to:

- train staff to recognize possible biological attack symptoms and their mental health consequences,
- increase "surge" capacity

See BIO-BILL on page 6

County News

Quik Takes

Best Educated Counties*

Fairfax County, Va.	54.3	Chester County, Pa.	46.5
Montgomery County, Md	53.5	Middlesex County, Mass.	44.2
Boulder County, Colo.	50.6	Johnson County, Kan.	43.2
New York County, N.Y.	49.6	Collin County, Texas	42.9
Washtenaw County, Mich.	49.0		
San Francisco County, Calif.	46.8		

*Based on percent of population (over age 25) with a bachelor's degree or higher.

Source 2001 Census Supplemental Survey



Clinton introduces anti-terrorism block grant

By DONALD MURRAY

ASSOCIATE LEGISLATIVE DIRECTOR

Sen. Hillary Rodham Clinton (D-N.Y.) has introduced anti-terrorism block grant legislation, the Homeland Security Block Grant Act (S. 1737), to assist local governments in combating the threat of terrorism.

NACo's Task Force on Homeland Security in October called on Congress to "enact a new local anti-terrorism block grant at a minimum of \$3 billion to comprehensively fund county and municipal law enforcement and public safety agencies and programs."

The task force urged that "funding decisions under the block grant should be made countywide as an outgrowth of the existing 'all hazards' emergency management planning process."

The legislation authorizes \$3 billion in grant funds over a one-year period. Seventy percent of the funds will go directly to any local government that is a "qualifying community," defined to include any city with a population of 50,000 or more that is in a metropolitan area or any county that is in a metropolitan area. Close to 900 counties can be found in standard metropolitan areas. The remaining 30 percent of the funds will go to the states for the purpose of distributing funds to smaller counties and cities.

NACo has specific concerns with respect to the formula for distributing the funds, the lack of incentives for promoting city-county and multi-county collaboration, and the bill's general failure to link funding to planning for the prevention of terrorist attacks, said NACo Executive Director Larry Naake.

Under the provisions of the legislation, the Attorney General of the United States determines the amount of money cities and counties receive. While local planning is a requirement of the act, the amount of funding is based en-

tirely on the population of the city or county. The county, however, is not permitted to count its municipalities as being part of its population. Thus, the formula assumes that counties only function in the "out-county" areas.

Among the purposes for which the grant funds can be used are the following:

- fund additional law enforcement, fire, and emergency resources, including overtime expenses
- purchase and refurbish personal protective equipment for fire, police and emergency personnel and acquire state-of-the-art technology to improve communication and streamline efforts
- improve cyber and infrastructure security, such as water treatment plants, distribution systems and other water infrastructure, nuclear power plants and other power infrastructure, tunnels and bridges, oil and gas pipelines and storage facilities, and chemical plants and transportation of hazardous substances
- assist local emergency planning committees so that local public agencies can design, review and improve disaster response systems
- assist communities in coordinating their efforts and sharing information with all relevant agencies involved in responding to terrorist attacks

• establish timely notification systems that enable communities to communicate with each other when a threat emerges, and

• improve communication systems to provide information to the public in a timely manner about the facts of any threat and the precautions the public should take.

Grant recipients will be required to match only 10 percent of the public safety block grant received. Severely distressed local governments will be exempt from the 10 percent matching requirement.

Local governments will not be able to use block grant funds to supplant their pre-September services, but they will be able to use the funds to address any post-Sept. 11 needs and to pay for additional services required since Sept. 11.

The U.S. Department of Justice will serve as the administering agency, but will be required to consult in all respects with the Office of Homeland Security, and, as appropriate, other federal agencies.

Grant recipients must submit a public safety action plan explaining how block grant funds will be used to prepare and respond to terrorist threats. Within six months of receiving funds, grant recipients must report to the Attorney General regarding the improvements made in public security resulting from block grant funds.

Welfare reform task force sets benchmarks for new legislation

By MARILINA SANZ

ASSOCIATE LEGISLATIVE DIRECTOR

NACo's task force on the Next Steps of Welfare Reform, finished its work at the Workforce Development and Human Services Conference in Broward County, Fla. The 1996 Personal Responsibility and Work Opportunity Reconciliation Act expires next year. Subsequently, the Temporary Assistance for Needy Families Block Grant (TANF), and related programs such as the Child Care and Development Fund, the Social Services and Development Block Grant (SSBG), the Food Stamp Program and the Child Support Enforcement Program are up for reauthorization.

The task force recommendations cover seven major topics: funding and flexibility, families in poverty, child care, work and training, family formation, child well-being and coordination with other programs.

Some of the task force's specific program recommendations include the following:

- maintaining the current federal TANF contribution of \$16.8 billion and adding annual inflation increases
- providing sufficient child care funds to ensure that quality services are available to families with incomes of up to 225 percent of poverty and for families that leave TANF
- de-linking federal foster care eligibility from the 1996 Aid to Families with Dependent Children income eligibility standards and developing a new system that responds to a child's risk of abuse
- restoring Medicaid and Food Stamp eligibility to legal immigrants
- restoring SSBG to at least the level authorized in the 1996 law of \$2.8 billion in FY03
- continuing transitional Medicaid for at least 12 months and giving

states added flexibility to cover families that lose their Medicaid eligibility including the option of a buy-in program

• allowing states and counties the option to provide more than 12 months of vocational education and to allow increased hours of basic skills and education training

• allowing employability plan requirements such as drug treatment activities to count as work activities

• providing equitable treatment for two-parent families by making the work participation rate and the number of hours required the same as for single parents

• providing incentives to states to pass-through a higher percentage of child support collections

• restoring the authority to transfer 10 percent of TANF to SSBG

• opposing carve-outs or set asides

• enhancing Supplemental Security Income outreach to ensure that all eligible individuals participating in the program, and

• enhancing other programs that help families achieve self-sufficiency such as the Earned Income Tax Credit, the Workforce Investment Act, affordable housing and welfare-to-work transportation services.

The task force's recommendations have been submitted to the Human Services and Education Steering Committee as well as NACo's Executive Committee. Final action on the recommendations will be taken at the legislative conference in March.

The Food Stamp program is on a slightly different track because it is part of the Farm Bill reauthorization Congress is considering right now. NACo adopted a comprehensive Food Stamp policy this summer, but the task force felt it was important to re-emphasize that policy because of the program's importance to successful welfare reform.

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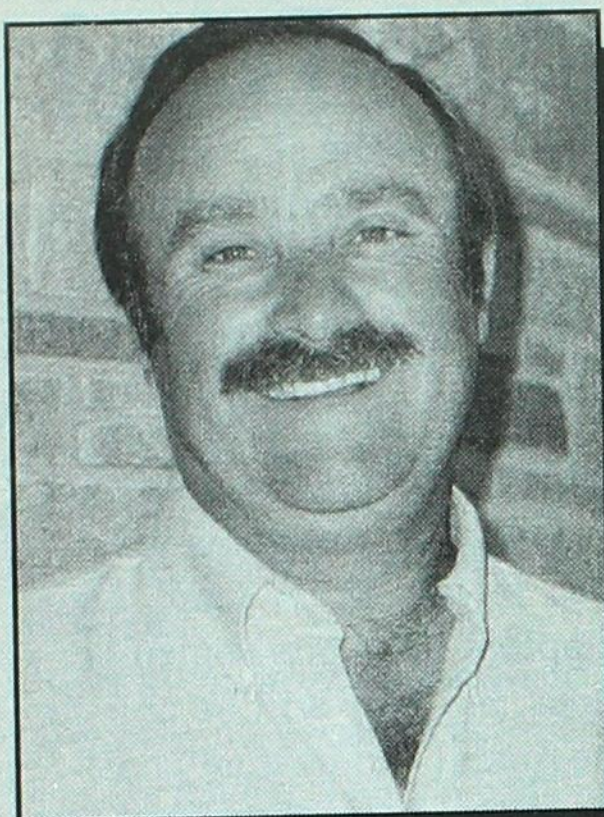
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PROFILES

in service...



Kevin Thomas Kelleher

**Commissioner
Houston County,
Minn.**

**NACo Board
of Directors**

Number of years active in NACo: Four years

Years in Public Office: 11 years

Occupation: Houston County, Minn. commissioner; Sheep farmer

Education: B.A. in family counseling

The hardest thing I've ever done: Take a human life in service to this country.

Three people (living or dead) I'd invite to dinner: my grandfather, great-grandfather and great-great-grandfather on either my mom's or dad's side.

A dream I have is to: Return to Vietnam and collect butterflies.

You'd be surprised to learn that I: Was weeks away from becoming a professional butterfly collector before I met my lovely wife. Needless to say that changed everything.

The most adventurous thing I've ever done is: Kayak down a wilderness river in Central America with my best friend (who couldn't swim) collecting butterflies for two weeks. Neither of us had kayaked before!

My favorite sport is: Golf and hunting.

I'm most proud of: My relationship with my wife and our children.

Every morning I read: The Minneapolis Tribune crossword puzzle.

My favorite meal is: Lobster.

My pet peeve is: Intentional ignorance.

My motto is: If you're walking on thin ice, you might as well dance.

The last book I read was: *Guns, Germs and Steel: The Fates of Human Societies*, by Jared Diamond and Grover Gardner.

My favorite movie is: *Jeremiah Johnson*.

My favorite music is: Anything I'm in the mood for.

My favorite president is: Abraham Lincoln.

TASK FORCE

from page 1

"We moved from a focus on policy to one of model programs and best practices for counties," said NACo President Javier Gonzales, commissioner, Santa Fe County, who chairs the task force.

The task force heard presentations from Special Agent Perryn Collier of the FBI's Albuquerque field office on cyber-terrorism threats and from Nancy J. Wong, deputy director of the program at the U.S. Department of Commerce, about the federal government's Critical Infrastructure Assurance program.

Collier told task force members that cyber-terrorism differs from the type of terrorism experienced on Sept. 11. "It's not about creating fear," Collier said, "it's about taking advantage of weaknesses to paralyze the system." He also said that while county information systems may be vulnerable if they are not secured properly, he does not expect nor recommend a reversal in the trend toward e-government.

Wong discussed the work her office is leading with all levels of government and industry in the areas of information and communications, electric power, transportation, oil and gas, banking and finance, water, emergency services and critical government services. Wong said these critical infrastructures are vital to national defense, the orderly functioning of a national economy, and public health, welfare and safety.

Despite the best efforts of gov-

ernment and industry, however, "there is no such thing as 100 percent protection," Wong told members. "You're looking at managing your risks. Public confidence is a major issue," she said.

The task force then learned about various technologies that can assist counties to better secure communities. Presentations about these technologies—from the use of geographic information systems to map damage and manage the repairs of infrastructure in New York City to hand-held personal computers used to connect the Sacramento County Sheriff's Office—were given by representatives of IBM, ESRI, E-team, Oracle, Accenture, PSCo and Microsoft.

Costis Toregas, president of Public Technology, Inc., also discussed the role of technology in security, highlighting the local level as where "homeland defense will be erected, managed and fought." Toregas talked about the importance of communications interoperability and database interfaces.

"A decentralized strategy of [emergency] preparation and risk management is not only possible, but essential," Toregas said. "In order for such a strategy to work, there must be perfect communication... and strong leadership roles must be assumed by local elected officials." "Technology has a role to play in such efforts," he added.

Later in the afternoon, the task force took up a plan for NACo to provide programs, services and resources for counties on homeland security.

The approved plan, later adopted by the Board of the Directors, calls for NACo to carry out a range of

educational programming on homeland security such as conducting training sessions at upcoming conferences, preparing a series of articles for *County News*, identifying model programs, ordinances and experts and expanding the peer-to-peer program, developing materials to assist county officials to communicate with the public, and restarting an e-mail list for county officials to exchange information.

Finally, a handful of revisions were adopted to the *Policy Agenda to Secure the People of America's Counties*, first approved on Oct. 26. These changes addressed border security, evacuation and mutual aid immunity issues, as well as the need for federal laboratories to release research and information (and declassify such information, as appropriate) that would assist counties in protecting the homeland.

Gonzales formed the Homeland Security Task Force in the aftermath of the terrorist attacks of Sept. 11 to focus attention on counties as first responders to acts of terrorism and other emergencies, serve as a forum to educate federal officials about the role counties play in securing the homeland, and provide NACo with direction on policy issues and programs and services to assist counties.

The task force is comprised of 40 county officials, representing the NACo Executive Committee, steering committees, urban and rural offices, standing committees and various affiliate organizations.

Its third and final meeting will take place March 1, 2002, in Washington, D.C., in conjunction with the NACo Legislative Conference.

BUDGET

from page 1

- funding the Counties Serve America program at \$47,000, and
- providing \$59,600 for NACo presidential initiatives.

The largest source of revenue for the 2002 budget is from NACo's profit-making companies and royalties from the Deferred Compensation Program. This amount of \$7.3 million is followed by \$3.8 for membership and corporate membership dues, \$3 million from building revenue, \$2.5 million for conferences and \$2.2 million for grants and contracts.

The top expenditure for the budget is \$5 million for management, overhead and benefits. Expenses and payments for the profit-making companies is \$3.6 million. Expenditures for Legislative Affairs and conferences are \$3.8 million, followed by grants and contracts at \$1.8 million.

NACo will conclude the 2001 budget year again in the black with an estimated surplus of \$504,000.

County News

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

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Legislative Priorities

Steering Committees Legislative Agendas



★ Homeland Security

Authorize a Local Anti-Terrorism Block Grant

Congress should enact a new local anti-terrorism block grant at a minimum of \$3 billion to comprehensively fund county and municipal law enforcement and public safety agencies and programs.

Improve Public Health Infrastructure

Improve public health infrastructure to increase counties' biochemical terrorism preparedness and response capability.

Improve Security for Infrastructure

Support legislation and funding aimed at improving security for county-owned infrastructure, including buildings, airports, transit systems, highways, ports and water resources and facilities.

Improve Public Safety and Emergency Management Communications

Increase inter-operability for both voice and data, release additional spectrum in the 700 MHz band for public safety and emergency management use, and eliminate interference problems in public safety communications.

★ Expanding Democracy

Election Reform

Support election legislation that provides adequate federal funding for states and counties to:

- Improve election administration
- Improve voter education
- Provide provisional voting
- Provide training for poll workers
- Improve access for the disabled
- Establish statewide voter registration systems
- Replace and improve voting equipment
- Cover the costs of replacing or improving equipment meeting federal standards
- Provide for a reduced postal rate for mailing elections material, and
- Maintain the secrecy of the ballot.

★ Key Priorities

Oppose Unfunded Mandates and Preemption

Oppose unfunded mandates from Congress, and the Administration, and oppose legislation or regulations that preempt county authority, such as land-use regulatory authorities and other locally-based functions.

Remote Sales Taxes

Support the collection and distribution to counties of current sales taxes due on purchases made by mail order or over the Internet. Support the Streamlined Sales Tax System for collecting taxes from Internet and other remote sellers. States are urged to pass necessary enabling legislation to join the new plan.

Welfare Reform

Reauthorize the Temporary Assistance for Needy Families Block Grant and related programs at current funding levels, plus inflation. Enhance flexibility to ensure child well-being and progressive family income stability after leaving welfare.

Advanced telecommunications

Support the deployment of advanced telecommunications services/broadband for rural and inner city communities to respond to digital divide concerns.

★ Agriculture and Rural Affairs

Priorities

- Push for implementation of rural development block grant based on a formula to aid America's persistent poverty counties.
- Streamline the application process for programs within USDA and the federal government to help rural officials apply for federal dollars.

Critical Funding Issues

- Actively work on the reauthorization of the Farm Bill to maintain or increase funding in those areas that have a direct impact on rural communities and economies, such as, but not limited to, commodity support, rural development, rural health and transportation.

★ Community and Economic Development

Priorities

- Support authorization of a federal housing production program to increase the supply of affordable housing stock.

Critical Funding Issues

- Increase appropriations for the Community Development Block Grant Program (CDBG) and the HOME Investment Partnerships Program.
- Increase funding for the assessment, cleanup and redevelopment of brownfields sites.

★ Environment, Energy and Land Use

Priorities

- Ensure that implementation of new ozone and particulate matter standards under the Clean Air Act is reasonable and does not lead to a loss in transportation funding for counties.
- Support funding of the stateside Land and Water Conservation Fund (LWCF), and delivery of those funds to county governments.

Critical Funding Issues

- Support financial assistance to counties for watershed protection and drinking water, sewer and storm water infrastructure, and for the security of water resources and facilities.

★ Finance and Intergovernmental Affairs

Priorities

- Election Reform: Support election legislation that encourages states and counties to improve election administration and voting equipment, and provides adequate funding to implement such improvements.
- Remote Sales Tax: Support the collection and distribution to counties of current sales taxes due on purchases made by mail order and over the Internet. Support the Streamlined Sales Tax System for collecting taxes from Internet and other remote sellers. States are urged to pass necessary enabling legislation to join the new plan
- Bankruptcy Reform: Support enactment of bankruptcy reform legislation that conforms to state and local law regarding liens in bankruptcy proceedings.

Critical Funding Issues

- Oppose unfunded mandates from Congress and the Administration.

★ Health Steering Committee

Priorities

- Access to Health Care: Improve access to all health services, including those funded by Medicare and Medicaid and those related to bio-terrorism preparedness, for all persons without increasing the burden on county government.

★ Human Services and Education

Priorities

- Welfare Reform: Reauthorize the Temporary Assistance for Needy Families (TANF) Block Grant and related programs at current levels plus inflationary increases, and enhance program flexibility to ensure child and family well-being and continued economic success for families leaving the welfare rolls.

Critical Funding Issues

- Increase the Social Services Block Grant to at least the level authorized in the 1996 welfare reform law, and maintain the flexibility to transfer 10% of TANF funds to the SSBG (Social Services Block Grant), and fully fund the Older Americans Act programs.

★ Justice and Public Safety

Priorities

- Authorize Local Anti-Terrorism Block Grant: Congress should enact a new local anti-terrorism block grant at a minimum of \$3 billion to comprehensively fund county and municipal law enforcement, and public safety agencies and programs. Funding decisions under the block grant should be made countywide as an outgrowth of the existing "all hazards" emergency management planning process.
- Juvenile Accountability Block Grant: Expand the use of expenditure data in the juvenile accountability block grant formula to better reflect county responsibilities in the juvenile justice system and with special emphasis given to primary prevention.
- Inmate Reentry Programs: Congress should expand the Justice Department's "reentry" program initiative by specifically allocating funds for the creation of reentry programs for current and former jail inmates.
- Diversion of Mentally Ill: Support legislation that facilitates the diversion of non-violent mentally ill offenders from county jails to community intervention programs.

★ Labor and Employment

Priorities

- Support legislation that would promote coordination between workforce development and economic development programs at the county level.

Critical Funding Issues

- Support adequate funding for workforce programs through a system of block grants that gives counties and local workforce boards sufficient flexibility to meet local needs.

★ Public Lands

Priorities

- Reform the Endangered Species Act.
- Improve forest and range land health.
- Maintain and increase access to public lands.

Critical Funding Issues

- Fund the Payment-in-Lieu-of-Taxes Program at its fully authorized level.

Counties struggle with cost of fighting terrorism

By M. MINDY MORETTI
SENIOR WRITER

Even though 94 percent of counties had an emergency response plan in place prior to Sept. 11 most were not prepared for this new type of terrorism and have been forced to scramble to implement new safety measures to ensure the security of county residents, buildings and employees.

The implementation of these new, immediate security measures have come at a cost to counties unprepared to pay for such things as new security badges, overtime for security personnel and lost revenue.

"There are going to be wrenching decisions that have to be made," said economist Steve Cochrane who tracks state and local finances for Economy.com. "Local governments can cut back and raise taxes. But for

some local governments, they are going to have to find some new ways to raise revenue to pay for this."

The largest additional expenditures are in the arena of public safety, particularly in the form of overtime and added man-hours to secure county buildings. For instance, in Oklahoma County, Okla., between added security, studying a new security plan for the courthouse complex and creating a new, off-site mail opening facility, the county will spend approximately \$750,000 it had not initially budgeted for.

According to Sheriff John Whetsel, there is still some question as to where the additional money will come from.

"No budget adjustments have yet been made," Whetsel said. "However, we anticipate some being made in December. It is anticipated main-

tenance and needed replacement projects will be delayed."

While Oklahoma County is unclear where its additional funding will come from, some counties such as Hennepin County, Minn., have already passed legislation to accommodate the \$875,000 in immediate security costs and a \$2.7 million increase in the proposed 2002 capital budget.

"We're trying to find a balance between safety and security and access to services," said Board Chair Mike Opat.

In the area of public health many counties are dealing with the added threat of bioterrorism by spending additional, and unbudgeted funds on items such as adding/adjusting staffing, purchasing more medical supplies and equipment, and public information campaigns. In Montgomery

County, Md., the county's Public Health Services recently estimated that it would need an additional \$537,660 for the remainder of FY02.

While she waits for the county executive and council to look for new and different revenue sources to make up the shortfall, Public Health Services Director Lynn Frank said she is "fast and furiously trying to get federal grants to reimburse the county and help it go forward."

Although she's hopeful that, either through the political process or from the federal government, she receives the necessary funding, Frank said she is thinking about plan B.

"I've thought about that and if it really comes to that, I guess we'll have to try to just take very small pieces out of other programs so there won't be a major impact on our infant mortality rates or a major impact on food safety," Frank said. "We don't want it to have a major impact on our TB control or our HIV program, and we certainly can't afford to have any impact on school health."

Even though some counties have found money to pay for their new security needs, others — most likely

a majority — are scrambling to find new revenue sources. Some are hoping for federal money in the form of grants from an anti-terrorism block grant program. Others, such as King County, Wash., are considering new or increased property taxes and some, like Santa Clara County, Calif., home to many of the nation's high-tech firms, have already gone to the federal government and requested funding.

One way many of the counties are currently paying for unexpected man-hours is through volunteers. County employees throughout the country have volunteered countless hours of their own time to keep the cost of homeland security lower than what it actually is.

"We've had a lot of great volunteers," Frank said of the hundreds of nurses and specialists who donated their time to many causes including public education. "If we were going to pay these people to do what they volunteered to do, it would have easily added another \$300,000 to our shortfall."

(The Associated Press contributed to this article.)

NACo INDOOR AIR



PROGRAMS

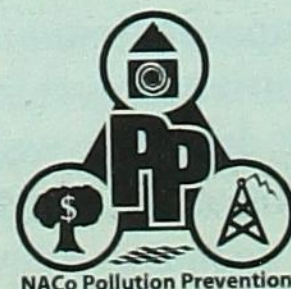
The objectives of NACo's Indoor Air Programs are to heighten county officials' awareness of indoor air pollutants as public health threats and to provide materials and technical assistance for risk reduction activities. Such indoor air pollutants include...

radon, environmental asthma triggers, environmental tobacco smoke, and carbon monoxide.

Contact Lou Witt for free materials and information on how your county can help reduce the health risks associated with poor indoor air quality.

Lou Witt
Senior Program Manager
jlwitt@naco.org
202.942.4261

NACo National Association of Counties
Counties Care for America



BIO-BILL

from page 2

- purchase reserves of vaccines or other medical supplies, and
- train and plan for protection of personnel responding to an attack.

Bioterrorism preparedness in the House

On the House side, Reps. Greg Ganske (R-Iowa) and Marion Berry (D-Ark.) have introduced a companion bill (H.R. 3310) that is virtually identical to S. 1765.

Meanwhile, there is funding for bioterrorism preparedness in the House-passed version of the emergency spending bill, which is part of the Department of Defense Appropriations bill. The emergency spending provisions would allocate most of the \$40 billion in spending that was approved immediately following the events of Sept. 11. Included would be \$613 million for federal, state, and local bioterrorism preparedness and \$400 million for counter-terrorism aid to state and local governments.

The Senate's emergency spending legislation has been through the committee process and was expected on the Senate floor for a vote Dec. 6. Sen. Robert Byrd (D-W.V.) is leading an effort to spend about \$15 billion more than the

\$40 billion already approved for response to and recovery from the Sept. 11 attacks.

Of this amount, \$7.5 billion would be targeted for clean up and recovery efforts in New York, Virginia and Pennsylvania. The other \$7.5 billion is slated for domestic security. Of this amount, Byrd would funnel \$3.9 billion toward bioterrorism preparedness.

Most of this amount, or \$3.3 billion, would go to the Department of Health and Human Services to:

- expand state and local laboratory and hospital capacity to recognize pathogens and treat victims, via the Public Health Emergency Fund (\$1.3 billion)
- purchase vaccines and other medical supplies (\$1.4 billion)
- fund research on new vaccines, antibiotics and other treatments (\$221 million)
- improve disaster response training and improve security at laboratories (\$182 million)
- improve CDC lab and personnel capacity (\$185 million)

USDA and the FDA would also receive \$575 million to hire more inspectors and beef up security.

President George W. Bush has indicated that he believes that the original \$40 billion is a sufficient amount to spend through the end of the year and has threatened to veto legislation that spends more.

CULVERT CLEANING A HEADACHE?

WE'VE GOT THE ASPIRIN!

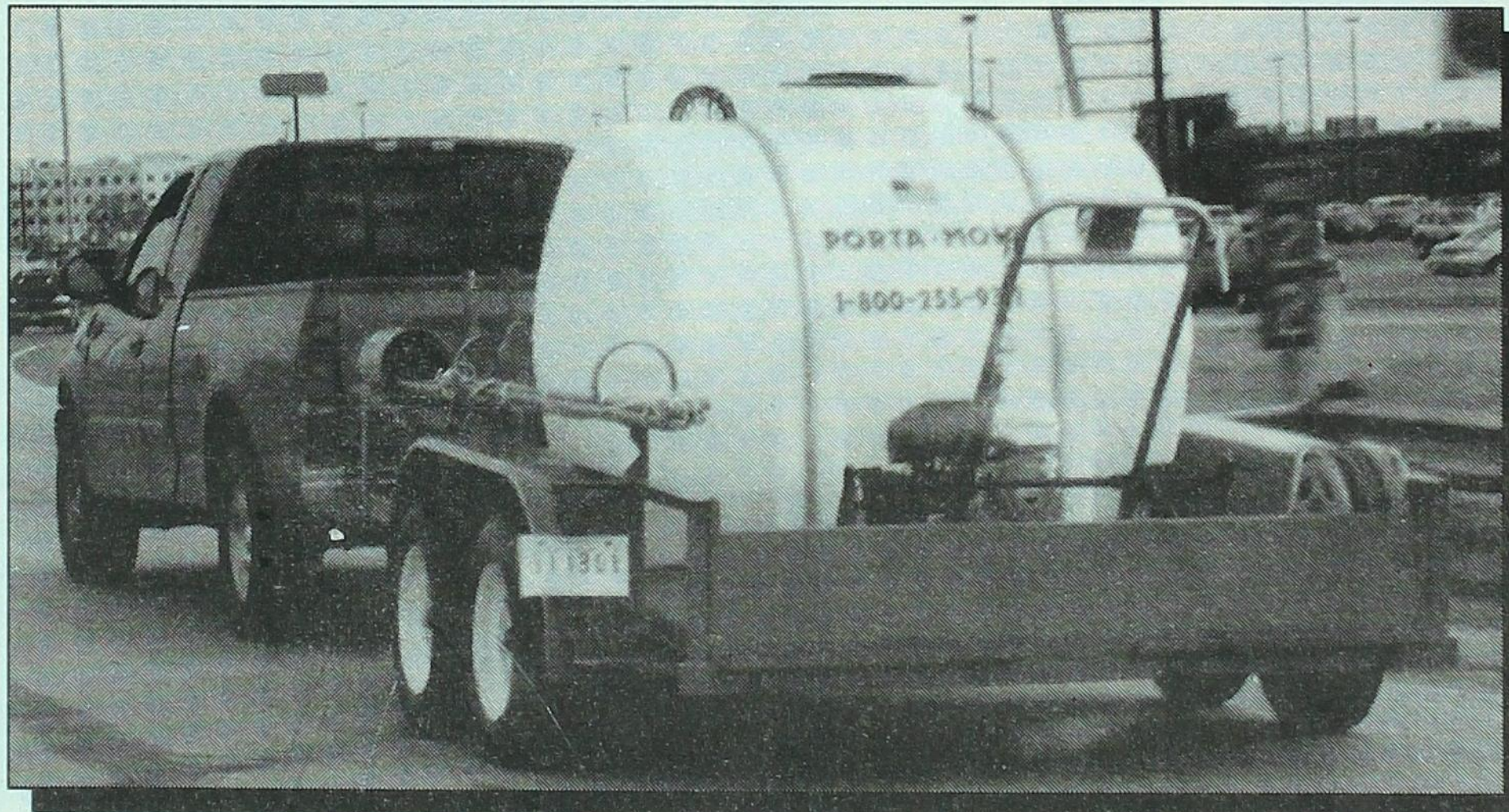
THE PORTA-MOLE CULVERT CLEANING SYSTEM

**HERE'S WHAT SOME OF OUR CUSTOMERS HAVE TO SAY ABOUT THE
REVOLUTIONARY PORTA-MOLE CULVERT CLEANING SYSTEM:**

- ★ **JOHN WYLIE PRICE - COUNTY COMMISSIONER, DALLAS COUNTY, TEXAS** "We bought our system in July and it paid for itself on the very first project. Tell all my colleagues about it and I'm personally ecstatic!"
- ★ **JOHN PAUL JONES - COUNTY ENGINEER FOR HARRISON COUNTY SAYS** "When Commissioner Greer made me aware of the Porta-Mole Cleaning System I immediately told him I wanted to see it. When I saw it operate I said, This is a no brainer, get one. We now leave the expensive, heavy equipment to do the jobs they were designed for."
- ★ **RUSSELL GREEN - COMMISSIONER OF UPSHUR COUNTY SAYS** "We can clean culverts in minutes and not worry about having to replace the culvert. I was wondering if anyone would ever invent a device to clean a culvert pipe quickly and inexpensively."
- ★ **JERRY RODRIGUEZ - GOLIAD COUNTY COMMISSIONER SAID THIS** "The Porta-Mole Culvert System saves roads, time and money and is good public relations for getting re-elected."
- ★ **JERRY GREER - HARRISON COUNTY SAYS** "We pull the self contained rig up to the job site, unload, clean the culvert, reload and drive off in one hour. Roger Sander's road crew are cleaning culvert pipes that have never been cleaned before."
- ★ **MIKE RICHARDSON - WISE COUNTY COMMISSIONER SAYS** "The Porta-Mole System is an ideal way to keep your fixed overhead labor doing something useful when the weather prohibits road work. The other day one crew did a near impossible job perfectly and saved us 300 to 400 dollars. By the way, our crews really like using the machine."

OTHER REASONS OUR CUSTOMERS BRAG ABOUT THE PORTA-MOLE CULVERT CLEANING SYSTEM ARE:

1. A FREE FLOWING DRAINAGE SYSTEM PREVENTS WATER "DAMMING UP" WHICH SEEPS UNDER ROAD BEDS UNDERMINING THEM AND RESULTING IN POT HOLES AND DEGENERATION OF THE ASPHALT SURFACE.
2. STANDING WATER BREEDS MOSQUITOES AND HARBORS SNAKES.
3. CITIZENS GET IRATE WHEN A STOPPED UP CULVERT CAUSES FLOODING AND EROSION OF THEIR PROPERTY.
4. INSTALLING NEW CULVERT PIPES AND DISPOSING OF THE OLD ONES (THE METHOD MANY COUNTIES USE) IS A REAL PAIN IN THE NECK.
5. TWO MEN ARE ALL THAT IS REQUIRED TO DO THE JOB.



CONTACT US NOW SO WE CAN HELP YOU SAVE THOSE HARD EARNED TAX DOLLARS AND PUT THEM TO USE IN UP-GRADING YOUR COUNTY'S ROADS RATHER THAN WASTING THEM ON PATCHING AND RE-PATCHING. YOUR TAXPAYERS WILL BE THE FIRST TO APPRECIATE YOUR EFFORTS.

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STOP DOING IT THE OLD WAY (OR AVOID DOING IT AT ALL)!

ATTENTION!

We need reps. If you are wanting to own your business and double or triple your income, contact us now. We need representation in your trade area if it is still open. Be your own boss and have a ball making the BIG BUCKS! Do it now!

AGENDAS

from page 5

★ Telecommunications and Technology

Priorities

- Oppose legislation that preempts county authority such as land-use authorities, franchising of cable and telecommunications services, siting of facilities and other regulatory functions.
- Improving public safety and emergency management communications interoperability for both voice and data.
- Releasing additional spectrum in the 700 MHz band for public safety and emergency management use.
- Enhance utilization of geographic data systems for planning, preparedness and response.
- Advanced Telecommunications: Support the deployment of ad-

vanced telecommunications services/broadband for rural and inner city communities to respond to digital divide concerns.

- NACo supports legislative and regulatory policies, at every level of government, that facilitate and promote the utilization of e-governance to provide governmental services to citizens.

★ Transportation

Priorities

- TEA-21 Reauthorization: Undertake a multi-year legislative effort to reauthorize the highway, transit and safety programs in TEA-21 [Transportation Equity Act for the 21st Century], with a particular emphasis on improving local government input in the planning and programming of federal funds and on

implementing a workable environmental streamlining process.

- Security for Transportation Facilities: Support legislation and funding aimed at improving security for county-owned transportation facilities, including airports, transit systems, highways, and ports, and other significant non-county facilities, where county government has been called upon to provide security or where enhanced security of such a facility is a high priority for county residents.

Critical Funding Issues

- Transportation Funding: Support enhanced funding for highways, transit systems, airports, rail service and ports and advocate for any changes in current law that will target federal funding to counties and other local governments.

Counties save millions through consolidating waste facilities

Three persistent solid waste managers, a lot of planning and some smart county leadership will save Wisconsin's Brown, Outagamie and Winnebago counties about \$43 million over a 12-28 year period as the counties consolidate their landfill and recyclables facilities.

Brown, Outagamie and Winnebago counties each operate landfills and container recycling facilities. Outagamie and Winnebago operate mixed-paper processing facilities. All three county operations serve similar populations within 39 miles of each other.

The idea to consolidate was conceived in conversations between Leonard Leverage, solid waste manager for Winnebago County and Charles Larscheid, his Brown County counterpart. Both were experiencing declining tonnage at their respective landfills and both expected increased tipping fees as a result. Larscheid said he and Leverage decided to bring Outagamie County into the discussion because they didn't want to compete for each other's customers.

Out of that meeting — in 1999 — came the idea to evaluate the efficiencies and savings gained by consolidating the three counties' landfill operations and paper and recyclable container processing facilities. "The hard part, initially, of getting political support for our idea was convincing folks to look ahead. All three counties operate efficient and effective solid waste disposal and recycling processing programs, but we weren't sure how long that could continue," Larscheid explained.

The three counties devised a plan

to rotate landfill operations. Existing capacities at Outagamie and Winnebago would be used initially and partially approved capacities at Outagamie and Brown counties would be developed in the future. The plan is expected to extend capacity for 28 years, at a combined 550,000 tons per year, eliminate "tripling" services and save an estimated \$35 million.

On the recycling side, Outagamie and Winnebago counties would close their container processing facilities and Brown County would expand its operations. In the meantime, Outagamie would expand its paper processing facility to handle Winnebago County's mixed paper and Winnebago will close down. The initial term of the recycling plan is 12 years, with a combined container volume of 16,400 tons per year and mixed paper volume of 21,500 tons per year and anticipated savings of \$8 million.

Brown became the first of the three counties — on Oct. 17 — to approve a "Resolution for Inter-governmental Agreements for Recycling and Solid Waste Disposal," which incorporated the plan's reconfigurations.

Brown County Executive Nancy Nusbaum praised the efforts of the three counties' solid waste managers and suggested the agreement should be the beginning of more regional efforts that save money for the taxpayers of our three counties.

(For more information, contact Chuck Larscheid, Brown County (Wis.) Port and Solid Waste Director at (920) 492-4950.)

BE RECOGNIZED!

Has your county developed a program since 1998 that you believe to be unique and creative? If so, NACo wants to hear from you!

The Achievement Awards are back for their 33rd year. This program recognizes counties, employees and departments for implementing creative ways to improve the effectiveness and efficiency of local government.

The Achievement Awards celebrate county initiatives and their importance to citizens. Some of the highlights of the program are:

- 21 award categories
- Certificates for the winners and plaques for Best of Category winners
- A ceremony at NACo's annual conference, to be held this year in New Orleans, La.
- A chance for your program to be highlighted in *County News*
- A chance to be part of our Model County Programs on NACo's Web site (www.naco.org)
- National recognition for your county and program
- Did we mention New Orleans?

2002 Achievement Awards Programs

Interested?
For more information on the Achievement Awards program, please contact Joseph Hansen in the Research Department at (202) 661-8834 or by e-mail at jhansen@naco.org.

Applications coming soon in the mail and on NACo's Web site.

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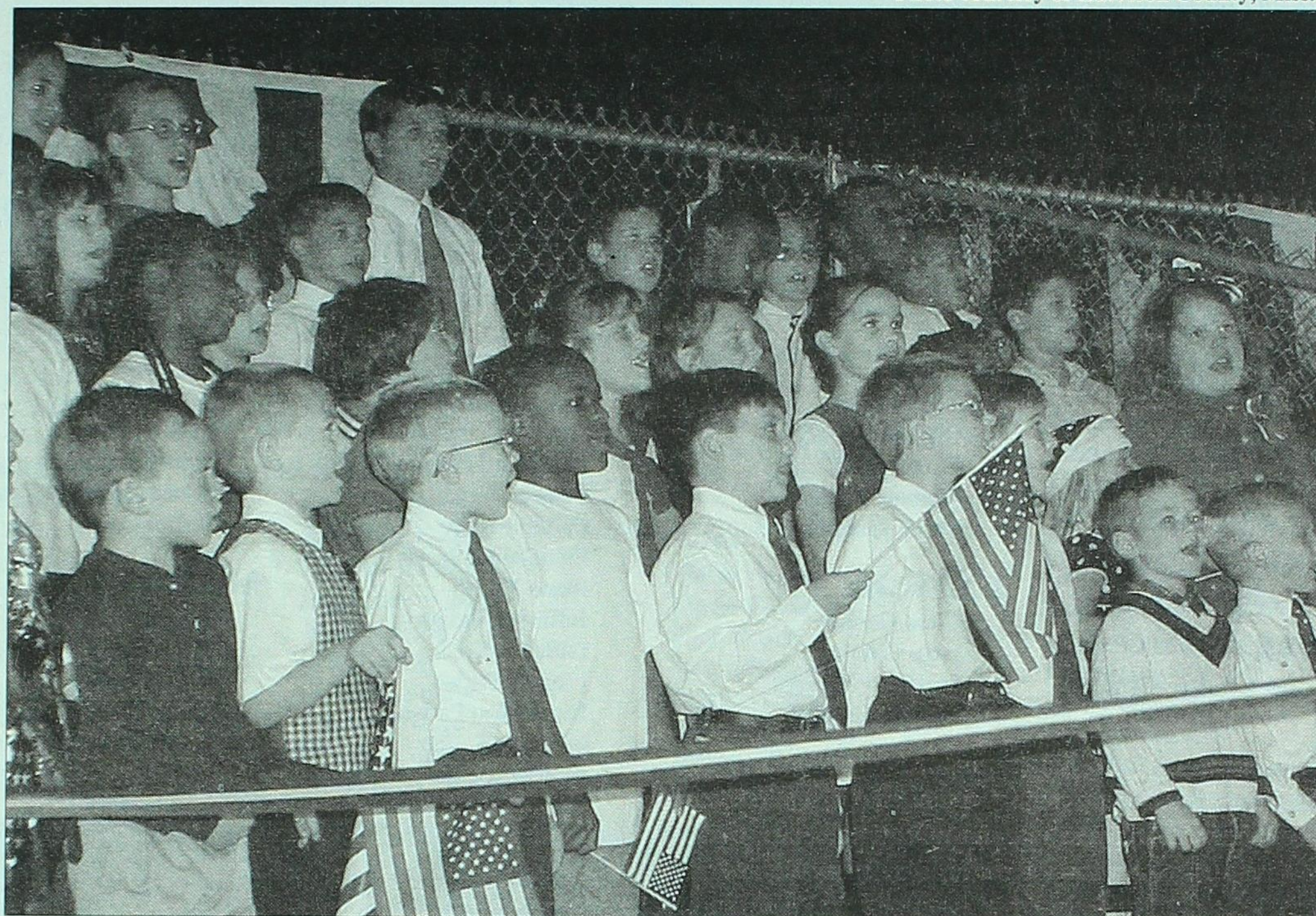
Counties soothe communities' turmoil with creativity

By STACEY KENNEDY
EDITORIAL ASSISTANT

Bicycle marathons, concert performances, massive art projects replicating the American flag, fundraisers for charity — the projects undertaken by the Honor Roll counties to aid and celebrate America in the wake of the Sept. 11 attacks, were as diverse and varied as the nation itself. The following is a small sample of those projects, all designed to restore a sense of community and humanity in counties across the country.

Funding recovery efforts

A fundraising event consisting of several Georgia counties, including Richmond, Columbia, McDuffie, Burke, and two counties in South Carolina (Aiken and Edgefield) raised more than \$1.1 million dollars for charity. The community effort was sparked by advertisements through local radio and television. Citizens were able to make donations through their local banks and their respective mayor's office. With approximately 10 percent of the funds donated by area firefighters, Augusta-Richmond County, Ga. Mayor Bob Young presented the donor's check to New York City Mayor Rudolph Giuliani in support of the Twin Towers Fund.



On Nov. 10, the county supervisors and city officials of Harrison, Hancock, Stone and Jackson counties, Miss., hosted a "God and Country Candlelight Tribute" to the Sept. 11 victims and their families. The event, which attracted approximately 800 attendees, featured among other activities, local choirs such as the Gulf Coast Youth Choir choir pictured here.

Innovations in information

Days after the attacks, the country awaited word of what was to come. As President George W. Bush called on service men and

women, Vanderburgh County, Ind., honored those called to duty. Through the county auditor's office, a Web site was created which featured relatives of county employees who would be serving in

the military. Accessible to employees, the site included photos and stats of each officer, along with brief explanations of each branch of the military and its purpose within the scope of the United States Armed Forces.

Creative initiatives

"Cycling for America" drew upon the athletic and humanitarian efforts of Rockdale County, Ga. firefighters under the direction of their Battalion Chief, Walter Ellison. The 11-day journey took the riders across 1,049 miles, from Forsyth, Ga. to New York City, with pit stops in Richmond, Va., Washington, D.C., Trenton, N.J., Philadelphia, and Newark, N.J. With assistance from 93 other fire departments, the riders (approximately 110) ranged in ages from 19 to 75 years of age.

Prior to the trip, Rockdale County firefighters collected \$159,000, which was donated to relief efforts. Also presented to New York rescue workers were gloves and socks collected and donated by a local Kiwanis Camping Group.

In a week's time, citizens of Wilkinson County, Ga., donated enough emergency supplies to fill an 18-wheeler truck. The truck, donated by a local trucking company, furnished supplies to rescue workers at ground zero in New York City. Local television and media outlets spread the word of efforts being made to collect first aid kits,

baby wipes, boots, masks and other materials considered useful for rescue workers by the Salvation Army. Local churches and schools also took part in collecting for the New York City relief workers.

The Oakland County (Calif.) Casual Day Fund, was developed for county employees who donate \$1 each Friday to dress casually. At the end of the year, all proceeds go to charity. In light of the Sept. 11th events, the county donated \$10,000 (money accumulated from January through September) to the Fallen Heroes Fund. A one-day \$5 Casual Day was also held which helped officials raise an additional \$8,000 for the charity.

In Allegan County, Mich., the maintenance staff of the Allegan County facilities management department created a 260-foot long, 156-foot tall replica of the American flag. Each stripe was 12 feet tall and the field of blue, 113 feet long by 84 feet high. The flag, almost one acre in size, is twice the size of a football field. With each star approximately 9 feet wide, the flag project took 16 hours and approximately 55 gallons of paint.

Bumper stickers were all the rage in Culpeper County, Va. The county, in conjunction with *The Culpeper Star-Exponent*, produced a commemorative red, white and blue bumper sticker adorned with a bald eagle, star and the words, "Don't Tread on Us." The sticker was produced and distributed inside one edition of each newspaper.

Rallying behind the country

Attended by more than 7,000 people, *Our Community, Our Country* was a rally in honor all those whose story would indelibly become a patch on the American quilt. Presented by Jefferson Parish, La., the event was held at the open-air Zephyr Stadium in Metairie, La. The gathering included performances by a local arts society as well as performances of patriotic music by members of the Louisiana Philharmonic Orchestra.

Collection barrels were located throughout the stadium as event-goers were given the option of which relief charity they wished to donate. T-shirts displaying the American flag were on sale and all proceeds were also donated to charities.

Through donations of time, resources, and creativity, counties have taken the initiative to spearhead charitable efforts which enabled all Americans to triumph and provide a buffer to those who needed it most.

Volunteerism is the spirit of America

Submissions due soon for Acts of Caring Awards

The months following the unprecedented events of Sept. 11 have come to show that the true spirit of America lies in its everyday heroes — volunteers. As President George W. Bush recently stated, "The spirit of volunteerism is the spirit of America." Now is the chance to salute your local heroes.

The deadline is fast approaching to enter your submission to NACo's third annual Acts of Caring Awards, a program that pays tribute to our nation's volunteers. Following the receipt of applications from citizen volunteer groups across the nation and a review by our judges, the Acts of Caring Awards will culminate with a ceremony on Capitol Hill in April during National County Government Week.

The year 2001 is sure to go down in history as a banner year for volunteer efforts in America. Our nation's volunteers pulled together like never before to work tirelessly and selflessly, whether it was to assist rescue efforts in New York

City and Washington, D.C., or to aid those closer to home.

"Residents from every county have come together to help all those affected by these recent, devastating events," said NACo Executive Director Larry Naake. "As has been noted countless times, there is nothing stronger than the heart of a volunteer." NACo has long recognized the importance of volunteerism and the long-standing commitment county governments have had in working with local volunteers to improve our communities.

To download an application for this year's awards and to learn about the 2001 Acts of Caring award winners, visit www.naco.org/programs/special/millenn/services/acts.cfm

Read about Shelby County, Tennessee's Fans for Seniors, which was given the Legacy Award for Excellence and Innovation for most fully embodying the spirit of volunteerism by addressing a unique need. Washington State's Clark County Youth Commission,

which was presented the Youth Service Award for best identifying a critical need in the youth community and addressing it, in part, by engaging young people in service is also highlighted.

This year, the inaugural Youth Literacy Mentoring Award will be presented to the program that best addresses a community need for mentoring young people to achieve traditional and technological literacy.

We encourage you to participate in the 2002 Acts of Caring Awards and submit your county-sponsored volunteer program for recognition.

As always, NACo salutes all of you who do so much to keep the spirit of volunteerism — the true spirit of America — alive through all counties in our nation.

(All applications must be received by January 18, 2002, in order to be considered. Please call (202) 942-4222 to receive additional information or to answer any questions.)

The National Association of Counties

County Honor Roll

Counties Secure America

**Sept. 11, 2001
Honor Roll***

NACo proudly salutes the counties that took swift and patriotic action to condemn terrorism, aid in recovery, and keep their communities strong and free in the wake of the terrorist attacks on America.

ALABAMA

Calhoun County
Jefferson County
Lawrence County
Madison County
Morgan County
Wilcox County

ALASKA

Fairbanks North Star Borough
Ketchikan Gateway Borough

ARIZONA

Gila County
Cochise County
Greenlee County
Yavapai County
Yuma County

ARKANSAS

Arkansas County
Sharp County

CALIFORNIA

Amador County
Butte County
Contra Costa County
Glen County
Imperial County
Inyo County
Kern County
Mariposa County
Mendocino County
Napa County
Nevada County
Plumas County
San Bernardino County
San Diego County
Santa Cruz County
Solano County
Sutter County
Yolo County
Yuba County

COLORADO

Gunnison County
Lincoln County
Mesa County
Ouray County
Rio Blanco County
San Miguel County
Teller County

DELEWARE

Kent County

FLORIDA

Brevard County

Charlotte County
Columbia County
Gulf County
Hernando County
Highlands County
Hillsborough County
Lake County
Madison County
Martin County
Okeechobee County
Palm Beach County
Pinellas County
Putnam County
Sarasota County
Suwannee County
Walton County

GEORGIA

Appling County
Banks County
Burke County
Camden County
Candler County
Cherokee County
Coffee County
Coweta County
Douglas County
Dodge County
Effingham County
Fannin County
Forsyth County
Franklin County
Gilmer County
Greene County
Habersham County
Harris County
Lamar County
Laurens County
Morgan County
Oglethorpe County
Paulding County
Rockdale County
Spalding County
Stephens County
Tattnall County
Troup County
Union County
Upson County
Ware County
Warren County
Wilcox County
Wilkinson County
Worth County

HAWAII

Hawaii County
Honolulu City and County
Maui County

IDAHO

Ada County
Canyon County
Clearwater County
Fremont County
Valley County

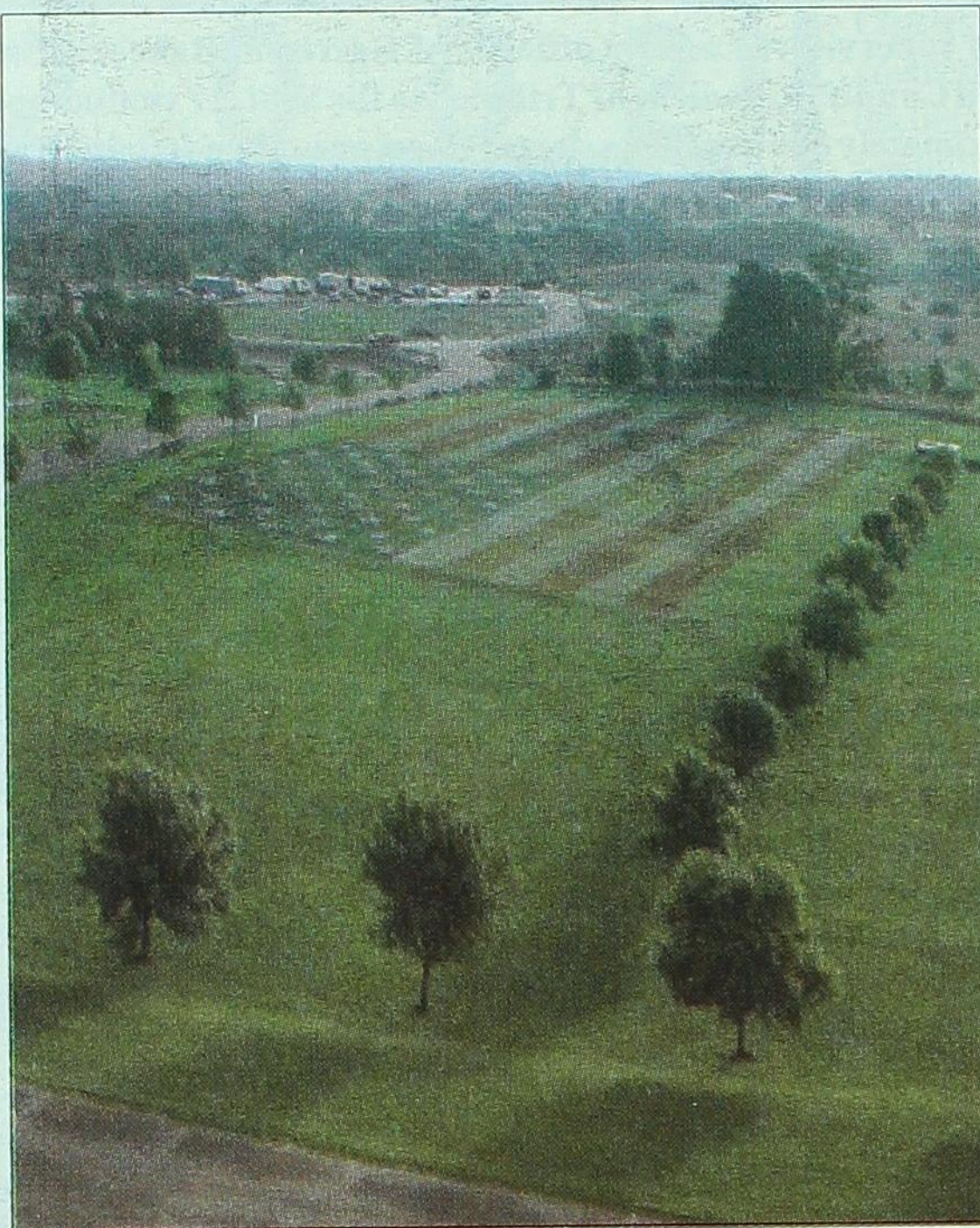
ILLINOIS

Cook County
Lake County
McHenry County
Grundy County

INDIANA

Lake County
Marion County
Vanderburgh County

Photo courtesy of Allegan County, Mich.



Allegan County, Mich.'s maintenance department used 55 gallons of paint in the construction of this 260-foot long and 156-foot tall flag, which covered nearly an acre.

IOWA

Des Moines County
Story County
Winnebago County

KANSAS

Geary County
Grant County
Labette County
Miami County
Riley County
Thomas County

KENTUCKY

Jefferson County
Mason County
Owen County
Simpson County
Trimble County

LOUISIANA

Ascension Parish
Assumption Parish
Avoyelles Parish
Beuregard Parish
Bossier Parish
Caddo Parish
Evangeline Parish
Iberia Parish
Jefferson Parish
LaSalle Parish
Lincoln Parish
Livingston Parish
Madison Parish
Morehouse Parish
Natchitoches Parish
Pointe Coupee Parish
Richland Parish

MARYLAND

Allegany County
Howard County
Kent County
Montgomery County
Prince George's County
Talbot County

MICHIGAN

Allegan County
Bay County
Clare County
Eaton County
Hillsdale County
Ingham County
Iron County
Jackson County
Kent County
Lake County
Macomb County
Manistee County
Midland County
Monroe County
Oakland County
Oceana County
Ottawa County
Schoolcraft County
Tuscola County

MINNESOTA

Anoka County
Benton County
Blue Earth County
Clay County
Cook County
Douglass County
Hennepin County
Isanti County
Jackson County
Koochiching County
Lake County
McLeod County
Mille Lacs County
Murray County
Nobles County
Ramsey County
Redwood County
Renville County
Roseau County
St. Louis County
Traverse County
Washington County
Watsonwan County
Winona County

MISSISSIPPI

Forest County
Hancock County
Harrison County
Hinds County
Jackson County
Lauderdale County
Montgomery County
Stone County
Warren County
Washington County

MISSOURI

Boone County
Greene County
Henry County
Newton County

Phelps County
Platte County
Pulaski County
Saline County
Texas County

MONTANA

McCone County
Stillwater County
Yellowstone County

NEBRASKA

Adams County
Buffalo County
Cherry County
Custer County
Dawson County
Dixon County
Dodge County
Douglas County
Franklin County
Frontier County
Garfield County
Greeley County
Hamilton County
Harlan County
Hitchcock County
Johnson County
Kearney County
Keith County
Knox County
Lancaster County
Lincoln County
Logan County
Nuckolls County
Otoe County
Perkins County
Phelps County
Platte County
Polk County
Rock County
Saline County
Saunders County
Scotts Bluff County
Sheridan County
Sherman County
Wayne County

NEVADA

Lincoln County
Washoe County

NEW HAMPSHIRE

Grafton County
Merrimack County

NEW JERSEY

Monmouth County

NEW MEXICO

Bernalillo County
Catron County
Cibola County
Colfax County
DeBaca County
Guadalupe County
Lea County
Lincoln County
Los Alamos County
Luna County
McKinley County
Quay County

NEW MEXICO

Sandoval County
San Juan County
Santa Fe County
Sierra County
Union County

NEW YORK

Broome County
Cattaraugus County
Clinton County
Jefferson County
Livingston County
Oneida County
Onondaga County
Saratoga County
Steuben County
Ulster County
Warren County
Westchester County

NORTH CAROLINA

Avery County
Buncombe County
Burke County
Cabarrus County
Caldwell County
Carter County
Dare County
Davies County
Durham County
Franklin County
Granville County
Halifax County
Lee County
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Surry County
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Wilson County
Yadkin County

NORTH DAKOTA

McKenzie County
Pierce County

OHIO

Ashland County
Brown County
Carroll County
Clark County
Clermont County
Darke County
Erie County
Franklin County
Gaucha County
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Licking County
Lucas County
Medina County
Noble County
Portage County
Ross County
Trumbull County
Tuscarawas County
Washington County

NEW MEXICO (cont'd)

Sandoval County
San Juan County
Santa Fe County
Sierra County
Union County

NEW YORK

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Clinton County
Jefferson County
Livingston County
Oneida County
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Saratoga County
Steuben County
Ulster County
Warren County
Westchester County

NORTH CAROLINA

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Garfield County
Garvin County
Grant County
Harper County
Haskell County

Texas County
Washington County
Washita County

OREGON

Clatsop County
Deschutes County
Douglas County
Hood River County
Jackson County
Lake County
Lincoln County
Marion County
Morrow County
Multnomah County

TENNESSEE

Dyer County
Knox County
Lauderdale County
Montgomery County

TEXAS

Dallas County
Garza County
Hale County
Harris County
Jackson County
Jim Hogg County
Johnson County
Lampasas County

Buchanan County
Buckingham County
Campbell County
Charlotte County
Clarke County
Craig County
Culpeper County
Cumberland County
Dinwiddie County
Essex County
Fairfax County
Floyd County
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Franklin County
Frederick County
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Gloucester County
Goochland County
Grayson County
Greensville County
Halifax County
Hanover County
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Highland County
Isle of Wight County
James City County
King George County
Lancaster County
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Louisa County
Montgomery County
Nelson County
Northampton County
Northumberland County
Orange County
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Powhatan County
Prince Edward County
Prince William County
Pulaski County
Roanoke County
Rockingham County
Scott County
Spotsylvania County
Surry County
Sussex County
Tazewell County
Warren County
Westmoreland County
Wise County
Wythe County
York County

Klickitat County
Lewis County
Pacific County
Peirce County
San Juan County
Skagit County
Wahkiakum County
Whitman County
Yakima County

WEST VIRGINIA

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Boone County
Braxton County
Brooke County
Doddridge County
Fayette County
Gilmer County
Grant County
Greenbrier County
Hardy County
Jefferson County
Lewis County
Marion County
Marshall County
Mason County
McDowell County
Monongalia County
Monroe County
Ohio County
Pocahontas County
Preston County
Raleigh County
Tyler County
Wayne County
Webster County
Wetzel County
Wirt County
Wyoming County

WISCONSIN

Buffalo County
Dane County
Eau Claire County
Marathon County
Milwaukee County
Waupaca County
Washington County

WYOMING

Douglas County
Hot Springs County
Lincoln County
Niobrara County
Platte County
Uinta County
Washakie County

OTHER

New York State Association
of Counties
National Association of Treasurers
and Finance Officers

Compiled by Stacey Kennedy
and Evelyn Gallmon



Members of the St. Paul's United Methodist Church Choir in Pinellas County, Fla. raise their voices in patriotic song during the county's "Pinellas Honors America" event, Sept. 25. More than a 1,000 participants filled the steps and street in front of the old county courthouse during the event.

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Jefferson County
Johnston County
Kay County
Latimer County
LeFlore County
Lincoln County
Logan County
Major County
McClain County
McIntosh County
Muskogee County
Noble County
Nowata County
Okfuskee County
Oklahoma County
Okmulgee County
Osage County
Ottawa County
Pawnee County
Payne County
Pittsburg County
Roger Mills County
Rogers County
Seminole County
Sequoyah County
Stephens County

Umatilla County
Union County

PENNSYLVANIA

Bradford County
Chester County
Franklin County
McKean County
Pike County
Union County

SOUTH CAROLINA

Anderson County
Beaufort County
Cherokee County
Fairfield County
Florence County
Greenville County
Orangeburg County
Pickens County

SOUTH DAKOTA

Bennett County
Brule County
Butte County
Grant County

Lipscomb County
Mills County
Montague County
Nacogdoches County
San Jacinto County
Val Verde County
Yoakum County

UTAH

Carbon County
Davis County
Washington County

VIRGINIA

Accomack County
Albemarle County
Alleghany County
Appomattox County
Arlington County
Augusta County
Bath County
Bland County
Botetourt County
Brunswick County

WASHINGTON

Asotin County
Benton County
Clallam County
Douglas County
Ferry County
Franklin County
Grant County
Grays Harbor County
Island County
Jefferson County
King County
Kitsap County

*Every effort has been made to be correct and accurate in compiling the Honor Roll. If we have erred, please let us know. Contact Stacey Kennedy at (202) 942-4256 or skennedy@naco.org. We will make appropriate corrections.

NEWS FROM THE NATION'S COUNTIES

ARIZONA

• The latest round of secession in the United States is not a North/South thing, it's an East/West thing.

According to an article in *The Arizona Daily Star*, members of the Gilbert City Council formally agreed to secede from **MARICOPA COUNTY** and form a new county with Mesa, Chandler and Queen Creek.

"The west side is controlling everything and rolling over the East Valley supervisors," Councilman Donald Skousen said when he proposed the new county formation at a meeting in late November. Skousen cited inequities in road funding and the closure of the East Valley jail in Mesa.

The council would have to get legislation allowing the split or launch a voter initiative.

• With thousands of households owning firearms, **PIMA COUNTY** is looking for a place for its residents to practice using those firearms responsibly.

The county is proposing building a recreational shooting range just south of the county fairgrounds. The range would replace facilities that were lost when the U.S. Forest Service closed a range in 1997. Work on the 480-acre range would begin in late 2002 with a scheduled completion in the spring of 2003.

The first phase would include 50- and 200-yard sighting ranges with 28 shooting positions, parking and restrooms. The cost of the first phase is estimated at \$800,000. The total cost of the project is not yet available.

CALIFORNIA

With county coffers feeling the effects of the recent economic downturn, some counties, like **SACRAMENTO COUNTY** are doing whatever necessary to go after monies owed them.

In an effort to collect a portion of the over \$38 million in court fees owed the county, a special unit from the sheriff's department is knocking on the doors of people who owe the county money and have failed to respond to written requests.

"People driving on suspended licenses, drunk drivers," Sgt. Mike Leary told local station KCRA. "In the past, we've never really gone out and enforced those types of warrants."

The unit's goal is to collect \$2 million a year. The 15-person team said it visits between 40 and 50 people a day. And while the goal of the unit is to collect fees, it can and will make arrests.

In its first month of operation, the group collected \$300,000, cleared 550 outstanding traffic warrants and arrested 14 people.

COLORADO

On Nov. 27, the U.S. Justice Department sued **ALAMOSA**

COUNTY claiming that the way county commissioners are elected shortchanges Hispanic candidates.

According to an article in *The Denver Post*, the Justice Dept. claims white voters in the county vote as a bloc to defeat Hispanic candidates. Even though the county is 40 percent Hispanic, the suit claims that bloc voting has kept the county from electing a Hispanic county commissioner since 1984.

Under Colorado law, county commissioners run countywide and not by district. The Justice Dept. wants the county to have the commissioners run from separate districts. Justice Dept. lawyers have been urging the county to settle by going before a federal judge and agreeing to a district system, however the county says it wants proof of bloc voting before it would be willing to settle.

The newspaper article states that the Justice Dept. lawyers have been investigating voting patterns in the county for several years to determine why so few Hispanics are elected in the county.

FLORIDA

• **MIAMI-DADE COUNTY** awarded \$407 million in contracts during a declared economic emergency period that began on Oct. 5 and expired 30 days later. Following the announcement of the economic emergency period, County Manager Steve Shiver and his staff developed a contract-expediting program in response to the economic crisis facing the country and the county in the wake of September's terrorist attacks.

As a result, \$184 million in design services, \$415 million in construction and \$21 million in procurement of goods and services were approved for advertising. Of these, \$292.5 million in construction and \$114.5 million in architectural/engineering and professional services were awarded. In addition, an updated total of \$25.4 million were identified for expedited award to Community Small Business Enterprise.

• According to an article in *The Orlando Sentinel*, **ORANGE COUNTY** will end its three-year association with beleaguered Argenbright Security, citing, in part, the company's security breaches on Sept. 11.

The commissioners voted unanimously to hire a South Florida company to guard 20 county facilities for the next three years for \$3.05 million. The contract begins Jan. 1, 2002.

The contract costs \$1 million more than the previous contract but the increase is necessary to pay for training and higher salaries, county leaders said. The county now requires a minimum salary of nearly \$8 per hour for security officials.

The county's decision on hiring a security firm had been delayed a month so the county-appointed committee could do background checks on the eight firms that applied for the job.

The bulk of the county's security is needed at the courthouse, where guards operate metal detectors and provide security at the door. Maintenance sites such as water treatment facilities and office buildings comprise the remaining locations.

Citing restrictive costs, the county decided not to manage its own security. County officials said they would need to hire 150 more people and spend upwards of \$6 million to handle it themselves.

GEORGIA

On Nov. 30 former **DEKALB COUNTY** Sheriff Sidney Dorsey, a former DeKalb deputy and another man were arrested for the murder of Sheriff-elect Derwin Brown. On Dec. 15, 2000, Brown was gunned down in front of his home three days before being sworn into office.

According to the *Atlanta Journal-Constitution*, the arrests cap an almost year-long investigation that investigators this summer labeled as "stalled." The apparent break in the case came when one of Dorsey's former deputies agreed to cooperate with authorities. The former deputy had been charged with murder in an unrelated shooting, but prosecutors agreed to accept a guilty plea to aggravated assault in exchange for information about the Brown killing.

The men charged in the case appeared in DeKalb Magistrate Court and after a brief hearing, the Magistrate Judge accepted a state request to postpone the probable cause hearing until Dec. 18.

MONTANA

In an opinion issued in late November, Montana Attorney General Mike McGrath said the state's financial burden for prisoners begins when a judge pronounces sentence from the bench, not when the written sentence is handed down.

According to the *Billings Gazette*, the ruling settled a debate between county and state officials over when the Department of Corrections must begin paying for the cost of housing inmates sentenced to state custody, who often spend time in county jails on their way through the penal system. The ruling made clear that the state is responsible for financial costs of housing an inmate in county jails as soon as a judge gives an oral sentence. Corrections officials wanted to take over paying inmate costs once a written sentence was handed down.

The opinion came in response to a query from **YELLOWSTONE COUNTY** Attorney Dennis Paxinos

when corrections officials informed county leaders they would return to an old system of paying for an inmate's costs that accrued 48 hours after a written sentence arrived.

NEVADA

Proving that they can and do work together on some issues, the **WASHOE COUNTY** Commission and the Reno City Council unanimously voted to move forward on future construction of a joint facility consisting of the Reno Municipal Court and Washoe County District Attorney.

According to the plan, Reno will immediately contribute \$2.3 million toward the demolition and tenant relocation costs of the county-owned office building. The building currently houses offices for the public defender, sheriff and county clerk. These functions would need to be relocated for an estimated three-year period while the building is demolished and a new joint facility is built. The collocation of the Reno Municipal Court and the District Attorney offices was a recommendation of a citizen's Justice Facilities Task Force based on savings that could be realized.

NORTH CAROLINA

While it's clear there will be dispatchers there to take 9-1-1 calls in **MECKLENBURG COUNTY**, just who exactly will be in charge of the countywide emergency radio system is unclear.

Since July, the city of Charlotte has operated the 800-megahertz system and the City Council recently approved an 18-month-old joint resolution to formally transfer control of the system to the city. The city initially took control of the system after the county let FCC licenses expire and failed to maintain some of the outdated equipment, leading to more than 1,300 busy signals per week, systemwide.

However, on Nov. 29, the county commissioners voted to consolidate the network under county management. Commissioner Jim Puckett conceded to www.charlotte.com that there had been management problems in the past, but that different board members are now in place. Puckett said the county should control the system because it serves all of Mecklenburg.

Commissioners hope the system will eventually become regional and include other counties that have already established county-to-county relationships.

TEXAS

The Federal Emergency Management Agency (FEMA) denied **MEDINA COUNTY** and surrounding counties a request for federal disaster relief money. On Oct. 12, tornadoes tore through the area causing more than \$23 million in damages. Federal

officials said the amount of damages that qualify for FEMA relief money was not large enough for approval.

County officials said that although they can appeal the decision they won't because appealing the decision would prevent residents and business owners from applying for state aid.

WASHINGTON

The Government Finance Officers Association of the United States and Canada recently announced that **KITSAP COUNTY** received the GFOA's Distinguished Budget Presentation Award for its budget.

The award represents a significant achievement by the entity and reflects the commitment of the governing body and staff to meet the highest principles of government budgeting. In order to receive the budget award, the entity has to satisfy nationally recognized guidelines for effective budget presentation.

A Certification of Recognition for Budget Presentation also went to William D. Nogle, director, Department of Administrative Services, for being primarily responsible for the presentation.

WEST VIRGINIA

And they're feuding about 9-1-1 in West Virginia as well. The plan to merge the **HARRISON** and **TAYLOR** counties' 9-1-1 systems is on hold for now as Harrison commissioners decided on Nov. 26 to table the measure indefinitely.

Harrison County commissioners said they would not support the merger unless Taylor County commissioners approved it unanimously. Taylor commissioners approved the ordinance 10-0, with one member abstaining, while the Harrison commissioners considered the same as a no vote.

The Taylor vote followed a public hearing in which 300 county residents showed up to express their disapproval of the merger.

"This has been a volatile issue and if it's not a unanimous decision of the commission, speaking for the residents of Taylor County, I don't want to do it," said Harrison County Commissioner Roger Diaz. "Taylor County is a smaller county with less money and we're willing to beat them out, but only if it's something they want."

Under the new system, all 9-1-1 calls would be routed to Harrison's center, but emergency vehicles would be dispatched from Taylor County.

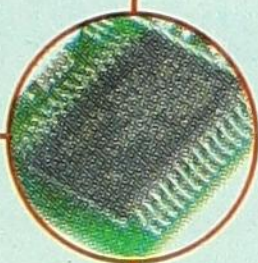
A final decision from Taylor County was expected at press time.

(News from the Nation's Counties is compiled by M. Mindy Moretti, senior staff writer. If you have news, please call (202) 942-4223 or e-mail mmoretti@naco.org.)

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NACo's Third Annual ACTS OF *Caring* AWARDS 2002

The deadline for entries for the 2002 program is Jan. 18, 2002. To find out more about the awards, please contact Tom Goodman at (202) 942-4222.

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 January 18, 2002.

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 & 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 Literacy Mentoring Award

A new addition to the Acts of Caring awards, the Youth Literacy Mentoring Award is presented to the program that best addresses a community need for mentoring young people to achieve traditional or technological literacy.

Youth Service Award

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

Population Categories

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

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

Application Deadline

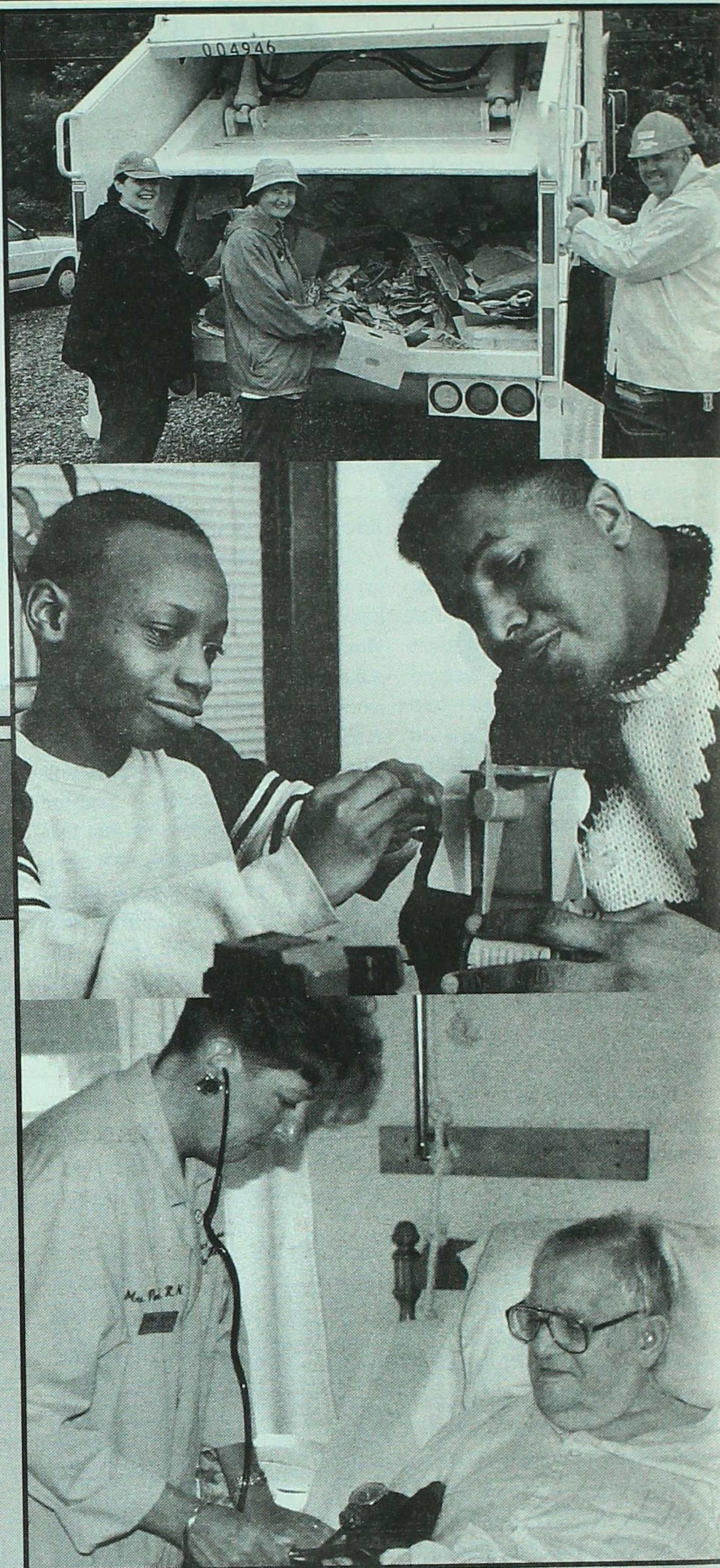
Applications must be received at the following address on or before Friday, January 18, 2002. No applications will be accepted or considered after this date. Faxed or e-mailed copies will not be accepted.

Acts of Caring
NACo
440 First St., 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 2002. 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 appli-

cations should not exceed 1,000 words or six typewritten pages (excluding application form). All applications must include an electronic file in MS Word-compatible format. Please note that no application materials will be returned. Supplementary materials will not be considered in judging.

 **Nationwide
Financial**

NACo National Association of Counties
Counties Care for America

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RESEARCH NEWS

Conquering the Digital Divide

How great is the digital divide? We know it exists, but what do statistics show? In a report released in September, the Census Bureau reports that as of August 2000, 54 million households, or 51 percent of the nation had one or more computers. This represents an increase of 9 percent from previous data collected in December 1998. In the report called *Home Computers and Internet Use in the United States: August 2000*, the Census Bureau compares data from previous surveys to find out about computer use and ownership in August 2000.

Since the first study in 1984, computer ownership has increased five-fold. Forty-two percent of all American households have at least one person who used the Internet in the home in 2000. This was an increase of 16 percent from usage reported in 1998 and double the use (18 percent) reported in 1997.

In most households with computers, Internet access is synonymous with ownership. In 1997, fewer than half of homes with computers had someone using the Internet. In 2000, four out of five homes with computers used the Internet.

One of the major factors suspected of creating the digital divide was borne out in the survey results. In wealthier families, computer ownership is extremely high. For families with \$75,000 or more income per year, 88 percent have at least one computer, and 79 percent have at least one household member who used the Internet at home. In homes with incomes below \$25,000 only 28 percent have a computer, and only 19 percent have Internet access.

The least likely households to have computers or Internet access were single person households (only 30 percent), while 58 percent of households with two or more people have computers. Married couple households at 64 percent were the most likely to have a computer and 53 percent have computer access.

A house where a child is present greatly influences the presence of computers. In households with school age children, two thirds have computers and 53 percent have Internet access. In households without children, only 45 percent have a computer and only 37 percent have Internet access.

Where you live also makes a great difference in whether your household has a computer. Households in metropolitan areas outside of central cities have the highest computer ownership at 58 percent and Internet access at 48 percent. In central cities, only 46 percent of households have computers, and only 38 percent have Internet access.

More children have access to a computer and use the Internet than ever before.

In 2000, 18 million children between the ages of three and 17 used the Internet in their homes. During this same period, 75 million adults above the age of 18 used the Internet compared to only 57 million people in 1998.

More children have access to a computer and use the Internet than ever before. Nearly two-thirds of all children (65 percent) between the ages

of three and 17 live in a household with a computer, compared to only 55 percent in 1998. Computer interest varies with the age of the child. Only 7 percent of children between three and seven years of age used the Internet, while 48 percent of children above 12 years used it.

White children between the ages of three and 17 years and Asians and Pacific Islanders were the most likely to live in households with computers (77 percent and 72 percent respectively), while only 43 percent of black children and 37 percent of Hispanic children have home computers.

Schools have leveled the playing ground for computer use among children between six and 17 years of age. While more than half of all school age children (57 percent) have access to computers at home and at school, 23 percent have access only at school. Using these statistics, nine out of 10 school age children in this country have computer access somewhere.

By adding school access, where 87 percent of children from the highest income families have access, and 72 percent of children from the lowest income families also have access, the difference in accessibility is reduced to only 15 percent of all children.

The oldest adults have the lowest rates of home Internet use. Only 13 percent of people above 65 years of age used the Internet at home. There

is little variation in computer use between those below 55 years of age and the national average.

The higher the level of adult education, the more likely they were to have a computer or use the Internet in the home. Nearly 78 percent of adults with at least a bachelor's degree use the Internet on their home computer compared to only 46 percent who had only a high school diploma.

The most common use of the Internet in homes is for e-mail both by adults or children. The next most common use is for research for school.

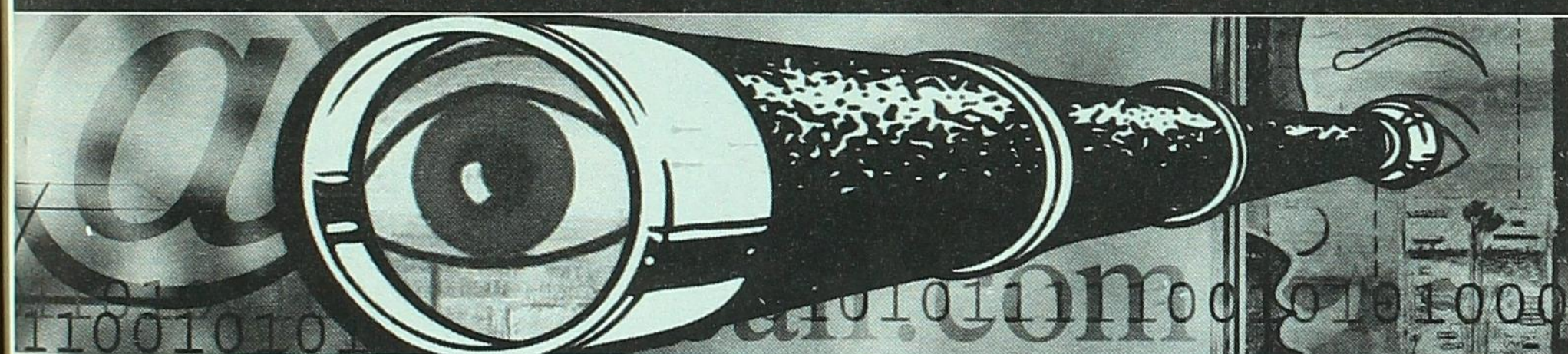
Counties have established many programs to increase access to computers and to decrease the digital divide. Fairfax County, Va.'s achievement award winning program called the *Gum Springs Community Computer Clubhouse Model*, where the county put computers and trainers in a community center in a major low-income area.

Martin County, Fla., another achievement award winner, created the *Clare Reynolds Joyce After School Homework Center*, which provided assistance to children with schoolwork via individual tutoring and access to the Internet.

For a copy of *Home Computers and Internet Use in the United States: August 2000*, go to www.census.gov/prod/2001pubs/p23-207.pdf.

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

WEB WATCH



Welfare Reform Experience Online

Warning: This is a long (110 pages) document. But, if you are interested in how welfare reform played out for families in Contra Costa and Alameda counties, Calif. then run, don't walk, to www.sphereinstitute.org/pdf/AspeCCAFinal.pdf for a report from the SPHERE Institute entitled *Assessing the Family Circumstances of TANF Applicants and Leavers [sic] in Contra Costa and Alameda Counties*. The PDF-formatted report deals with how three groups of families fared during welfare reform.

Inside Info ... Sort of

You can access some of the same news sources media folks turn to at www.NewsReleaseWire.com. The online service carries news releases from hundreds of organizations and government agencies. The site also

is home to the "Daybook," which lists events, news conferences, seminars and the like — mostly in Washington, D.C. — in an effort to attract media attention. At the very least, you'll get an insider's look at the daily struggle to attract the media's attention by public relations practitioners across the country.

Learn more about Web security

A company claims that more than 765,000 Web sites worldwide use its Secure Server IDs to authenticate their sites and enable SSL encryption technology. That may very well be true, but what's in it for you is their FREE guide, *Securing Your Web Site for Business*, that claims to tell you everything you need to know about encrypting your server transactions for serious online security ... and what you will need for e-government transactions. To get a copy go

to <http://click.email-publisher.com/aaaewRaaQFkSa9eTrsaaaafub>.

And Speaking of E-governance: Dallas County, Texas Launches...

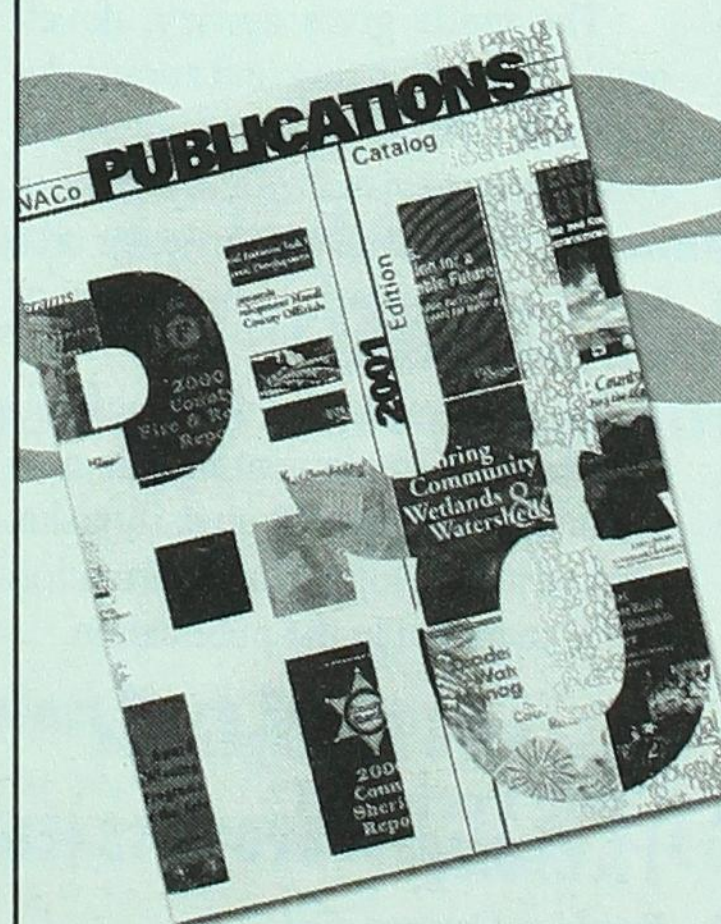
New Online Service

The Dallas County District Clerk's office now offers citizens the ability to pay criminal court fines and fees online as well as over the counter via credit card.

The Dallas County site already offers Vehicle and Fleet Registration Renewals, online Property Tax payments, and a wealth of information about County Departments. Also coming soon: paying traffic tickets online. Dallas County Online can be found at www.dallascounty.org

(Web Watch is compiled by Beverly Schlotterbeck, executive editor. If you have Web news, please e-mail to cnews@naco.org.)

The 2001 Edition NACo Publications Catalog



Information
at your
fingertips...

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

FINANCIAL SERVICES NEWS

Tax Law Encourages Employee Retirement Savings

Under the tax law passed in July, some county employees can benefit from a tax credit if they contribute to their retirement programs. After Dec. 31, lower income retirement plan participants will receive a non-refundable tax credit of up to 50 percent on a maximum \$2000 in contributions to IRA, 401(k), 403(b) or 457 plans. This credit is in addition to the tax deduction already associated with these contributions.

County employees whose adjustable gross income is less than \$30,000 and joint filers, whose ad-

justable gross income is less than \$50,000, are eligible for a tax credit.

Why this is so important for county employees

The Federal Reserve estimates that 13 percent of U.S. household residents don't own a checking account and that nearly 10 percent have no bank account at all.

Instead of traditional banking services, many workers turn to "fringe" institutions such as check cashiers and pawnshops, which now outnumber banks and credit unions. This makes it tough for many em-

ployees to even consider saving for retirement through options like deferred compensation programs.

Analysts at Washington, D.C.'s Progressive Policy Institute say no single reason explains why so many low-income employees are "unbanked," but factors include distrust of financial institutions and a desire to keep financial records private.

This suggests an enormous educational challenge, but also an opportunity for counties to help such employees manage and save their money through NACo's deferred compensation program and its other services.

How Much Is Available to You?

A participant makes \$14,000 annually and has deferred \$500 to his 457 plan in a given year. When filing taxes for that year, this participant would be eligible to receive a tax credit of \$250.

Note: This provision will expire in 2006

Credit	Individual	Joint
50%	\$0 - 15,000	\$0 - 30,000
20%	\$15,001 - 16,250	\$30,001 - 32,500
10%	\$16,251 - 25,000	\$32,501 - 50,000
0%	> \$25,000	> \$50,000

(For more information on the new tax law or on NACo's retirement programs for county employees, please contact Lisa Cole, director, NACo services operations at lcole@naco.org or NACo's retirement programs administrator, Nationwide Retirement Solutions at (877) 677-3678 or www.nrsforu.com. This article was developed from information from benefitnews.com, 8/15/01 and Nationwide Retirement Solutions.)

Hats Off to...

2001 Achievement Award Winners in Transportation

Keys to the Future 2001 Gloucester County, N.J.

Keys to the Future 2001 is a transportation project designed to help welfare recipients successfully move from welfare to work. The Gloucester County Work First Transportation Committee developed a number of projects using savings generated from a program called Work Pass, which provides bus passes to welfare recipients to help them get to and from job search locations. Since 1997, the county has saved \$220,000 because of the Work Pass program.

Among the projects being funded under the Keys to the Future programs are:

- a driver's license restoration program
- driver's education leading to the recipient of a driver's license for those welfare recipients who have never had a driver's license, and
- assistance in purchasing used cars that are then sold to program participants well below market price.

As of Dec. 31, 2000, through Keys to the Future, 25 people had their licenses restored, 22 welfare recipients obtained driver's licenses, 12 people purchased cars, and nine people used the post-welfare emergency fund, to help cover the cost of minor repairs, tires, or insurance for former welfare recipients not working.

Utility Resource Guide

Maricopa County, Ariz.

During the '90s Maricopa County's population increased dramatically which subsequently meant an all-time high for subdivision and utility installation growth. In 1999, the Maricopa County Department of Transportation (MCDOT) found itself plagued with requests from util-

ity companies and developers to install facilities.

Often their requests were made after the department had constructed new roads, despite MCDOT's efforts to coordinate these utility requests before construction occurred. Consequently, brand new multi-million dollar asphalt was often cut and dug to accommodate utility requests, resulting in the shortened life expectancy of the public roadway system.

In response to this problem, MCDOT's utilities section created the *Utility Resource Guide*. This comprehensive guide offers a new service to county residents, filling the gap in the availability of existing services.

This guide greatly improved the cost effectiveness of the county by saving millions of dollars in unnecessary road repair. Information provided in the publication includes five-year capital improvement plans, chip seal, and overlay projects and scheduled maintenance.

The guide gives agency, developer, utility, planning and zoning department contractor or consultant the opportunity to visualize and plan up to five years ahead in any particular area and arrange for early coordination of work being planned.

No additional costs were incurred as a result of implementing this program. Staff, as part of their daily tasks, worked in developing the information that is included in the publication.

Road Sign Management Using Pocket PC Technology

Boulder County, Colo.

The Road Maintenance Division of the Transportation Department used global positioning technology (GPS) to develop and implement a successful new road sign maintenance pro-

gram. Road sign placement in the county has become extremely accurate due to this new program, providing the public with the level of safety and inspection originally engineered into a section of road.

The risk of liability from missing signs, incorrect signs or incorrectly placed signs has been significantly reduced by this increased accuracy. The program also produces in significant labor savings for both Sign Shop and GIS (Geographic Information Systems) personnel.

Sign Shop personnel now carry with them in the field an inexpensive PDA/Pocket PC containing an accurate digital map, current to within one week, of more than 7,000 road signs with all the necessary information about each sign including type and location. Sign information can now be updated in the field by simply selecting the corresponding sign on the digital map and entering data. Missing or incorrect signs in the field have become easier to locate and replace resulting in roadside sign inspections that are more complete and accurate.

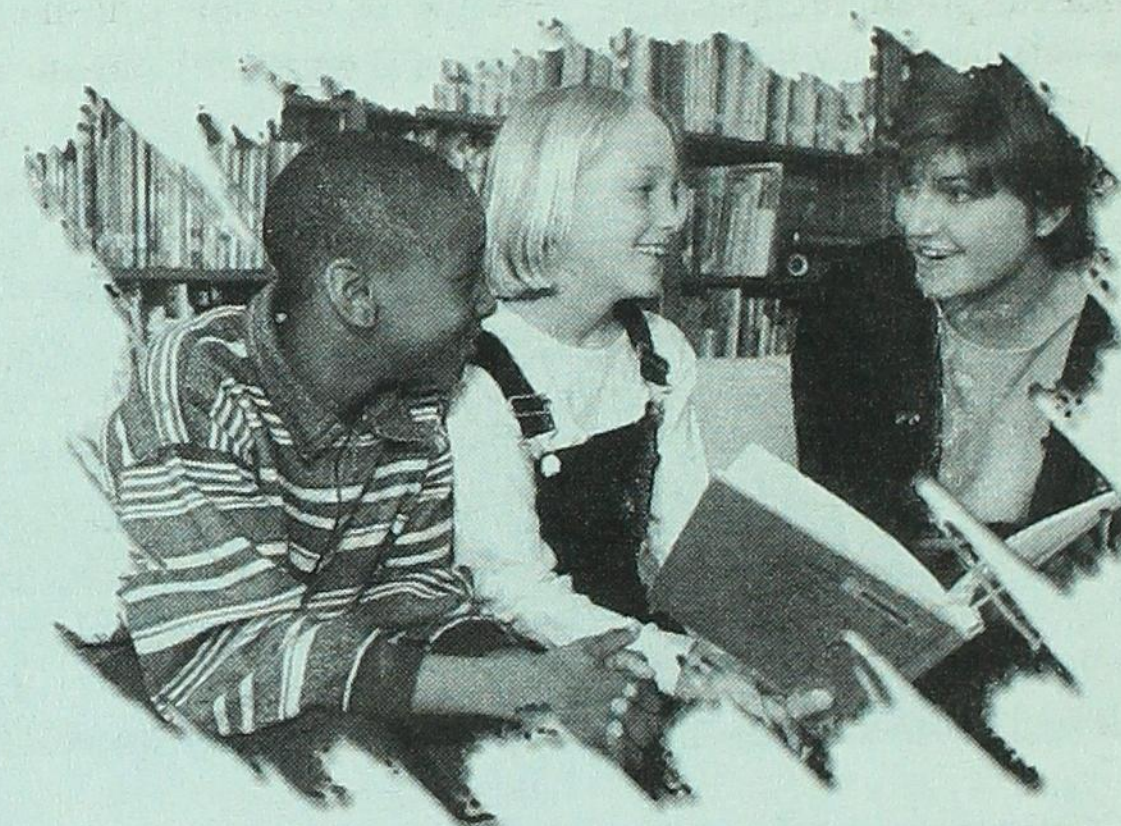
Direct costs associated with this project included \$1,780 to purchase 3 Cassiopeia E115 PDA/Pocket PCs, \$1,350 to purchase 3 additional copies of ESRI Arcpads and \$336 for 24 hours in training.

The program has provided increased efficiency of Sign Shop personnel (resulting in annual savings of up to \$21,000), increased data accuracy, and reduction in risk of liability from missing signs, incorrect signs, or incorrectly placed signs.

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

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- e-mail your request to tgoodman@naco.org
- or call (202) 387-8550

Together, we can
make a difference.

THE H.R. DOCTOR IS IN

The Day the County Stood Still

This is a true life adventure into the wonders of e-mail. More importantly, its real purpose is to issue what the HR Doctor's friends in law enforcement would call a "BOLO" — a "be on the lookout" — for technology gone awry. How ironic that this warning would come from a "techno-phile" such as the HR Doctor!

Technology is fascinating. It can extend human knowledge, be a springboard to new opportunities to share, to play and to grow. It can be a bridge between peoples who speak different languages, live continents apart, practice different religions and have never met. Or, it can bridge wide gaps which can exist between people who live just a few miles away from each other. It can enable the disabled and be more powerful at opening doors to possibility than any other key available to us, except perhaps the key found within each person's spirit!

Within public agencies, we see a world far removed from the one which existed only a couple of decades ago — in offices which used carbon paper and messengers, rather than e-mails and high speed laser printers. This rather recent past was a time before fax machines and a time when lithograph machines produced copies. Perhaps, the HR Doctor should take a moment to define carbon paper. Well, never mind, I'm sure it's available for viewing in a display at the Smithsonian! By the way, despite a diligent advanced search in the online catalog of Office Depot, carbon paper was not to be found!

The far greater capacity to communicate, which is now available to government agencies, can sometimes create unexpected events. Take the example of one modern and large county — which shall remain nameless to protect the innocent. This county, like many, uses or overuses, e-mails. Specifically, it uses the e-mail feature that allows an employee to send a message to "everyone" in the entire organization

with the click of one button. You know the feature — it has probably made you crazy at times.

Once upon a time, the brave county administrator, and many others in the organization, became justifiably tired of pointless "everyone" e-mails about such compelling subjects as the new stock of paper clips that had just arrived in purchasing, or about the fact that one distant field office of Public Works would be closed for repairs for two hours, etc.

In fact, the annoyance rather regularly evolved into an HR issue when some errant employee used these everyone e-mails to send messages to one and all about his religious passion at holiday time, or the romantic note intended to capture the attention of one person and, instead, ending up on 2000 PCs. So, using the power and majesty of the county administrator's office, this concerned colleague sent out an e-mail (to "everyone," of course) ordering that, effective immediately, there should be no more "everyone" e-mails, except for those sent by a select few senior managers.

What happened next was material for a sci-fi movie — or, at the very least, an HR Doctor article. It was an example of what the British call the "Law of Unintended Consequences." We might call it "Murphy's Law."

The outcome occurred because there is another and equally convenient feature in the modern e-mail software. That feature is to automatically notify the sender as well as those copied, that the person is "out of the office," perhaps on vacation, etc. What happened next was that the everyone e-mail banning any future everyone e-mail encountered a great many employees who were on vacation. The "notification" feature then performed flawlessly sending word back to "everyone" that so and so employee was out of the office. In turn, the notifications went to other employees — including the original ones on vacation. That, of course, triggered additional

"out of the office" everyone e-mails, and so on, and so on.

Recalling one of the HR Doctor's favorite movies, ripe with metaphors, *The Day the Earth Stood Still*, the resulting brief organizational paralysis — and moment of humor — was something to behold. Unfortunately, even the entire county workforce uttering in unison "Klaatu barada nikto" would not have solved this problem.

The moral of the story is to love your technology — but, always follow the lessons of the law enforcement maxim "always have backup"... and I don't mean on the hard drive this time!

Best wishes to "everyone,"

Phil Rosenberg

The HR Doctor
www.hrdtr.net

NACo OFFICERS / COUNTY OFFICIALS

NACo Board member and Fairfax County, Va. Supervisor **Gerald W. Hyland**, was recently named president of the Virginia Association of Counties.

NACo STAFF

Associate Legislative Director, **Paul Beddoe** explained NACo's role in national policy making and implementation to 20 Portland State University students and federal government employees on Nov. 29. The group was participating in the Mark O. Hatfield School of Government's Executive Leadership Institute. Institute participants spend a week in Washington, DC learning about the national policy process.

On Nov. 28 and 29, **James Davenport** represented NACo at the Stormwater Managers' Roundtable in Kansas City, Mo. sponsored by the Johnson County, KS Stormwater Management Program. James briefed the participants on current and future activities of NACo's Nonpoint Source Pollution Prevention Project.

Lois Kampinsky, Director of Telecommunications and Education, presented information about NACo Internet University (NIU) at the Illinois Association of County Officials conference in Chicago Nov. 19 and 20.

WANTED...

One Ferry Boat for Smith County, Tenn.



The Smith County, Tenn. Board of Commissioners and the Friends of the Rome Ferry want to resume ferry service across the Cumberland River at Rome, Tenn.

They are looking for a surplus or for-sale used ferry to replace their small and decommissioned one.

If you can help, please contact Mark Schwartz:

(615) 880-2637 (day) • (615) 371-9898 (evenings) • (615) 774-3667 (weekends)

NOTICES

OTHER RESOURCES

■ The International Making Cities Livable Council (IMCL) is holding a call for papers/invitation to exhibit at its 33rd International Making Cities Livable Conference on Strengthening Community Through Urban Design. The international conference, which will serve public officials, city managers, city planners, urban designers, architects and landscape architects, will be held in St. Augustine, Fla., April 15-19, 2002. The deadline for submission of abstracts (200 words) is Jan. 30, 2002. Topics include: The City of Short Distances, Traffic and Urban Livability, Village Models of Urban Development and Urban Design and City Identity.

For more information, contact Suzanne H. Crowhurst Lennard PhD, program committee chair, IMCL at (831) 626-9080 or visit the IMCL Web site at www.livablecities.org.

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JOB MARKET/CLASSIFIEDS

ASSISTANT COUNTY MANAGER — ORANGE COUNTY, N.C.

Salary range is \$60,835 to \$96,731.
Equal Opportunity/Affirmative Action Employer.

County Manager's Office Posting 3036-121.

Description: Assists the County Manager in directing departments and programs in the County government. Manages a wide range of departments, programs, and projects, as assigned. As a major focus, provides oversight to human services and the nine human services departments (Aging, Child Support, Cooperative Extension, Library, Health, Housing, Human Rights and Relations, Recreation and Parks, and Social Services). Provides leadership and guidance to the County's coordination and collaboration with outside human services agencies. Orange County has a population of about 118,000 with a total County budget of about \$140 million and staff of 730.

Requirements: Requires any combination of education and experience equivalent to graduation from an accredited college or university with a degree in public administration, political science or related field supplemented by Master's Degree in Public Administration or related field and at least six years management experience in local government including three years supervisory experience. Requires demonstrated strong skills in managing people, budgets and communications. Requires ability to build effective working relations with a wide range of public and private stakeholders. Prefer experience as a Manager or Assistant Manager in local government with a background that includes human services.

Compensation: The salary range is \$60,835 to \$96,731 with a comprehensive employee benefits package, including N.C. Local Government Retirement System membership.

Closing Date: Tuesday, January 22, 2001
To Apply: Orange County Personnel Department

208 South Cameron Street
Post Office Box 8181
Hillsborough, North Carolina 27278
Telephone: (919) 245-2550. Facsimile: (919) 644-3009

An official Orange County Application For Employment is required and must be received on or before the closing date. Refer to the posting number on your application. Resumes will not be accepted un-

less accompanied by a completed application form.

Orange County is a drug-free workplace. Positions designated (*) as Safety Sensitive require pre-employment drug testing. In compliance with the Immigration Reform and Control Act of 1986, Orange County will employ only those individuals who are U.S. citizens or legal aliens authorized to maintain employment in the United States.

COUNTY MANAGER — PITT COUNTY, N.C.

Salary competitive and negotiable.

The County Manager is appointed by a nine-member Board of County Commissioners. The Manager serves as chief administrator for 22 departments of county government with 986 employees. The county's annual operating budget is \$164 million. Pitt County is located in the central portion of the Coastal Plain approximately 90 miles east of Raleigh with a population of 133,798. The City of Greenville, homes of East Carolina University, is the county seat.

Minimum requirements for the job include: Masters degree in Public Administration or related field with considerable experience in governmental policy and procedure including thorough knowledge of state law governing County Administration; or an equivalent combination of education, training and experience which provides the required skills, knowledge and abilities. Prefer strong interpersonal and communication skills with broad experience in public finance, personnel administration and commitment to planning. Salary competitive and negotiable.

Send resume, cover letter and salary requirements by **December 31, 2001** to: Ms. Florida Hardy, Pitt County Human Resources Department, 1717 W. 5th Street, Greenville, NC 27834. *Equal Opportunity Employer.*

COUNTY ADMINISTRATOR — MARION COUNTY, FLA.

(Population: 260,000). Salary range \$95,000 to \$135,000.

Located in north central Florida, the County has a FY2001-02 total budget of \$233 million and 1,000 employees. An elected 5-member Commission governs the County with an appointed County Administrator to manage the County Departments and to implement policies established by the Board. A relevant master's degree is preferred, but not mandatory.

Desire a financial management orientation, with demonstrated experience in long-range budgeting, effective budget control, and developing business-like plans. Experience in a rapid-growth situation is a plus. Individuals with non-governmental senior management experience will be considered for this position. See www.dmgmaximus.com/recruit. Apply by 01/04/02 to **MAXIMUS**, 3330 Oakwell Court., #200, San Antonio, TX 78218, FAX (210) 301-0297, or e-mail txsearch@maximus.com. AA/EEO/ADA. **Female, Minority, Disabled Candidates and U.S. Veterans are Encouraged to Apply. ALL RESUMES ARE SUBJECT TO DISCLOSURE IN ACCORDANCE WITH THE FLORIDA SUNSHINE LAW.**

DIRECTOR OF HUMAN RESOURCES — GLASTONBURY, CONN.

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

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

Major functions include: Employee/labor relations: Administers and directs recruiting, testing, staffing, position classification and compensation, labor agreements, staff development and training, performance evaluations, employee assistance programs and Town Affirmative Action Plan: Directs employee benefits programs; including health insurance, dental, prescription drug plans, life insurance, pension programs and other employee benefits related to the Human Resource function: Workers' Compensation; safety programs; maintains and enforces the Town's personnel policies and procedures; chief spokesperson for labor negotiations; represents the Town Manager in employer/employee related matters.

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

Send resume by **January 14, 2002** to:
SLAVIN MANAGEMENT CONSULTANTS
3040 Holcomb Bridge Road, Suite B-1
Norcross, Georgia 30071
Phone: (770) 449-4656
Fax: (770) 416-0848
E-mail: rslavin101@aol.com
AA/EEO/ADA

HUMAN RESOURCES DIRECTOR — MAHONING COUNTY, OHIO.

Salary and fringe benefits are competitive.

Medium-sized Midwestern county with over 2,000 full and part time em-

ployees, 20 bargaining units, and an operating budget in excess of \$330 million is seeking a qualified Human Resources Director.

The successful applicant must possess a Bachelor's degree in Human Resources Management, Business Administration, or other related field and at least 8 years of progressively responsible Human Resources work including labor agreement negotiations. Experience sitting first chair in negotiations as well as hearing grievances and preparing for arbitration is preferred. Possession of an advanced degree such as a Master's or Juris Doctorate may be substituted for experience on a year for year basis. Must also possess outstanding written and verbal skills.

The Human Resources Director reports to a County Administrator and a 3 member Board of Commissioners. Salary and fringe benefits are competitive.

Qualified candidates may secure an application and complete job description by contacting Ms. Colleen Hoban at (330) 740-2130 or by sending an email request to choban@mahoningcounty.org. Applications and resumes are to be mailed to Mr. Kevin Sellards, Director of Human Resources, 21 W. Boardman Street, Youngstown, Ohio 44503.

Application deadline is Friday, December 21, 2001.

SENIOR PUBLIC SAFETY DIRECTOR — LAKE COUNTY, FLA.

Salary: \$60,567-\$96,895 + benefits.

LAKE COUNTY, FL. is named for its 1400 plus lakes, located in Central Florida and has a population of 210,528. Lake County Board of County Commissioners has 748 positions and an annual budget of \$250 million. Position reports to the County Manager. The Department includes Fire Rescue, Emergency Management and Animal Control. Lake County Fire Rescue Protects 1100 square miles operating from 27 stations with a combination career and volunteer force. EMS is provided under interlocal agreement with Lake-Sumter Emergency Medical Services. Plans, directs, oversees and administers the fire, emergency services and related activities for Lake

County. Supervises the department's operations to ensure compliance with all federal and state statutes; commands major fire, disaster and/or emergency scenes; ensures safety and welfare of Lake County citizens and visitors.

Requires: Bachelor's Degree in Public Administration, Business or related field with six years administrative experience over a multi-functional Emergency Services Department or Division or related operations. Strong administrative and coordination skills required. Florida local government experience is desirable but not required. Equivalent combination of related education, training and experience may be considered. Supervisory experience in multiple areas i.e. Fire/Rescue, EMS, Emergency Management and/or Law Enforcement required. Must possess and maintain: a valid State of Florida class "D" non-commercial driver's license, with an "E" endorsement. Apply: Lake County Human Resources, 315 West Main Street, PO Box 7800, Tavares, FL 32778.

Deadline 12-28-01.

Web site www.lakegovernment.com.

Resumes subject to open record law of the State of Florida. EOE/ADA.

WORKFORCE DEVELOPMENT MANAGER, HUMAN RESOURCES — SAN MATEO COUNTY, CALIF.

The County of San Mateo is seeking a qualified team player to partner with local businesses and the community in promoting a skilled workforce to meet the needs of our local economy. You will coordinate and support the County's One-Stop Centers, and provide support to the Workforce Investment Board. Knowledge of workforce development strategies & human service programs, as well as strong leadership, interpersonal, organizational and written/verbal communication skills are desired.

Excellent benefits, including medical, dental and vision coverage, extended family benefits (domestic partners), tuition reimbursement, and retirement plan. For an application packet, contact: (650) 363-4343. Final Filing Date: 1/10/02. EOE.

STATE OF WASHINGTON

DEPARTMENT OF SOCIAL & HEALTH SERVICES/MEDICAL ASSISTANCE ADMINISTRATION CHIEF MEDICAL OFFICER OLYMPIA, WASHINGTON

(Starting Salary to \$138,000 D.O.E.)

Located in the heart of the scenic Pacific Northwest, the City of Olympia (population 45,000) serves as the headquarters for the Department of Social & Health Services. The Puget Sound region boasts one of the most livable environments in the United States according to Money magazine and U.S. News & World Report, and offers residents a wide array of recreational, educational and cultural opportunities from which to select. Whether residents want the slower pace of nearby rural environments or the advantages of big-city cultural amenities, all are only a short drive away.

The Medical Assistance Administration (MAA) is one of seven divisions within the Department of Social & Health Services providing a health care safety net for children, the elderly and disabled residents of the State. The Chief Medical Officer (CMO) serves as the director of the Division of Medical Management (DMM) within MAA, and exercises medical and clinical oversight of all healthcare services provided by MAA. The CMO supervises the staff medical consultants and oversees the work performed by the contracted physicians. The CMO is the prime medical resource for all MAA staff, contractors and vendors. All final medical decision making within MAA ultimately resides under the purview of the CMO. He/she also serves as the chief advisor to the Assistant Secretary on medical issues, and serves as a clinical resource to other programs within DSHS.

All candidates must be medical doctors with a current valid license to practice medicine in the United States. Licensure in the State of Washington must be obtained within six months of hire as a condition of continued employment. Preference may be given to candidates that possess a Masters Degree in Public Health in addition to a medical degree. Candidates must possess significant clinical practice and/or administrative experience; preference will



be given for recent clinical supervision. Board certification is a requirement, and preference may be given to the following disciplines: family practice, preventative medicine, pediatrics or other similar specialty. Experience in clinical and administrative issues concerned with serving diverse and/or low-income populations is desirable, and knowledge of managed care and insurance industries is preferred. Background checks, which may include fingerprinting, are required for employees and applicants considered for selected positions within DSHS. Employees/applicants will be required to sign a release authorizing the background check. Failure to do so shall disqualify the applicant from employment in these positions. Information obtained from background checks will not necessarily preclude employment.

Qualified individuals should submit resume, salary history and a statement of qualifications NO LATER THAN JANUARY 15, 2002 to:

Ms. Marcia Isenberg or Mr. Jerry Oldani at:

THE **OLDANI** GROUP

188 106th Avenue NE, Suite 420
Bellevue, Washington 98004
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General Inquiries: searches@theoldanigroup.com
<http://www.theoldanigroup.com>

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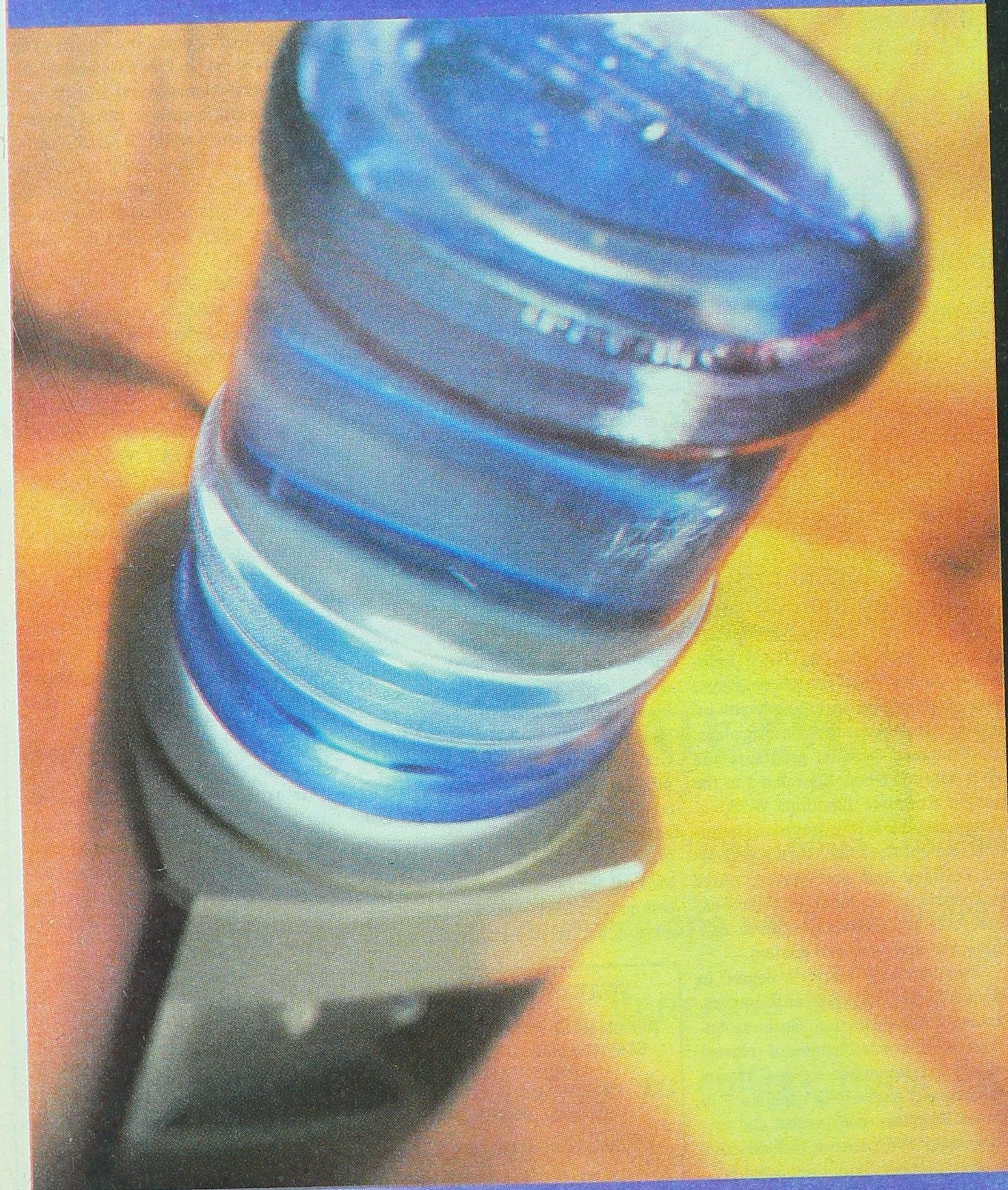
Job Market - Classified Rate Schedule

- **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.
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- **FAX advertising copy to:** Job Market, County News, (202)393-2630.
- **E-mail advertising copy to:** skennedy@naco.org.
- **Be sure to include billing information along with copy.**
- **Estimates given prior to publication are approximations only and do not necessarily reflect final cost.**

For more information, contact **Stacey Kennedy**

County News Job Market representative: Tel. (202) 942-4256.

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No matter how you say it, whether Bubbler or Water Cooler, Kleenex® or Facial Tissue, Microcomputer or PC, NIGP has The Code to cover all of your purchasing and inventory activities. The NIGP Commodity/ Services Code is there for you throughout the procurement process to streamline competitive bidding, generate in-depth management reports, capture purchase history, and enable cooperative purchasing opportunities, all within an easy to use, fully supported Commodity/Services Code.

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