

# County News

Official Publication of the National Association of Counties

Vol. 25, No. 24 • December 20, 1993

Washington, D.C.

## Board adopts seven legislative priorities, \$13 million budget

By Beverly Schlotterbeck  
editor

Establishing legislative priorities, adopting NACo's budget for 1994, international politics, campaign contributions, and signing up a new partner for NACoNET were among the highlights of the Board of Directors annual winter meeting, Dec. 10-11 in Pinellas County (St. Petersburg), Fla.

International politics came on the scene as the Board approved an emergency resolution urging counties to immediately repel sanction laws that prohibit investment in South Africa. The State Department worked closely with NACo in providing information for the development of the resolution. (See story, page 9.)

The Board also took a stand against a proposal from the Municipal Securities Rulemaking Board (MSRB) that would prohibit contributions to political campaigns from



Photo by Beverly Schlotterbeck

At its winter meeting, the NACo Board of Directors approved adding The MAXIMA Corporation as a full partner with the association's NACoNET Program. As the ink was drying on the contract, the new NACoNET partners paused for the record: (l-r) Mike Gillespie, chair, NACoNET Advisory Committee; Larry Naake, NACo executive director; NACo President Barbara Sheen Todd; Joe Wewerka, vice president, State Operations Division, EDS; and Joshua Smith, founder and CEO, The MAXIMA Corporation.

municipal securities underwriters. The proposed rule must first be approved by the Securities and Exchange Commission (SEC). MSRB

is expected to bring its recommendation to the SEC in mid-January.

Among other items, the resolution "takes exception to the presumption

that if an elected official accepts a legitimate campaign contribution from a municipal securities professional, then that elected official will not be able to carry out his or her fiduciary responsibility to taxpayers." (For the full text, see page 9.)

Closer to home, NACoNET, the association's National Enterprise for Technology Program, took on a new partner when the Board approved a contract between NACo, EDS and The MAXIMA Corporation. The MAXIMA Corporation, which had been a preferred subcontractor under the terms of last year's agreement, will now market its services directly to county governments. The MAXIMA Corporation, headquartered in Prince George's County, Md., provides the resources to integrate applica-

See BOARD MEETING, page 10

## EPA finds nearly one-third of nation's counties have high radon potential

By Susan D. Grubb  
staff writer

Richland County (N.D.) Commissioner Beverly Stone knew her county had a high potential for elevated levels of indoor radon, but wasn't aware how high until EPA released its map, Dec. 3, of radon levels on a county-by-

county basis.

The long-awaited map — more than two years in the making — shows that just over one-third of the nation's counties have radon levels high enough in some areas that EPA would advise homeowners to take steps to reduce indoor concentrations. (See map on page 5.)

Radon is a naturally occurring radioactive gas. Prolonged expo-

sure to high levels can contribute to the development of lung cancer and is estimated to cause between 7,000 and 30,000 lung cancer deaths a year.

Stone said she knew her county fell into Zone 1, but didn't realize the radon level would be as high as 64 pCi/L. "I was surprised at the higher

See RADON, page 5

## NACo logo takes on new identity

Seeking to present an image of strength, leadership and progressiveness, NACo has developed a new logo that the association will begin using in January.

The logo was developed after surveying members of the Board of Directors to determine what elements a NACo logo should project. Using a graphic representation of the American flag and the association acronym in a modern type style, the logo conveys an image of a progressive organization, but, at the same time, one that is based on a firm foundation.

The logo communicates characteris-



tics of strength and leadership and offers a clear and unique identity for NACo. With the depiction of the flag and the red and blue colors of the logo, it provides a sense of history and representation of the county government role in the American governmental system.

Gail Peck Design and Communication of Montgomery County, Md. de-

signed the logo working with NACo staff.

NACo will begin using the logo on new materials produced in January. Existing letterhead, brochures, business cards and other materials will be used until supplies are depleted. Reprints of those materials will contain the new logo.



Photo by Tom Goodman

Even Capitol Hill gets in the holiday mood this time of year as evidenced by the 65-foot-high Christmas tree on the Capitol's West Lawn.

## America's Counties

# Programs can help turn lives around, teens tell task force

By Barbara Sheen Todd  
NACo president

Violence, unwanted teen pregnancy, and drug abuse among our nation's youth are growing problems in our communities and in our schools. As county officials, parents and citizens, we watch this trend, and, more often than not, are frustrated in our attempts to find solutions to these concerns.

As we get caught up in the day-to-day routine of our lives and our jobs, it is easy to distance ourselves from the situation with the rationalization that these problems are problems for the schools to solve—and that there is little that we as county officials can do. And besides, these things happen to "bad" kids. To those who truly subscribe to this belief, I highly recommend a visit to Balboa High School in San Francisco, Calif.

As your president, I joined Monterey County (Calif.) Supervisor Barbara Shipnuck and other members of NACo's Children's Initiative Task Force on a visit to Balboa, where we spent more than an hour listening to a group of young people relate their life experiences and how they are coping with some very difficult situations.

Several years ago, the problems of violence and associated activities in Balboa High School reached the point where local authorities seriously considered closing the school. In a last, desperate attempt to "save Balboa," several programs were initiated, including a peer resources pro-



Photo by Sandy Markwood

Teens at Balboa High School in San Francisco, Calif. discuss initiatives taken to curb violence.

gram that involved the development of a comprehensive peer-support network; a restructuring of class organization, which enables the young people to stay within a class "family" through core classes; and a teen clinic that provides physical and psychological assistance through county resources. Other programs, such as teen court, interface with the county juvenile justice program and provide innovative peer-based deterrents to youthful offenders.

The young people with whom we met were actively involved in the schools' new initiatives, and they spoke to us about their personal struggles to overcome adversity. Shirley, a beautiful young 15-year-old girl told us she lived in a nearby community, not typically within

the school service boundaries of Balboa. A Hispanic, she and her family came to the United States when she was 10 years old. Shirley could not speak a word of English and quickly learned that to "survive" she had to join a neighborhood gang that spoke her native language. Gangs were pitted against gangs, and she soon got caught up in a world of violence and illegal activities. She tearfully related her unsuccessful attempts to break away from the gang influence until she finally decided to attend Balboa High School.

She said, "I was tired of being a loser, a nobody, worthless, of people saying, 'There goes that loser Shirley.' I wanted to make something of my life."

When Shirley arrived at Balboa,

members of the "other" gang told her she couldn't stay, that she didn't belong. She went to her teacher to transfer back to her original school, and at that point, received the loving support and encouragement of a dedicated staff and student body who committed themselves to providing the lifeline Shirley needed.

One by one, students told their personal stories, of ways they had been influenced by the Balboa program and how that experience had enabled them to become involved in their school and community in a positive way. With their stories came observations, advice and wisdom beyond their years.

Germaine serves as a peer counselor, but is a member of the Guardian Angels in his neighborhood.

The communication and problem-solving techniques he learned as a peer counselor have been his biggest "weapon and defense" in dealing with neighborhood crime.

"I talk my way out of a situation to get things done. Violence is on the rise. It's at its darkest point," warns Germaine. "But I have to tell you that the up-and-coming kids get sick and tired of it. We want this to change, please, believe and work with us."

"Kids turn to violence because they are frustrated. They need to have alternative routes to express themselves in a positive way," observes Jennifer.

Sil advises, "You've heard the buck stops here ... well, I say the buck starts here. Given the chance, we can pass the baton to the next generation."

Venus adds, "Violence and prejudice often result where there is a lack of understanding and communication among different ethnic groups. We need to teach people about other cultures — the good things."

Christine has an additional theory regarding violence. "With many teens, violence is a way to get attention and 'respect.' We've seen here [at Balboa] that there are other ways to get respect, by being known as a leader in school. Start shaping these values and attitudes with kids when they are young — in elementary school — before they get the 'isms' like racism in their heads."

Alicia agrees with Christine. "I

See PROGRAMS, page 3

## Children's Initiative Task Force takes on big challenge

By Barbara Sheen Todd  
NACo president

During the last two decades, a series of major demographic, social and economic changes have converged, which place our communities and many of our children and families at risk.

Today, one in every five children in the United States — and one in every four infants and toddlers — lives in poverty. Between 1973 and 1990, the median income of young families with children (those headed by someone younger than 30) plunged by nearly one third — 32 percent adjusting for inflation.

As a nation, we have the highest teen pregnancy rate of any industrialized nation in the world. In 1989, there were more than one-half mil-

lion babies born to women younger than 29. Most of these births were to unmarried teenagers, and about one-quarter were repeat births.

The infant mortality rate in the United States ranks 19th behind Hong Kong, Spain and Singapore. In 1989, only about one-quarter of all infants were born to mothers who received early prenatal care.

In 1990, forty percent of all children lacked employer health coverage, even though 85 percent of all children lived in working families. The gaps in Medicaid and private insurance coverage left 8.4 million children with no health insurance at all. As a result of this inadequate access to adequate health care, a recent study found that in nine major cities, only 10 percent to 42 percent of children starting school in 1991 had received appropriate

### As a nation, we have the highest teen pregnancy rate of any industrialized nation in the world.

preschool vaccinations on time.

In 1991, an estimated 2.7 million children in this country were reported abused or neglected, up from 1.1 million in 1980. Child neglect cases accounted for about half of all reports.

As the number of cases of abuse and neglect grows, so too do the numbers of children in foster care. In 1990, an estimated 407,000 children were in foster care in this country — an increase of almost 50 percent since 1986.

The serious and violent crime rate among juveniles has also increased sharply in the past few years. Juveniles account for an increasing share of all violent crimes in the United States. Juvenile arrests for violent crimes increased 41 percent from 1982-1991. During this 10-year period,

the number of juvenile arrests for murder increased by 93 percent and aggravated assault arrests increased by 72 percent.

I could go on at length listing the many startling statistics which illustrate the plight of many of our nation's children and youth. But, as county officials, many of you see the challenges that America's young people face every day.

Our children must be America's number one priority. It is time that we as counties and we as a nation recognize that it is everyone's responsibility to ensure that our children have the opportunity to grow in a nurturing environment to become self-reliant and productive adults.

It is the goal of the NACo Children's Initiative Task Force to provide leadership to bring a na-

tional focus to our nation's children:

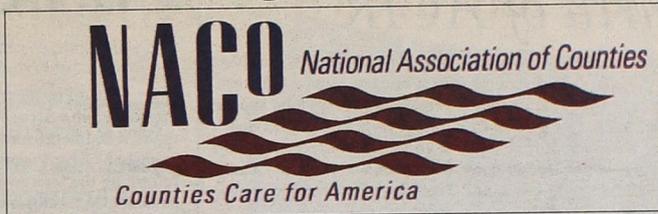
- to develop a national policy which promotes the well-being of all our children
- to develop up-front investment strategies for children to reach their highest potential
- to build collaborative partnerships with the cities, school boards, juvenile justice system, private sector and others on children's issues
- to promote the development of preventative services for children and their families, and
- to develop coordinated systems for service delivery that address the full spectrum of children's services, especially those that focus on up-front intervention and services integration strategies, and examples of collaborative community partnerships on children's issues.

If you have information about your county's children's services which you would like the task force to consider, please contact Sandy Markwood at NACo, 440 First St., N.W., Washington, DC 20001, 202/942-4235.

#### County News invites Letters to the Editor

If you have a compliment, complaint or different point of view, let us know. Please include a phone number with your letter. Mail or fax to: County News, NACo, 440 First St., N.W., Washington, DC 20001-2080, 202/393-2630.

# NACo '94 Legislative Priorities



The future of America's counties depends on the health and welfare of all of its citizens; the viability of its infrastructure; and the effectiveness of the partnerships with federal, state and other governmental entities, including our schools.

Critical to this future is the well-being of our children. Counties, more than any other level of government, recognize the essential need for front-end investments to meet the challenges of America's future:

- ▲ the future of our children
- ▲ the health of our citizens
- ▲ the future of our infrastructure, and
- ▲ the future of our communities.

To meet these challenges, counties must have the ability and flexibility to manage their resources without the crippling burden of unfunded federal mandates.

The National Association of Counties urges urban and rural counties to work together to build strong coalitions to achieve our most pressing legislative priorities:

- Unfunded Federal Mandates
- Infrastructure Investment
- National Health Systems Reform
- Fair Labor Standards Act Amendments
- Welfare Reform, Job Training and Employment
- Payment-In-Lieu-of-Taxes (PILT)
- Solid Waste Management

NACo's full list of legislative priorities for 1993 includes the following issues and legislative measures:

## Unfunded Federal Mandates

- Support funding of existing and future federal mandates imposed on states, counties and cities.
- Require regulations to be based on objective, scientific assessment of risk to health and safety, and allow flexibility in meeting regulatory requirements.

## National Health Systems Reform

- Support reform of the health system and financing, with emphasis on universal access. Reform should integrate the unique role of county governments, including hospitals and health systems, in providing public health, indigent care, substance abuse and mental health treatment, and long-term care, while protecting health services for all of our citizens.

## Welfare Reform, Job Training and Employment

- Develop a comprehensive, simplified welfare reform system supported by sufficient federal funding that promotes long-term self-sufficiency, rewards work, and strengthens families.

## Solid Waste Management

- Support legislation to authorize local governments with solid waste planning responsibilities to approve or disapprove acceptance of out-of-state municipal solid waste.
- Support legislation to authorize local government to designate municipal solid waste management facilities.

## Infrastructure Investment

- Reauthorize and increase funding for Community Development Block Grants (CDBG) and the HOME Program, con-

tinue direct allocation to current CDBG grantees, and maintain local flexibility in defining priorities for CDBG funding.

- Support full funding for the Intermodal Surface Transportation Efficiency Act (ISTEA), enhanced role for counties in ISTEA, and relief from burdensome requirements imposed by the Clean Air Act.

## Fair Labor Standards Act Amendments

- Revise regulations for exempting public sector salaried employees from the overtime pay requirements, and enact legislation to relieve public employers from retroactive liability for failure to comply with the existing salary-basis test.

## Payment-In-Lieu-of-Taxes (PILT)

- Support legislation increasing the authorization of PILT to recover the value of the program lost through inflation since 1976.

## Children's Legislation

- Provide additional federal resources and incentives to increase the effectiveness of child support enforcement efforts.
- Expand the Head Start Program so that all eligible children may participate and, where possible, begin offering full-day, year-round services.

## Mail-Order Sales Tax Collections

- Support federal legislation requiring the collection of state and local sales taxes by catalog and mail-order companies.

## Rural Development

- Support rural development, agricultural and natural resources provisions in 1995 farm legislation that enhances rural economic development and addresses the unique needs of people living in rural counties.

## Safe Drinking Water Act

- Support legislation that requires a risk-based approach to regulating water-borne contaminants and allows local government flexibility to implement regulations in a way that protects public health balanced with environmental and economic impact.
- Oppose state or federal user fees on local governments for the purpose of financing administrative oversight by states or federal agencies.

## Clean Water Act

- Support legislation which provides a sub-

stantial and reliable long-term source of federal funding for wastewater treatment and water pollution programs.

- Define wetlands to include only those areas that actually function as wetlands, and permit development of wetlands when there is overriding public need and suitable mitigation actions.

## Anti-Crime Legislation

- Support new legislation promoting local action to address the root causes of crime, the needs of victims and violence prevention.
- Create new title to encourage the development of statewide community corrections acts. Support new authorizations for community policing, drug treatment, a ban on assault weapons, intermediate sanctions and pretrial drug testing.

## Employment and Job Training

- Expand Job Training Partnership Act programs, especially for the disadvantaged.
- Support a new Workforce Investment Strategy, consolidating dislocated worker programs delivered at the community level through public-private partnerships.
- Support authorization of new School-to-Work opportunity programs, combining education with practical job experience.

## Highway/Transit Programs

- Full funding of the Intermodal Surface Transportation Efficiency Act (ISTEA), an enhanced role for counties in the

ISTEA amendments, and relief from burdensome requirements on transportation projects imposed by the Clean Air Act.

## 1994 Tax Legislation

- Support legislation to simplify current tax-exempt bond statutes that restrict the ability of counties to finance roads, jails, hospitals, solid waste projects and other public facilities.
- Support legislation to simplify Section 415 Tax Code limitations on public employer pension contributions to facilitate state and local compliance.
- Support legislation to exempt election workers from the Social Security payroll tax.

## Immigration and Refugees

- Increase federal funding for domestic refugee resettlement programs and link the number of refugee admissions to federal refugee funding.
- Closely monitor and analyze the effect of health care and welfare reform legislation on counties with large immigrant and refugee populations.

## Endangered Species Act

- Support the reauthorization of a balanced Endangered Species Act, which will provide for protection of threatened and endangered species, while also providing for consideration of the economic and social costs of such actions.

## Airport Program

- Support reauthorization of the federal Airport Improvement Program and an increase of funding to finance needed capital improvements.

## Telecommunications

- Support the continuation of franchise fee payments to local governments by cable companies and extension of these requirements to other video providers.

## PROGRAMS from page 2

take care of 15 kids after school from the age of five months up. I agree that things have to happen at an early age. I was surprised to hear a four-year-old cousin talk about marijuana."

Orlando believes new approaches are needed to solve today's problems. "One word, CHANGE. We have to be prepared to deal with our problems by changing the way we [traditionally] have solved them. We've found the power of peers can be used to help."

Shirley concluded the discussion with her parting request. "At 10 years old, I started messing up my life. I've learned from experience that violent people are not very strong. They are really very weak. We kids need help. Please don't give up."

As Shirley spoke those words, she still bore the bruises on her face which had been inflicted by her former gang colleagues in retribution — because she dared to break away.

Through our Children's Task Force, NACo is embarking on a multi-year initiative aimed at shaping a national proactive policy

for the youth of America and their families, to ensure that the needs of our nation's children are met in the most effective and efficient way possible. The task force will identify and make recommendations as to the future role of county governments in children's services, and will determine, where appropriate, ways that local governments can collaboratively work together to provide these programs.

Supervisor Barbara Shipnuck has agreed to chair this important task force. I am appreciative of the challenges that she and the other members of the task force will address. The issues with which they will deal are critical to the future of our communities, our counties and our nation.

As county officials, we have a challenge and an opportunity to make a difference in our communities for the benefit of our youth and their families ... and for the brave Shirleys of this world who dare to stand up to the traditions of crime and violence. We must not surrender another generation of our youth.

## Publisher's Perspective

# The Rebirth of ACIR

By Larry Naake  
 County News publisher

A wonderful thing happened just a few weeks ago on Dec. 1, 1993. About 50 people gathered in



the Indian Treaty Room of the Old Executive Office Building next to the White House to witness what hopefully will be the rebirth of the president's Advisory Commission on Intergovernmental Relations (ACIR), the only national agency dedicated to the advancement of our federal system of government and intergovernmental cooperation.

From its creation in 1958 until the late '70s, ACIR was a highly respected, dynamic organization that produced valuable reports and was a fountain of creative ideas for the national domestic agenda. The concept and reality of general revenue sharing, for example, found its origins with ACIR.

The membership of ACIR, representing Cabinet secretaries, members of Congress, governors, state legislators, county and city officials, and citizens, was from among our nation's finest leaders. People literally fought to serve on this respected body.

To the disappointment of many, ACIR started downhill in the late '70s and '80s. This was a period when the federal gov-

ernment retreated from involvement in funding state and local programs, when domestic policy and concepts like "new federalism" were determined by a few people in the White House, and when the White House generally ignored ACIR.

The Administration was content to let ACIR produce a few studies each year and rarely, if ever, ask for its advice on anything. ACIR's staff shrunk to 10 people, its budget dropped below \$1 million, and attendance at its meetings was minimal.

Usually, only a few local government representatives were in attendance, while Administration and congressional leaders and governors rarely appeared. At a time when the federal intergovernmental relations system was changing dramatically, ACIR was silent and provided little leadership. Some believed that ACIR's time had passed and that it should be abolished.

### A new direction

Hopefully, as of Dec. 1, ACIR's downward spiral has ended. Both as governor and as president, Bill Clinton has indicated his strong support for reforming the intergovernmental relations process and restoring ACIR as the nation's leading and most prestigious forum for addressing intergovernmental issues. He enthusiastically outlined these goals when he opened the Dec. 1 meeting and pledged his personal leadership and support.

The attendance, for the first time in many years, was excellent with 21 of the 26 members present. Both NACo President Barbara

Sheen Todd and Past President John Stroger, commission members, were vocal in their support for ACIR and the president's leadership. Supervisor Gloria Molina of Los Angeles County, Calif., serves as the third county representative.

Chairman Winter outlined his agenda for the commission, which includes improving relations with the Congress and the White House, securing a higher appropriation for the commission in FY95, developing a research agenda, and recruiting a new executive director.

It is also significant that Chairman Winter outlined a possible "action" agenda for the commission. He indicated his desire that ACIR take a leadership and high visibility role in a number of high-priority issue areas, including:

- unfunded mandates
- grant consolidation and simplification
- waivers of federal rules for state and local flexibility and innovation
- federal pre-emption of state and local authority, and
- intergovernmental fiscal impacts of federal policies.

Hopefully, we are witnessing the re-emergence of a dynamic institution. But the proof, of course, is in the performance; and time will judge that performance. Chairman Winter is a strong leader who has set an aggressive agenda for ACIR and called for its evaluation at the end of 1994, ACIR's 35th anniversary.

We hope it will be a highly celebrated anniversary and one that we can all be proud of.

# NACo

## on the move

◆ NACo President **Barbara Todd**, along with Immediate Past President **John Stroger**, attended a meeting of the Advisory Commission on Intergovernmental Relations (ACIR), Dec. 1, where they were joined by President Clinton. Clinton outlined his goals for reforming the intergovernmental relations process and pledged his personal leadership and support to the ACIR.

Todd also presented the county view on federal regulations at a Dec. 6 conference in Washington, D.C., planned by the Clinton Administration. This first in a series of conferences was held as part of President Clinton's efforts to ease the impact of federal regulations on state and local governments. Vice President Al Gore spoke to the group at lunch and Office of Management and Budget Director Leon Panetta opened the morning session with a short presentation.

◆ Senator **Dirk Kempthorne** (R-Idaho) met with Executive Director **Larry Naake**, Legislative Director **Ralph Tabor** and Associate Legislative Director **Larry Jones**, Dec. 14, to map out strategies for 1994 concerning unfunded federal mandates.

◆ On Dec. 8, EPA's Radon Division brought together more than 20 non-governmental and non-profit organizations that have helped EPA create strategies for action against radon. Taking part in the meeting were Orange County (N.C.) Commissioner and Chairman of the NACo Radon Advisory Committee **Don Wilhoit**; NACo Environmental Projects Director **Jerry McNeil**; and **Heidi Klein**, environmental project manager, National Association of County Health Officials. During the meeting, McNeil made a presentation on NACo's efforts to combat and raise awareness of the dangers of radon.

On Nov. 30-Dec. 1, an EPA technical review group met with McNeil, Klein, Associate Legislative Director **Diane Shea** and Research Associate **Naomi Friedman** to plan next year's objectives for NACo's Solid Waste Project, which focuses on municipal solid waste and pollution prevention.

Also, McNeil participated in an Executive Forum on Sustainable Development, sponsored by the Global Tomorrow Coalition, Dec. 7.

◆ Research Director **Sharon Lawrence** and County Service Representative **Kaye Braaten** traveled to Rochester, Minn. for the Association of Minnesota Counties conference, Dec. 4-7. Lawrence spoke before the Task Force on Governance on county government structure, and Braaten was there to promote NACo membership.



Photo by Tom Goodman

Monterey County (Calif.) Supervisor **Barbara Shipnuck** (second from right) participated in a Public Broadcasting Service (PBS) videoconference on universal health coverage on Dec. 1 in Washington, D.C. The moderator for the session was PBS' **Paul Duke** (center). Other panel members were: (from left) **Dr. Risa Lavizzo-Mourey**, deputy administrator of the Agency for Health Care Policy and Research; **Dr. Robert Berenson**, who served as co-chair of two working groups of President Clinton's Health Care Task Force; **Marilyn Moon**, senior research associate with the Health Policy Center of the Urban Institute; and **Dr. Thomas Chapman**, president of the Greater Southeast Healthcare System in Washington D.C.

# County News

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

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Published biweekly except August by:  
 National Association of Counties Research Foundation, Inc.  
 440 First Street, N.W.  
 Washington, D.C. 20001-2080

202-393-6226 FAX 202-393-2630

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County News cannot be responsible for unsolicited manuscripts.

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

# RADON from page 1

level ... but I knew radon was here." A level of four pCi/L and above has been established by the EPA as an "action level" at which homeowners should consider fixing their homes to lower indoor radon.

The map assigns each county to one of three zones:

- Zone 1 counties (34 percent) have a predicted average indoor screening level of greater than four picocuries per liter of air (pCi/L) — a measure of radioactivity.
- Zone 2 counties (33 percent) have a predicted average screening level of between two and four pCi/L.
- Zone 3 counties (33 percent) have a predicted average screening level of less than two pCi/L.

Even though Stone may have been surprised at her county's radon level, she was not caught flat-footed when EPA released its map to the public, nor were her constituents.

As an active player in NACo's Radon Action Project, Stone has been able to make her constituents aware of the potential problem through radon awareness materials and testing kits distributed through the project. "People are wanting to take a better look at this," she said. "The interest in it has really picked up."

The project has been "a great help," added Jefferson County (Colo.) Commissioner John Stone,

whose county secured a \$10,000 EPA grant to fund a model program to increase public awareness and testing.

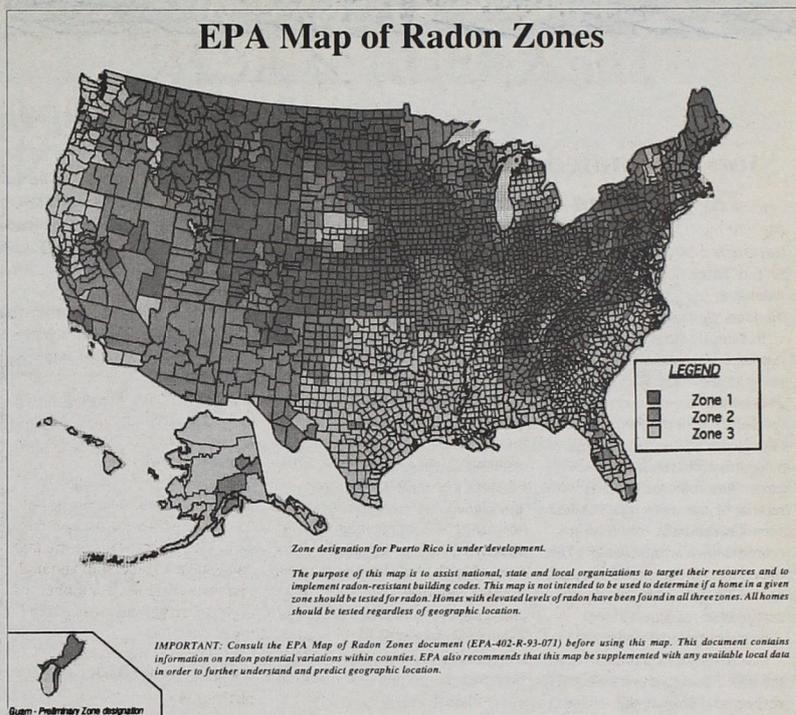
Stone's county also fell into Zone 1. Some areas tested well over 100

**Prolonged exposure to high levels can contribute to the development of lung cancer and is estimated to cause between 7,000 and 30,000 lung cancer deaths a year.**

pCi/L, he said, attributing it to the large concentrations of decomposing granite and natural uranium.

EPA designed the map to assist national, state and local governments, and organizations to target their radon program activities and resources. It is also intended to help building code officials determine areas that are the highest priority for adopting radon-resistant building practices.

The three zones were determined by assessing five factors that are known to be important indicators of radon potential: indoor radon mea-



Guam - Preliminary Zone designation

surements, geology, aerial radioactivity, soil parameters and foundation type.

Booklets that detail the radon-potential assessments for each state

have been developed to accompany the map. They discuss each of the five radon potential factors in terms of the data that were available and their potential impact on indoor ra-

don levels.

For information about obtaining the map, and to find out more about the Radon Action Project, contact Lou Witt at NACo, 202/942-4261.

## Look No Further.

Since 1980, the National Association of Counties (NACo) has looked to PEBSCO for exclusive leadership in deferred compensation administration.

And no wonder. For more than 2,000 jurisdictions participating in the NACo program, PEBSCO is the undisputed leader — administering in excess of \$1.5 billion in NACo program assets for over 160,000 public employees.

Our story is told in a new booklet called, "How To Select The BEST Deferred Compensation Program." It's yours free when you call 1-800-545-4730. It'll tell you exactly how, and why, we've become the favorite elected representative of county government.

Proving, once again, that when government officials rank deferred compensation program administrators, we always end up on top.



# 1994 LEGISLATIVE CONFERENCE

MARCH 4-8 • WASHINGTON HILTON & TOWERS

## Preliminary Agenda

### Stop Unfunded Mandates

#### The campaign continues ...

On October 27 — National Unfunded Mandates Day — counties and cities across America began a campaign to stop Washington's practice of enacting, but not funding, costly programs and regulations.

That campaign to stop unfunded mandates will continue and be a major focus of NACo's 1994 Legislative Conference, which will be held March 4-8 in Washington, D.C.

Workshops and speakers will cover this issue, exploring the impact and extent of mandates and how county officials need to work together to stop them. Delegates to the conference will have the opportunity to talk about the burden of unfunded mandates on their counties and stress the need to stop them when they meet with their senators and representatives during Tuesday morning's meetings on Capitol Hill.

The conference also will cover other issues and programs, like health reform, welfare reform, violence prevention, clean air and water, the Job Training Partnership Act, cable television, and transportation funding.

President Clinton, members of his Cabinet and leaders of both the U.S. House of Representatives and the U.S. Senate have been invited to speak at the conference. The Clinton Administration is moving ahead on a number of issues that will affect counties, so presentations by Administration officials and those by members of Congress will be extremely interesting.

This will be a challenging, informative conference that every county official should attend. Make plans to register today.

### Friday, March 4

9 a.m.-10:30 a.m.	NACCED Community Development Committee
9 a.m.-Noon	WIR/Environmental Group Joint Meeting
10 a.m.-Noon	Radon Project Advisory Committee Agriculture and Rural Affairs Subcommittees: Agriculture, Rural Development, World Trade and Food Safety
10:30 a.m.-Noon	Land Use & Growth Management Subcommittee NACCED Housing Committee
11 a.m.-Noon	Regional-County-City Relations Subcommittee
Noon-1 p.m.	State-County Relations Subcommittee
1 p.m.-2 p.m.	Energy Subcommittee Health Committee Chairs and Vice Chairs Highway Subcommittee Federal-County Relations Subcommittee
1 p.m.-2:30 p.m.	NACCED Economic Development Committee
1 p.m.-3 p.m.	NACHSA Meeting Payment-In-Lieu-of-Taxes Subcommittee
1 p.m.-3:30 p.m.	NACo Sustainable Communities Task Force
1 p.m.-5 p.m.	Children's Initiative Task Force Training on International Trade/Exporting HOME Technical Assistance Program
2 p.m.-3 p.m.	Airport Subcommittee
2 p.m.-4 p.m.	NABCO Executive Committee
2 p.m.-5 p.m.	Large Urban County Caucus Joint Meeting: Employment Steering Committee and NACTEP Leadership
	Agriculture and Rural Affairs Subcommittee: Agriculture, Rural Development, World Trade and Food Safety
2:15 p.m.-3:45 p.m.	Water Quality Subcommittee
2:30 p.m.-3:30 p.m.	NACCED Program Support Committee
3 p.m.-4 p.m.	Juvenile Justice Subcommittee Mass Transit Subcommittee
3 p.m.-5 p.m.	Welfare Reform Task Force NACAP Working Session
3:30 p.m.-4:30 p.m.	NACCED Membership Committee
3:30 p.m.-5 p.m.	NACHFA Meeting NACMHD Meeting
4 p.m.-5 p.m.	Air Quality Subcommittee Telecommunications Subcommittee Court and Corrections Subcommittees Joint Meeting

4 p.m.-6 p.m.	NABCO Business Roundtable County Health Policy Advisory Committee
4:30 p.m.-6:30 p.m.	NACCED Board of Directors
5:30 p.m.-6:30 p.m.	Policy Coordinating Committee NACTEP Planning Committee

### Saturday, March 5

7:30 a.m.-8:30 a.m.	NACTEP Rural Affairs Committee
8 a.m.-9 a.m.	Refugee and Immigration Subcommittee
8:30 a.m.-9:30 a.m.	Long-Term Care, Medicare, Home Health Subcommittee
8:30 a.m.-10:15 a.m.	Joint Economic Development Meeting: Steering Committee and NACCED
8:30 a.m.-5 p.m.	NACo Deferred Compensation Advisory Committee
8:45 a.m.-10:15 a.m.	NACTEP Defense Base Closings/Dislocated Worker Task Force NACTEP Legislative Task Force NACTEP Youth Committee NACTEP Membership Task Force
9 a.m.-10 a.m.	Federal-State-Local Fiscal Relations Subcommittee
9 a.m.-11 a.m.	NACAP Business Meeting
9 a.m.-Noon	Justice and Public Safety Steering Committee WIR Board of Directors Transportation Steering Committee Agriculture and Rural Affairs Subcommittee
9:15 a.m.-10:45 a.m.	Education, Children and Families Subcommittee
9:30 a.m.-10:30 a.m.	Mental Health, Substance Abuse, Disabilities Subcommittee
9:30 a.m.-11:30 a.m.	Solid and Hazardous Waste Subcommittee
10 a.m.-Noon	NABCO Board of Directors NACIO Board of Directors
10 a.m.-1 p.m.	Labor and Employee Benefits Steering Committee
10:15 a.m.-11:15 a.m.	Tax-Exempt Bond Subcommittee
10:15 a.m.-11:45 a.m.	NACTEP Conference Committee NACTEP Communications Committee NACTEP Legislative Task Force NACTEP Organizational Resources Committee NACTEP Issues Committee
10:30 a.m.-11:45 a.m.	Public and Environmental Health Subcommittee
10:30 a.m.-Noon	Joint Housing Meeting: Steering Committee & NACCED
11 a.m.-Noon	Aging Subcommittee
11:30 a.m.-12:30 p.m.	Fiscal Management Subcommittee
11:45 a.m.-12:45 p.m.	HIV/AIDS Subcommittee
Noon-3 p.m.	NACTEP Board of Directors
12:45 p.m.-2 p.m.	Medicaid and Indigent Care Subcommittee
1 p.m.-2:30 p.m.	Welfare and Social Services Subcommittee
1 p.m.-3 p.m.	NACIO Roundtable Discussion
1:30 p.m.-5 p.m.	Environment, Energy and Land Use Steering Committee
2 p.m.-3 p.m.	Taxation and Finance Steering Committee
2 p.m.-5 p.m.	Community and Economic Development Steering Committee Human Services and Education Steering Committee Intergovernmental Relations Steering Committee Employment Steering Committee Public Lands Steering Committee
2:15 p.m.-5 p.m.	Health Steering Committee
3 p.m.-5 p.m.	EDS/NACTEP Focus Group: New Technologies to Assist Job Training Programs
4:30 p.m.-6:30 p.m.	NACPRO Board of Directors
5:30 p.m.-6:30 p.m.	Policy Coordinating Committee

### Sunday, March 6

8 a.m.-9 a.m.	WON Executive Committee
8 a.m.-10 a.m.	NACHRA Meeting
8:30 a.m.-9:30 a.m.	NACo Membership Committee
8:30 a.m.-1:30 p.m.	NACoNET Advisory Committee

8:45 a.m.-10:15 a.m.	NAHCO Meeting
9 a.m.-10:15 a.m.	Everything You Ever Wanted to Know About NACo But Were Afraid to Ask
9 a.m.-10:30 a.m.	NACCA Meeting
10:30 a.m.-11:30 a.m.	Opening General Session
Noon-1 p.m.	WON Luncheon
Noon-2 p.m.	NABCO General Session
1 p.m.-5 p.m.	NACo/NACoRF/NACoR Board of Directors Meeting

### WORKSHOPS

1:30 p.m.-3 p.m.	The Future of JTPA in the Clinton Administration How a Regulation is Born Home and Community-Based Care: Impact of Health Reform on the Delivery of Needed Services Employee Benefits: Deferred Compensation Legislative Proposals to Collect Out-of-State Mail-Order Sales Taxes Making the Ever-Changing Cable Act Work for Your County FLSA NACPRO: Parklands and Wetlands Pending Legislation Radon: The Effect on Local Real Estate Transactions and Building Codes Clean Air and Transportation Refugees and Immigration
2 p.m.-3:15 p.m.	NCECE Board of Directors
3:15 p.m.-4:45 p.m.	WORKSHOPS Superfund Reauthorization Update The Job Training Public/Private Partnership: Past or Future? Is the Information Highway Going Through Your County? New Legislative Initiatives in Welfare Reform Proposed Changes in Endangered Species Act Your Public Best - Making Successful Public Appearances Family Preservation/Head Start Voting Rights Act National Community Service Act: What Impact Will It Have? Women and Child Abuse The County Role in Health Elected County Executives Roundtable Discussion

### WORKSHOPS

3:15 p.m.-4:45 p.m.	Superfund Reauthorization Update The Job Training Public/Private Partnership: Past or Future? Is the Information Highway Going Through Your County? New Legislative Initiatives in Welfare Reform Proposed Changes in Endangered Species Act Your Public Best - Making Successful Public Appearances Family Preservation/Head Start Voting Rights Act National Community Service Act: What Impact Will It Have? Women and Child Abuse The County Role in Health Elected County Executives Roundtable Discussion
6 p.m.-8 p.m.	NABCO Reception

### Monday, March 7

7:30 a.m.-10 a.m.	Member Programs and Services Steering Committee
9 a.m.-10 a.m.	General Session
10:15 a.m.-11:45 a.m.	WORKSHOPS ISTEA - The Second Act NACo/EPA Partnership: How Are We Doing? The Work Place of the Future: Its Impact on Counties Clean Water Act Reauthorization Health Care and Justice: Crawling Down the Information Highway Suburban Mobility 1993 Anti-Crime Act Financing Health Reform The County Government Classroom Reauthorizing CDBG and HOME Elder Rights: What Will the New Regulations Mean for Your Programs?
Noon-1:30 p.m.	Delegate Luncheon
2 p.m.-4 p.m.	Research and Technology Focus Group
2 p.m.-4 p.m.	MINI-GENERAL SESSIONS Health Reform Legislation Violence Prevention Through Community Restoration, Collaboration and Family Support Unfunded Mandates Delegate Reception
6 p.m.-7:30 p.m.	Delegate Reception

### Tuesday, March 8

8 a.m.-Noon	Capitol Hill Visits/Unfunded Mandates Rally
Noon-2 p.m.	Delegate Luncheon

# NACo

## 1994 LEGISLATIVE CONFERENCE

Washington Hilton & Towers • Washington, DC • March 4 - 8, 1994

### CONFERENCE REGISTRATION - POSTMARK DEADLINE - FEBRUARY 4, 1994

Return completed form to: NACo • Conference Registration Center • P.O. Box 26307 • Akron, OH 44319

Please type or print clearly all applicable information requested below. Information following asterisks (\*) will appear on the conference badge. Please make a copy of this form for your records.

\*Name \_\_\_\_\_ \*Name \_\_\_\_\_ Mr/Mrs/Ms \_\_\_\_\_  
(LAST) (FIRST)

\*Title \_\_\_\_\_ \*County \_\_\_\_\_  
 Address \_\_\_\_\_

City \_\_\_\_\_ \*State \_\_\_\_\_ Zip \_\_\_\_\_ \*Nickname \_\_\_\_\_

Telephone (\_\_\_\_) \_\_\_\_\_ Fax (\_\_\_\_) \_\_\_\_\_

<b>REGISTRATION FEES:</b> Check box that applies	<b>Earlybird</b> postmarked by 1/21	<b>Advance</b> postmarked after 1/21 & ON-SITE	<b>AFFILIATE INFORMATION - Check box that applies</b>
Member county attendee	<input type="checkbox"/> \$250	<input type="checkbox"/> \$295	<input type="checkbox"/> NACRC <input type="checkbox"/> NACCA <input type="checkbox"/> NCECE <input type="checkbox"/> NACHFA
Non-member county attendee	<input type="checkbox"/> 300	<input type="checkbox"/> 350	<input type="checkbox"/> NACP <input type="checkbox"/> NACTFO <input type="checkbox"/> NACE <input type="checkbox"/> WIR
Other government attendee	<input type="checkbox"/> 300	<input type="checkbox"/> 350	<input type="checkbox"/> NACHO <input type="checkbox"/> WON <input type="checkbox"/> NACTEP <input type="checkbox"/> NCCAE
Other private sector	<input type="checkbox"/> 325	<input type="checkbox"/> 375	<input type="checkbox"/> NACA <input type="checkbox"/> NACHSA <input type="checkbox"/> NABCO <input type="checkbox"/> NACAP
Spouse	<input type="checkbox"/> 50	<input type="checkbox"/> 50	<input type="checkbox"/> NACITA <input type="checkbox"/> NACCED <input type="checkbox"/> NACIO <input type="checkbox"/> ICMA
Youth	<input type="checkbox"/> 30	<input type="checkbox"/> 30	<input type="checkbox"/> NACPRO <input type="checkbox"/> NACIRO <input type="checkbox"/> NACS <input type="checkbox"/> NACMHD
<b>TOTAL</b>	\$ _____	\$ _____	<b>POLITICAL AFFILIATION</b>
			<input type="checkbox"/> Republican <input type="checkbox"/> Democrat <input type="checkbox"/> Independent

Spouse Full Name \_\_\_\_\_ Youth Full Name(s) \_\_\_\_\_

**PAYMENT METHOD: Select one**     CHECK     VISA/MASTERCARD     P.O. or VOUCHER     MONEY ORDER

**CREDIT CARD INFORMATION: Select one**     VISA     MasterCard

Card Number \_\_\_\_\_ Exp Date: \_\_\_\_\_

Cardholder's Name: \_\_\_\_\_ Signature: \_\_\_\_\_

**PAYMENT POLICY** - Conference registration fee MUST accompany this form and must be received before a registration can be processed. Send a check voucher, county purchase order, made payable to the National Association of Counties. Purchase order only will hold registration. Purchase order must be paid before registering for conference, or before a badge will be issued.

**CANCELLATION POLICY** - Refund of conference registration fee, less an administrative fee of \$50 (or 1/2 of spouse/youth fee), will be made if written notice of conference registration cancellation is postmarked no later than Feb. 4, 1994. Cancellation requests postmarked Feb. 5 or later, will be subject to an administrative fee equal to one-half of the registration fee.

**NOTE:** ALL REGISTRATION FORMS POSTMARKED AFTER FEB. 4, 1994 WILL BE PROCESSED AT THE ON-SITE REGISTRATION DESK.

### HOTEL RESERVATION

**HOUSING REGISTRATION** - Housing reservations must be made by completing this form.

Room Reservation Name \_\_\_\_\_ Arrival Date / / AM  
PM

Roommate Name \_\_\_\_\_ Departure Date / / AM  
PM

Do you have a special housing request? Suites? \_\_\_\_\_

Please describe any special disability or handicap needs? \_\_\_\_\_

**PLEASE CHECK YOUR DESIRED HOTEL**  
 Indicate first choice with 1. Then number other choices from 2 to 6 in the order of preference. If first choice is unavailable, reservation will be made at the next available hotel, according to your ranking. Each reservation requires a one-night's deposit.

HOTEL	SGL	DBL	HOTEL	SGL	DBL
Hilton (Hdq) Standard.....	\$109	\$129	Pullman .....	\$120	\$140
Hilton - Moderate .....	129	149	Quality Hotel .....	107	107
Hilton - Deluxe .....	149	159	Ritz Carlton .....	140	140

**PLEASE NOTE:** The Hilton will make every effort to place those requesting or receiving a higher rate in a higher room category (larger room size).

**Office Use Only**

Date Rec'd. \_\_\_\_\_

Check No. \_\_\_\_\_

Amt. of check \_\_\_\_\_

Total \_\_\_\_\_

Date entered \_\_\_\_\_

Entered by \_\_\_\_\_

Please check one of the following:     1 person, 1 bed     2 persons, 1 bed     2 persons, 2 beds

**HOUSING DEPOSIT** - Your room reservation can be guaranteed by either of the following methods:

1. Complete Credit Card Authorization below. This is fast and easy; your room will be reserved and guaranteed.
2. Send no payment now. We will reserve your room and send you an acknowledgement of your room reservation that will instruct you to pay the hotel directly in order to guarantee your room. Your room will not be guaranteed until the hotel receives your payment.

**NOTE:** The NACo Conference Registration Center will send you an acknowledgement within two weeks of receipt of this form. The hotel will also send you an acknowledgement after your credit card is confirmed or payment is received. Do not send payments for hotel reservations to NACo Registration; send them to the hotel indicated on your acknowledgement.

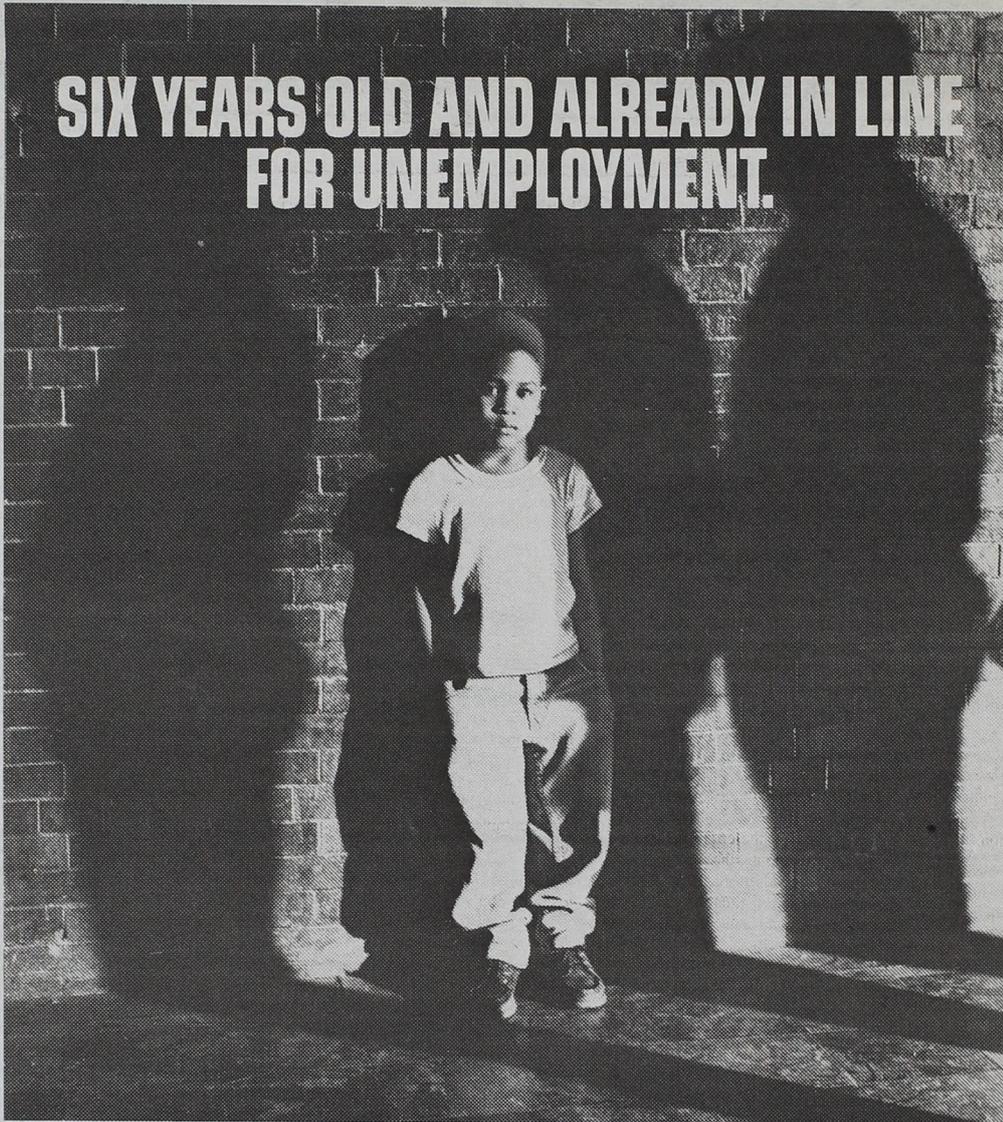
**CREDIT CARD AUTHORIZATION**     MasterCard     Visa     American Express

Card Number \_\_\_\_\_ Exp. Date \_\_\_\_\_

Cardholder's Name \_\_\_\_\_

The NACo Housing Center is authorized to use the above card to guarantee my hotel reservation. I understand that one night's room charge will be billed through this card if I fail to arrive for my assigned housing at the confirmed date, or if I depart earlier than I have confirmed, unless I have canceled my reservation with the hotel at least 48 hours in advance.

# SIX YEARS OLD AND ALREADY IN LINE FOR UNEMPLOYMENT.



By the time a child is six years old, experts can tell if he's at risk to drop out of high school. They can predict who will have a hard time keeping a job. And even who is more likely to end up on welfare. Thirteen million American children live below the poverty line. And they need help before the age of six to improve their chances in life.

Early intervention programs are crucial. And they do work. Programs like Success

by Six have proven that a poor child who receives help early on can hope for a much brighter future.

But these programs need help from people like you. People to answer the phone, do odd jobs, raise money or play with a child. Whether you give an hour of your time or a box of used toys, it can make a world of difference. Call **1-800-733-5400** to see what you can do to help in your area.



The Academy for  
State and Local  
Government

**CHANGE THE WORLD OF A CHILD  
AND YOU CHANGE THE WORLD.**

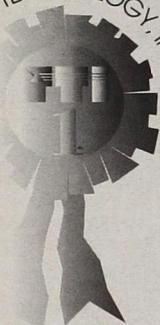
# Enterprising County

Vol. 25, No. 24 • December 20, 1993

A Publication of the National Association of Counties

Washington, D.C.

PUBLIC TECHNOLOGY, INC.



TECHNOLOGY  
ACHIEVEMENT  
AWARDS

Community and Economic Development  
Computer Technology and Telecommunications  
Criminal Justice  
Energy  
Environmental Services  
Finance  
Fire Safety and Disaster Preparedness  
Health and Human Services  
Personnel and Human Resources  
Leisure Services  
Management  
Public Works and General Services  
Transportation

## And The Winners Are...

by Shaden Tageldin

Innovation, creativity, and resourcefulness distinguished the winners in the Public Technology, Inc. 1993 Technology Achievement Awards competition.

Twelve jurisdictions have been recognized for winning solutions that tackle local challenges with technology, public-private partnerships, and cost-effective, even revenue-generating management techniques. 21 others were cited for special mention. Minneapolis Mayor Donald Fraser, past president of the National League of Cities (NLC), announced the awards December 4 at the NLC Congress of Cities in Orlando.

### Revolutionizing Services

In Arlington County, Va., technology has whisked away tradition and reengineered the County's tax collection system. Arlington received the Finance award for upgrading its **Telephone Response System** to enable more efficient collection of personal property

taxes. County taxpayers use their credit card numbers to pay taxes directly through Arlington's touch-tone system. The system automatically verifies the credit card information, computes the amount due, and downloads the data to the Treasurer's Office, updating the County's financial and personal property tax records. Arlington has won 3 Technology Achievement awards in the last 5 years.

Police departments will appreciate this new development: Dade County, Fla. earned a special mention in Criminal Justice for using **Flexible Plastic Polymer**, a new medium for postmortem soft tissue wound preservation, to obtain detailed 3-dimensional casts of injuries sustained as a result of violence. These permanent records of otherwise perishable tissue furnish physical evidence for court presentations and enable crime scene analysts to match wound patterns to murder weapons with unprecedented accuracy.

## City Winners

### AWARDS

- Fort Collins, CO, in Management.
- Lincoln, NE, in Fire Safety and Disaster Preparedness.

- Oakland, CA, in Computer Technology /Telecommunications.
- Palo Alto, CA, in Community and Economic Development.
- Phoenix, AZ, in Environmental Services.
- Rochester, NY, in Criminal Justice.
- San Antonio, TX, in Health and Human Services.
- San Diego, CA, in Personnel and Human Resources.
- Santa Barbara, CA, in Transportation.

### Promoting Well Connected Governments and Communities

Today's diverse, complex communities struggle to reconcile competing interests into common goals. Four counties have beaten the odds with coherent strategies that yield lasting results.

This year, Montgomery County, Md., a 7-time winner of the Technology Achievement Award, took the prize in Public Works and General Services for implementing a **Contractor Quality Control and Commissioning program**. The program is a comprehensive management strategy that monitors the quality of materials and workmanship in government construction, guarantees the timeliness of its completion, and trains and equips County personnel to properly maintain completed facilities. To date, the County has overseen timely, within-budget, and accurate completion of 7 major projects.

Clark County, Nev., recipient of a special mention in Public Works and General Services, adopted the **North American Vertical Datum of 1988 (NAVD 88)** as its standard reference for vertical surveying computations and worked closely with all county jurisdictions to ensure uniform application. County personnel educated private-sector land surveyors, developers, engineers, and contractors in the use of NAVD 88. These efforts have enabled coherent execution of multi-jurisdictional and public-private capital improvement projects.

The City and County of Denver, Col., joint recipients of a special mention in Energy, adopted Denver mayor Wellington Webb's **Green Fleets Policy**. The municipi-

pal fleets policy requires City and County agencies to purchase fuel-efficient new vehicles and convert existing vehicles to clean-burning fuels. It also encourages agencies to eliminate unnecessary pre-1984 vehicles from their fleets.

Orange County, Fla. received a special mention in Criminal Justice for its **Human Resource Recovery Program**. The program offers intensive addictions counseling and life skills, anger management, educational, and vocational training to County inmates. In so doing, it prepares inmates to adopt more productive and responsible lifestyles upon release. The program has reintegrated many graduates into the community.

### Managing Resources

Concern for the environment has become both a local and global priority. Two counties have devised visual models that promote better management of local natural resources.

Sarasota County, Fla. received the Energy award for constructing the **Florida House Conservation Learning Center**, which shows citizens how to reduce home energy and water use by over 50%. Slated for completion in 1994, the center's two model homes and accompanying grounds will feature extensive use of recycled and least toxic materials as well as energy- and water-saving systems and practices. To cover construction costs, the County formed successful partnerships with over 100 organizations. A leading Florida bank is now creating incentive loan programs for retrofitting and building homes based on the Florida House concepts.

Prince George's County, Md., recipient of a special mention in Environmental Services, is developing **GIS-based flood manage-**

**ment and water quality models.**

Once completed, these models will allow County personnel with no extensive knowledge of GIS theory to quickly and accurately assess the effectiveness of different flood and water management techniques to control storm water flooding and ensure good water quality County-wide.

### Thinking Public Enterprise

Montgomery County, Md. is profiting from its hidden intellectual assets. The County received a special mention in Public Works and General Services for **marketing its engineers' energy expertise to public and private concerns**. Through its Facilities Engineering Institute, the County has generated enough revenue to pay its engineers competitive salaries and bonuses and fund continued research and development.

PTI's annual Technology Achievement Awards are part of a comprehensive program to encourage and capture innovations in local government. PTI will publish the 320 entries from this year's competition in **Solutions 93**, a compendium of ideas available in book and electronic formats. To find out about ordering **Solutions 93**, please call 1/800-852-4934.

Judges for the 1993 competition were Beth Kellar, Deputy Director, ICMA; Lee Ruck, Chief Counsel, NACO; Bill Davis, Director of Education and Training, NLC; Ellen Shubart, editor, *City & State*; and Bill Beckham, Vice President for communications, Unisys Corporation.

For more information on the winning entries, please contact Shaden Tageldin, Public Technology, Inc., 202/626-2467.

### SPECIAL MENTIONS

- Albuquerque, NM, in Environmental Services.
- Cincinnati, OH, in both Energy and Public Works/General Services.
- Long Beach, CA, in the categories of Finance and Transportation.
- Norfolk, VA, in Computer Technology and Telecommunications.
- Oakland, CA, in both Fire Safety/Disaster Preparedness and Computer Technology and Telecommunications.

- Palo Alto, CA, in Leisure Services.
- Phoenix, AZ, for two programs in Health and Human Services.
- Rochester, NY, in Personnel and Human Resources.
- San Carlos, CA, in Finance.
- San Diego, CA, in Community and Economic Development.
- Scottsdale, AZ, in Health and Human Services.



NACO  
"Counties Count For America"

Enterprising County is a bi-monthly feature of County News. Please call Taly Walsh, 202/626-2412 for more information.

PTI is the national non-profit research, development and commercialization organization of NACO, the National League of Cities, and the International City/County Management Association. PTI's President is Dr. Costis Toregas.

## BOARD MEETING from page 1

tion systems and technology within the service functions of county government.

### 1994 budget

While NACo's 1994 budget of \$13 million represents an overall seven percent increase, it holds the line on dues and paves the way for the start-up of two new programs: the Children's Initiative Project and the Sustainable Development Task Force. The Children's Initiative Project is a two-year NACo presidential undertaking. Funds will be used to conduct five or six regional hearings, develop a "best practices" guide on children's issues, and conduct a national video conference to be held in conjunction with the Annual Conference.

The Sustainable Development Task Force, a one-year project, will develop options for counties that wish to encourage economic growth, job creation and effective use of natural and cultural resources.

### 1994 legislative priorities

Each year, prior to the Board's winter meeting, NACo's steering committee leadership meets as a group with the Board of Director's Executive Committee to thrash out the association's major legislative thrusts for the following year.

This year, the committee recommended, and the Board adopted, 31 legislative priorities, up from 20 the previous year. (See page 3 for full list.) In addition, it identified seven issues as the most pressing for this congressional session. The seven include:

• **Unfunded Federal Mandates** — Support funding of existing and future federal mandates imposed on states, counties and cities, and require regulations to be based on objective, scientific assessment of risk to health and

safety, and allow flexibility in meeting regulatory requirements.

• **National Health Systems Reform** — Support reform of the health system and financing, with emphasis on universal access. Reform should integrate the unique role of county governments, including hospitals and health systems, in providing public health, indigent care, substance abuse and mental health treatment, and long-term care, while protecting health services for all of our citizens.

• **Welfare Reform, Job Training and Employment** — Develop a comprehensive, simplified welfare reform system supported by sufficient federal funding that promotes long-term self-sufficiency, rewards work, and strengthens families.

• **Solid Waste Management** — Support legislation to authorize local governments with solid waste planning responsibilities to approve or disapprove acceptance of out-of-state municipal solid waste, and support legislation to authorize local governments to designate municipal solid waste management facilities.

• **Infrastructure Investment** — Reauthorize and increase funding for Community Development Block Grants (CDBG) and the HOME Program, continue direct allocation to current CDBG grantees, and maintain local flexibility in defining priorities for CDBG funding; and support full funding for the Intermodal Surface Transportation Efficiency Act (ISTEA), enhanced relief for counties in ISTEA, and relief from burdensome requirements imposed by the Clean Air Act.

• **Fair Labor Standards Act Amendments** — Revise regulations for exempting public sector salaried employees from the overtime pay requirements, and enact

## Proposed MSRB Rule on Campaign Contributions

**WHEREAS**, the National Association of Counties (NACo) is concerned with a regulation proposed by the Municipal Securities Rulemaking Board (MSRB) to the Securities Exchange Commission (SEC) that would deny citizens their constitutional right to full participation in the electoral process at the state and local level, if those citizens are engaged in the municipal securities industry; and

**WHEREAS**, NACo believes that the MSRB proposed rule (MSRB Rule G-37) sets a double standard for participation in the electoral process at the state and local levels, as compared to the federal level; and

**WHEREAS**, NACo acknowledges a need for the highest ethical standards related to disclosure of

contributions from municipal securities firms; and

**WHEREAS**, NACo takes exception to the presumption that if an elected official accepts a legitimate campaign contribution from a municipal securities professional, then that elected official will be unable to carry out his or her fiduciary responsibility to taxpayers; and

**WHEREAS**, NACo stands ready to work to strengthen existing local statutes and ordinances if there is evidence that these statutes and ordinances are insufficient to maintain the integrity of the market:

**THEREFORE, BE IT RESOLVED** that the NACo Taxation and Finance and Intergovernmental Relations steering committees should study the impact of the pro-

posed MSRB rules on county governments and report its recommendations to the Board of Directors of NACo; and

**BE IT FURTHER RESOLVED** that NACo urges the MSRB and the SEC to consult and confer more extensively with state, county and local issuers of bonds and to complete a cost-benefit impact analysis before issuing any new regulations on disclosure; and

**BE IT FURTHER RESOLVED** that any regulations proposed by the MSRB or the SEC on political contributions should apply equally to federal, state and local officials, and to candidates for those offices.

Adopted by the NACo Board of Directors, December 10, 1993.

legislation to relieve public employers from retroactive liability for failure to comply with the exist-

ing salary-basis test.

• **Payment-In-Lieu-of-Taxes (PILT)** — Support legislation in-

creasing the authorization of PILT to recover the value of the program lost through inflation since 1976.

## Resolution urges counties to lift sanctions against companies that invest in South Africa

By a unanimous vote, the Board of Directors approved a resolution urging counties, cities and states to move quickly to repeal all remaining sanction laws that discourage American companies from investing in or doing business with the South African government.

The new resolution replaces policy that was adopted in 1986, and reaffirmed in 1992, urging state and local governments to maintain sanctions against the South African government to pressure it to end its sys-

tem of apartheid and urge a peaceful transition to a non-racial democracy.

After years of economic pressure, the South African government repealed all of its apartheid laws and agreed to hold free elections on April 27, 1994, in which all citizens, regardless of color, will be permitted to vote for their elected representatives.

In light of this progress, Nelson Mandela called for the lifting of all remaining sanctions against South Africa during a speech before the United Nations on Sept. 24. On Nov.

23, President Clinton signed legislation lifting all remaining federal sanctions, and urged state and local governments to do the same. The Intergovernmental Affairs Office of the U.S. Department of State was very helpful in providing NACo information on the developments in South Africa.

Due to their input, the NACo Board felt it was urgent that it adopt the resolution urging that sanctions be lifted immediately to help facilitate American reinvestment.

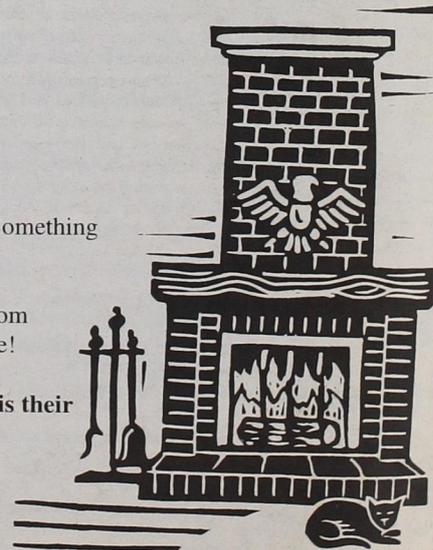


## CHECK YOUR HOT SPOTS

Nothing is cozier than a fire...as long as it stays in the fireplace! Something to remember:

Have your chimney cleaned regularly, because creosote build-up from burning wood can ignite your roof, chimney...even the whole house!

If you have questions, ask the fire department. Fire prevention is their mission. Make it yours too!



# Counties and Congress • 1993 Review

## Agriculture and Rural Affairs



### Staff Contacts:

Ralph Tabor and Jack Thigpen

## USDA Reorganization and Rural Development

The U.S. Department of Agriculture (USDA) is in the midst of a major reorganization both at the county and national levels. The reorganization may bring a more comprehensive approach to rural development efforts by the department. NACo and other associations representing local governments provided input to the Administration's reorganization team.

USDA Secretary Mike Espy announced plans earlier this year to reorganize the department at the national and county level. Nationally, the department will be refocused along six mission lines, and the number of separate USDA agencies and offices will be reduced from 43 to 30, resulting in an annual savings of \$43 million and a seven percent decrease in headquarters staffing.

At the county level, a new field structure is planned that will reduce the current 3,700 office locations to 2,485 "USDA Service Centers" that will focus on a one-stop-shopping approach for services.

1994 will be a critical year for rural development and agricultural policy-making. Bob Nash is now the undersecretary for Rural Economic and Community Development. This office is comprised of three newly formed agencies:

- **Rural Utilities Service** — combines the telephone and electric programs of the Rural Electrification Administration (REA) with the water and sewer programs of the Rural Development Administration (RDA).

- **Rural Community Development Service** — includes Farmer's Home Administration rural housing programs as well as RDA and REA rural community loan programs.

- **Rural Business and Cooperative Development Service** — includes the RDA and REA business development programs, the Agricultural Cooperative Service and the Alternative Agricultural Research and Commercialization Center.

**Status:** Hearings continued as late as Dec. 8, concerning the details of the reorganization. Concerns centered on: 1) collocations of the new USDA Service Centers and the closing of some county offices, and 2) lack of details on the Washington, D.C. headquarter's plans for downsizing. There appears to be consensus in Congress that county-level closings should take place only if headquarters reductions were adequate.

## Endangered Species Act

The rights of private landowners and the

environment were the focus of two pieces of legislation this past year. These issues have the potential of affecting not only private property rights, but private property values, which are closely associated with the tax base of many rural counties.

The Endangered Species Act bills (H.R. 2043 and S. 921) are touted as helping to encourage ecosystem protection, instituting incentives for private property owners to conserve species, and requiring greater efforts to restore a variety of species while trying to reduce the economic impacts of such actions. Some conservative lawmakers want to revise the law to require that economic consequences of its protections be weighed equally with any environmental benefit.

**Status:** House (H.R. 2043) and Senate (S. 921) bills were introduced and hearings were held this year. The debates centered mostly on landowner rights and other issues, but action on the bills was put off until 1994.

## Rural Development

The appropriations for many federal rural development programs increased significantly between 1993 and 1994. As 1990 Census data documented the widening gap between rural and urban areas concerning economic viability, there was more pressure to assist these non-metropolitan counties. Many of the programs that assist small metropolitan and rural communities are within the USDA, but important programs in the Economic Development Administration and Small Business Administration are also critical for increasing rural competitiveness.

### Status:

- USDA rural development programs under the current RDA had increases in the Water and Waste Disposal Grant and Loan Program. The grant program will receive \$500 million for 1994 — an increase of more than \$78 million, or 18.5 percent, while the loan program was funded at slightly more than \$834 million — up \$187 million, or nearly 30 percent.

- The Economic Development Administration (EDA) program budget was increased to \$322 million — an increase of more than 150 percent over the 1993 level. This includes increases in EDA programs such as the Economic Development District Program, which will receive more than \$18.5 million (up seven percent); Title IX Economic Adjustment Grants (up 63 percent to \$35.5 million for 1994); and Title I Public Works programs (an increase of 17 percent to \$160 million).

- The Small Business Administration (SBA) 503/504 Certified Development Company Lending Program increased to the \$1 billion level, reflecting an increase of more than 34 percent over the 1993 level. The SBA's Micro-Enterprise Loan Program also increased to a level of \$86.6 million (up nearly 36 percent).

## Community and Economic Development



Staff Contact: Haron N. Battle

## Housing and Community Development Act of 1993 (S. 1299)

The Senate passed S. 1299, which reforms the multifamily property disposition program by making it easier for the Department of Housing and Urban Development (HUD) to sell properties on which it has foreclosed, and those for which mortgages are in default but not yet in foreclosure. The House passed the Government Reform and Savings Act of 1993, which contains a modified version of the multifamily disposition program. Both bills would require HUD to continue to provide project-based Section 8 assistance upon sale of units that formerly received rental assistance.

S. 1299 modifies other programs that were not addressed in the House bill. The Senate would amend the HOME Program as follows: replace the two-tiered match (30 percent for new construction, and 25 percent for rehabilitation and tenant-based assistance) with a uniform 25 percent match; remove the requirement that home buyers assisted with HOME funds be first-time home buyers; allow HOME funds initially used for homeownership, which are recaptured, to be used for any HOME-eligible activity; and permit the rental housing targeting requirements to be accounted for by units assisted rather than funds spent.

The Senate bill contains an Administration-backed modification of the Section 108 loan guarantee program, authorizing recaptured Urban Development Authority Grants funds to be used to write down to three percent the interest rate on loans used for economic development.

Public housing tenants would get a break under the bill. Any rent increase for those finding employment would be delayed for 18 months.

**Status:** The House is expected to include provisions adopted by the Senate in the context of next year's reauthorization of all housing and community development programs.

## Appropriations for HUD Programs

The Community Development Block Grant (CDBG) Program received a \$400 million increase in FY94 to \$4.4 billion, and the HOME Program also was increased from \$1 billion to \$1.275 billion.

Among the homeless programs, the Emergency Shelter Grants Program would receive \$115 million which is more than twice the FY93 appropriation.

The Supportive Housing Program would receive \$334 million, more than double this year's level of \$150 million, while the Section 8 Moderate Rehabilitation Program would get \$150 million compared to this year's level of \$105 million. The Shelter Plus Care Program, which joins services with rental housing for persons with disabilities, is funded at \$123.7 million.

**Status:** The forecast for the president's FY95 budget request for HUD is not encouraging because of overall restraints on federal spending that were adopted in the budget reconciliation act. The Office of Management and Budget may propose sharp cuts in CDBG (by as much as half of current funding) and the HOME Program.

## Empowerment Zones

The Budget Reconciliation Act authorizes nine empowerment zones (six urban and three rural areas) and 95 enterprise communities (65 urban and 30 rural). All may be designated as early as 1994, but no later than 1996. Designation runs for 10 years.

Eligibility will be based on poverty rates, and there are geographic and population restrictions. Jurisdictions must submit a comprehensive strategic plan for coordinated economic, human, community and physical development for the proposed nominated area.

Approximately \$1 billion dollars will be available under Title XX for grants to states for social services spending in empowerment zones and enterprise communities. The grant amounts are as follows: two consecutive yearly grants of \$50 million for urban empowerment zones, two consecutive yearly grants of \$20 million for rural empowerment zones, and one grant of \$2.96 million for urban and rural enterprise communities. In addition, tax incentives are available for areas receiving either designation.

**Status:** Draft regulations are under review and should be published in January. HUD plans to hold eight regional workshops in February. Additional workshops focusing on rural areas will be scheduled.

## 1994 Defense Authorization Act

The Defense Authorization Act contains a number of provisions that will facilitate reuse of closing military bases:

- **Related Personal Property:** The bill directs the Department of Defense (DoD) to provide an inventory of equipment within six months of the approved closure action and then prohibits the removal of equipment needed for the local base reuse plan. The bill permits removal of equipment for a relocating unit and equipment unique to the military.

Unfortunately, the conference created two additional categories which permit removal of equipment that is required for "the operation of a unit, function, component, weapon system at another installation," and equipment for "known requirements of an authorized program at another federal agency." These latter two categories could allow for the wholesale pillage of equipment at closed bases.

- **Real Property Transfer:** DoD can transfer real or personal property to local and state governments for economic development purposes. These transfers can be for consideration at or below the estimated fair-market value or without consideration.

- **Expedited and Simplified Screening**

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**Under McKinney Act:** The military must complete federal agency screening within six months of the final approval of the base closure. McKinney Act screening for housing the homeless will be concurrent. McKinney Act providers still have a priority period (60 days to apply, plus 90 days to perfect their applications).

After this period expires, the current continuous McKinney Act screening will be discontinued for a one-year period to permit a local or state redevelopment agency to complete its base reuse plan. If a community does not complete its plan within one year, then the McKinney Act screening process begins again on a quarterly basis.

• **Leases at Less Than Fair-Market Value:** These are permissible if the leases facilitate state or local economic adjustment efforts.

• **Contracting for Care and Custody Services:** DoD may now contract with local governments for police services, fire protection, airfield operations and other community services.

• **Planning Assistance for Catastrophic or Multiple Closures:** Congress authorized \$69 million for DoD Community Planning Assistance, and then specified that not less than 25 percent, nor more than 50 percent, must be allocated to communities with catastrophic loss of five percent or more of the total civilian jobs in the community or with multiple closures.

In separate legislation, the Economic Development Administration may now fund projects in advance of when the community takes title to a closed military facility. Infrastructure improvements needed for civilian reuse can be staged prior to when the community begins to operate the base.

## Employment



**Staff Contacts:**  
Donald Murray and Dick Johnson

### School-to-Work Opportunities

The Administration's School-to-Work Opportunities Act was passed by the House on Nov. 15. This initiative is designed to encourage the development of connected systems of school-based and work-based learning for youth who are not going on to college for a bachelor's degree. The Senate did not take up the legislation before Congress adjourned during Thanksgiving week. Final enactment is expected in February or March.

The bill authorizes appropriations of \$300 million for FY95, and such sums as may be necessary for the next five fiscal years. Appropriations have already been enacted for FY94 totaling \$100 million, divided evenly between the U.S. Departments of Labor and Education, based on the assumption that final congressional enactment will take place early next year.

Funds will be awarded on a competitive basis to states ready to implement programs, with grant awards made in stages so that grants would go to a limited number of states in the first year and to additional states in succeeding stages. It is expected that eventually all states will participate as funds become available.

The states would be required to provide a majority of the funds to enable local partnerships to carry out school-to-work opportunity programs. Where states are not ready, the legislation would allow local partnerships to apply directly to the secretaries of Labor and Education for implementation grants, but each state must be given a 30-day opportunity to review and comment on any such proposal.

### Work Force Investment Strategy

The Administration has announced that work force investment legislation will be submitted soon after Congress returns at the end of January. The long-anticipated legislative proposal will include a comprehensive dislocated worker assistance proposal consolidating several categorical programs, as well as a one-stop-shopping career center initiative.

**Status:** A number of position papers prepared within the Labor Department have been disseminated by NACo and other public interest groups to elicit feedback from local officials and the job training community. Assistant Secretary for Employment and Training Doug Ross told NACo's Employment Policy and Human Services Conference in San Francisco, Calif. on Nov. 21, that the legislative specifications are undergoing revision based on recommendations from local officials in NACo and other public interest groups, as well as state and local job training programs and the private sector.

### National and Community Service Trust Act

President Clinton signed the National and Community Service Trust Act (P.L. 103-82) into law on Sept. 21. It serves to engage Americans in meeting critical needs through direct community-based service.

Funding for AmeriCorps (as the Corporation for National and Community Service is calling its service program) will be allocated as follows:

- 1) \$60 million, on the basis of a population formula, to all states with approved plans
- 2) \$60 million to states on a competitive basis, and
- 3) \$60 million directly to a variety of local, non-profit or multi-state entities to carry out innovative activities. Local governmental, non-profit or other entities may apply for funds from the state allocations as well as directly to the corporation.

### NAFTA Transitional Adjustment Assistance Program

The legislation implementing the North American Free Trade Agreement (NAFTA) was signed by the president on Dec. 8. It contains a subtitle called the NAFTA Worker Security Act.

The new legislation amends the trade act to authorize benefits for workers who have been formerly employed in an industry suffering a decline in sales or productions; a result of import competition from Canada or Mexico; and have filed a petition with the Department of Labor, either individually or as part of a union effort.

Workers who are certified under the new legislation's expedited procedures would qualify for extended unemployment benefits; readjustment, job search and relocation allowances; and job training services. The new law authorizes appropriations of such sums as may be necessary for FY94 through FY98.

The legislation will terminate Sept. 30, 1998, or at any earlier effective date which may be established in the future by the enactment of comprehensive legislation providing dislocated workers with substantially similar comprehensive assistance.

## Health



**Staff Contact:** Tom Joseph

### National Health Reform

During 1993, proposals were introduced and political turf staked out. NACo began the year by contributing a number of county volunteer consultants to President Clinton's Health Task Force. The year was marked by numerous delays in the introduction of the Administration's plan, while the White House grappled with the complexity of the issue.

By the end of the congressional session, major bills had been introduced. President Clinton introduced an employer-based, universal access bill with a comprehensive benefit set. Other significant proposals include a Republican individual mandate; a government-run, single-payer system; and a managed competition plan with no employer or employee mandate. (A side-by-side comparison is available from NACo.)

Hearings have been conducted throughout the year, with NACo testifying six times on Capitol Hill and twice before the White House Task Force. While a few proposals, if enacted, would significantly reduce the number of uninsured individuals, there are a number of county concerns, including:

- the role of county facilities and their interaction with health plans, and whether public facilities would receive reimbursement for services given to health plan members during the transition to reform
- the lack of coverage of incarcerated populations and undocumented immigrants
- the lack of county participation in state plan development or application for federal grants, and
- differing treatment of public employers by denying them both the option to self-insure and the guarantee that their premium payments would be capped.

**Status:** Congress is expected to devote a lot of time to health over the next year. No proposal is close to having enough votes for passage. A number of committees will debate various portions of the bill. Significant com-

promises will have to be made by different plan proponents if health reform is to succeed.

## Human Services and Education



**Staff Contact:** Marilina Sanz

### Child Welfare

Over the years, foster-care caseloads have increased at a dramatic rate, while federal programs have focused on reaction rather than prevention. Due to this lack of federal action, many county governments have implemented their own family preservation initiatives. In 1992, Congress had adopted a far-reaching new family preservation and family support bill that would have provided more than \$2 billion over five years, but it was vetoed by President Bush.

This year, Congress included a pared-down version of the family preservation and family support bill in the Omnibus Budget Reconciliation Act (P.L. 103-66). It creates new entitlement funding of \$930 million over five years. Funds will be allocated on a formula basis according to the average number of children in the state receiving food stamps.

The new legislation focuses on prevention. Family support services that can be provided include: parenting classes, structured activities involving parents and children that are designed to strengthen the parent-child relationship, and early developmental screening to assess children's needs.

Family preservation services that can be provided include: intensive preventive services for families who are at risk of having children placed in foster care; follow-up services for families that have been reunited after a foster care placement to prevent recidivism; and respite care for children to provide temporary relief to parents and other caregivers, including foster parents.

**Outcome:** The new funding for FY94 is \$60 million, which may be used to develop state plans. The Department of Health and Human Services will soon be issuing planning guidelines to the states.

### Earned Income Tax Credit

The Earned Income Tax Credit (EITC) was enacted in 1975 to provide tax relief to low-income working families. It is a refundable tax credit, meaning that if the amount for which the worker is eligible exceeds the taxpayer's federal income tax liability, the excess is payable to the individual. The maximum amount of the credit in 1993 was \$1,434 for a worker with one

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child, and \$1,511 for a worker with more than one child.

This year Congress included a substantial EITC increase of \$20.8 billion over five years in the Omnibus Budget Reconciliation Act. In 1994, the maximum credit will increase to \$2,038 for a taxpayer with one child, and \$2,527 for a taxpayer with two or more children. As a result of this increase, the combination of food stamps and EITC would bring a low-income working family of four to the poverty level. Also, EITC will now be extended to low-income workers between the ages of 25 and 65 with no children.

**Outcome:** Unfortunately, many individuals who are eligible for the EITC do not apply for it. Lack of education and outreach about this benefit remains a concern. This year's budget bill includes conference report language urging the Internal Revenue Service to explore ways to improve outreach to the homeless.

## Welfare Reform

One of President Clinton's campaign promises was to "end welfare as we know it." A major cornerstone of his plan has already been approved with this year's expansion of the EITC. The president also appointed an interdepartmental Working Group on Welfare Reform, Family Support and Independence to make recommendations for welfare reform, including limits to the time that can be spent on welfare and improvements to the child support enforcement program.

NACo is a member of the State and Local Task Force that was formed to coordinate welfare reform proposals with the Administration. The other task force members are the U.S. Conference of Mayors, National League of Cities, American Public Welfare Association, National Conference of State Legislatures and the National Governors' Association. This task force has developed a "Conceptual Framework for National Welfare Reform," that was adopted as NACo policy in July.

The paper's basic principles include the following: welfare should be a transitional program designed to move participants to self-sufficiency; child support collections must be ensured; educational, job training, child care and other support services must be provided; and program financing must ensure that federal mandates are fully funded.

A group of House Republicans recently introduced its own welfare reform proposal, H.R. 5300.

This proposal, imposes spending caps on several federal programs: Aid to Families With Dependent Children, Supplemental Security Income, Food Stamps, Section 8 Rental Assistance, Public Housing and the Earned Income Tax Credit. It also establishes time limits, increases paternity establishment requirements, and makes improvements to the child support enforcement program.

While the details of the Administration's welfare reform plan are not yet public, some of the issues that are likely to be debated are: the definition and consequences of time limitations, especially how they affect the children; funding; child support assurance; young parents, especially young fathers; limits on family size; and treatment of non-citizens. Finally, comprehensive welfare reform cannot be achieved unless there is also access to health care.

**Status:** The president's working group is close to the final recommendation stage. The nine subgroups have finished their work and have presented issue papers covering several options to the working group. The Administration plans to send its proposal to Congress early next year.

## Intergovernmental Relations



**Staff Contact:** Larry Jones

### Mandate Relief (S. 993/H.R. 140)

Senator Dirk Kempthorne (R-Idaho) and Representative Gary A. Condit (D-Calif.) introduced legislation earlier this year to relieve state and local governments from all obligations to carry out future federal mandates unless federal funds are provided. NACo and the U.S. Conference of Mayors worked together to generate support for these proposals. Separate surveys conducted by each organization showed counties and cities are spending an increasing amount of their locally raised revenues on unfunded federal mandates.

According to the NACo survey, counties will spend an estimated \$4.8 billion on 12 federal mandates in 1993 and an estimated \$33.7 billion over the next five years. On an annual basis, counties spend an average estimate of 12.3 percent of their locally raised revenues on the 12 mandates identified in the survey.

Currently, there are 174 unfunded federal mandates that impose costly requirements on state and local governments. Some counties estimate they are spending 30 percent of their local revenues on federal mandates, and the number of mandates is expected to grow. More than 132 new unfunded federal mandate proposals have been introduced this year.

Getting mandate relief enacted is a top priority of NACo. Counties and their state associations have adopted resolutions urging their congressional delegation to support the Kempthorne/Condit bills. They also participated in National Unfunded Mandates Day to educate the public and the media on the impact of unfunded mandates on local services. The results have been significant.

**Status:** Although no action was taken on either bill, the number of co-sponsors has increased significantly. The Senate proposal has 52 co-sponsors and the House bill has 136. The Democratic leadership opposes these proposals. Without broad bipartisan support, final passage is expected to be difficult. Currently, there are only 13 Democrats on the Senate bill and 54 on the House bill. Despite the lack of support from the leadership, support for both bills continues to grow.

### Local Flexibility Act (H.R. 2856)

Representatives John Conyers (D-Mich.) and William Clinger (R-Pa.), the chairman and ranking minority member on the House Government Operations Committee, introduced the Local Flexibility Act, which would make it

easier for state and local governments to combine federal grants in six areas: education, employment and training, health, housing, nutrition, and social services.

Under the proposal, local governments could be granted a waiver from federal regulations by developing a comprehensive plan to better address the needs of low-income residents. This proposal is just one of the many recommendations made by Vice President Al Gore and the National Performance Review.

NACo supports the concept of giving local governments greater flexibility to consolidate federal grants and waivers from complex regulations. This will enable local governments to avoid duplication and waste, and better coordinate the provision of services to their most needy residents.

**Status:** A hearing on the bill was held by the House Human Resources and Intergovernmental Relations Subcommittee on Oct. 13. With wide bipartisan support, the bill is expected to be approved by the full Government Operations Committee early next year.

## ACIR Funding

During House consideration of the 1994 Treasury, Postal and General Government appropriation bill, members voted to eliminate funds for the Advisory Commission on Intergovernmental Relations (ACIR) on June 28. Supporters of the agency were caught off guard by a group of freshman members who attempted to eliminate a number of small agencies, which they felt could not be justified in light of the federal government's deficit problem.

NACo strongly supports the continuation of ACIR, which is the only agency that facilitates cooperation between the federal, state and local governments. The agency has also published a number of valuable reports on intergovernmental issues over the years.

**Outcome:** NACo worked with other public interest groups to mobilize state and local support for ACIR. The Senate agreed to include \$1 million for the agency in its version of the 1994 appropriation bill, and this amount was retained in the final bill which was signed into law on Oct. 28.

## Justice and Public Safety



**Staff Contact:** Donald Murray

### Anti-Crime Legislation

More money for hiring police, for building jails and prisons, and for setting up boot camps and other intermediate sanctions for young non-violent offenders are some of the major elements found in anti-crime legislation now

pending before Congress.

In the House, the legislation has been advanced as five separate measures. They include \$3.4 billion over five years to add 50,000 police and sheriff deputies (H.R. 3355), \$600 million over three years for so-called boot camps and other alternative punishments for young offenders (H.R. 3351), \$300 million for drug treatment grants for state and local inmates (H.R. 3354), and \$200 million to curb gang violence (H.R. 3353).

The Senate version (S. 1607), with an authorization of \$22.3 billion over five years, places strong emphasis on community policing, boot camps and regional drug treatment prisons. Of the \$8.9 billion authorized for community policing programs for hiring 100,000 new police officers, \$1.2 billion may be used to fund innovative prevention programs such as early intervention teams made up of police, social workers, educators and doctors.

The bill authorizes:

- \$3 billion for the construction and operation of regional prisons for federal and state prisoners

- \$3 billion for jails and boot camps and other low- or medium-security facilities as an alternative to prisons for young non-violent offenders

- \$1.2 billion in grants for Drug Court programs — requiring drug testing, drug treatment and alternative punishments for young drug offenders

- \$1.8 billion over three years for grants to combat violence against women, including \$300 million for battered women's shelters

- a ban on the manufacture, sale and possession of 19 assault weapons

- a prohibition against the sale or transfer of handguns to juveniles

- \$500 million to expand state and local courts, and

- \$250 million for rural anti-crime efforts to establish federal-state-local, rural law enforcement task forces.

The Senate also created an anti-crime trust fund to fund the package. It is designed to eliminate a major problem with crime legislation in the past — the failure of Congress to appropriate the funds necessary to implement authorizing the legislation. The money for the trust fund would come from the Administration's plans to cut 252,000 employees from the federal payroll.

**Status:** A House-Senate conference is expected to be named in February. The House plans to hold hearings on several controversial proposals, so it may be several months before the conference completes its work. It is still not clear whether the House will go along with the Senate's funding mechanism or whether the projected savings from cutting employment in the federal system will ever materialize.

NACo has policy on only certain aspects of the bill. The association is concerned about substantial unfunded mandates contained in the legislation, the growing federalization of criminal behavior, and the dramatic expansion of jail and prison space. NACo's Justice and Public Safety Steering Committee will take up the pending anti-crime legislation for policy consideration at its annual retreat next month.

### Juvenile Justice and Delinquency Prevention Act — Title V

In November 1992, the Juvenile Justice and

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Delinquency Prevention (JJDP) Act was reauthorized for an additional four-year period. The measure included a new prevention title (Title V), which NACo had a major role in developing. To receive prevention grants, the new title requires the counties to create or designate county-wide prevention policy boards and to develop a three-year plan. The new title provides incentives for the co-location of services and the development or enhancement of statewide prevention subsidy programs. In designing and implementing prevention and early intervention efforts, collaboration is encouraged with school districts, health and social service agencies, the business community, non-profit organizations, and other units of government.

**Outcome:** Title V has received an appropriation of \$13 million in FY94, the only new title in the act to receive funding. Total funding for the JJDP Program increased by \$30 million for a total appropriation of \$107 million.

NACo has provided input to the Administration on their preliminary draft guidelines for Title V. The draft guidelines will be published in late December and will be open for comment for a period of 45 days.

## Brady Bill

The Brady bill was signed into law (P.L. 103-159) by President Clinton on Nov. 30

**Outcome:** The bill, which NACo has strongly supported, imposes a waiting period of five "business" days for the purchase of a handgun. The waiting period is intended to allow local law enforcement officials to conduct a background check to determine if the purchaser is ineligible under existing federal law to possess a handgun.

States and local governments with longer waiting periods would retain them.

The law authorizes up to \$200 million in grants to help states computerize their criminal history files.

## Labor and Employee Benefits



Staff Contact: Larry Jones

### Fair Labor Standards Act Reform (H.R. 1309 and S. 1354)

Since the Fair Labor Standards Act (FLSA) was applied to state and local employees in 1985, an increasing number of highly paid executive and administrative employees have sued their public employers and won huge settlements in backpay for overtime work. Although the law clearly exempts executive and administrative employees from the overtime pay requirements, many of these employees have won claims for overtime based on the courts' interpretations of the regulations.

Labor/HHS Appropriations			
Program	FY94	Change Over FY93	
<b>Department of Labor</b>			
JTPA-IIA (adult)	\$988 million	-\$27 million	-2.9%
JTPA-IIB (summer youth)	\$888 million	+\$48 million	+5.4%
JTPA-IIC (youth, year-round)	\$658 million	-\$18 million	-2.7%
School-to-Work	\$50 million	—	—
Youth Fair Chance	\$25 million	-\$25 million	-50%
<b>Department of Health and Human Services</b>			
Maternal and Child Health Block Grant	\$687 million	+\$23 million	+3.3%
Ryan White AIDS Programs	\$579 million	+\$231 million	+39.9%
Immunization Grants	\$455 million	+\$168 million	+36.8%
Tuberculosis Grants	\$111.5 million	+\$38 million	+32.5%
Mental Health Block Grant	\$277.9 million	No change	No change
Substance Abuse Block Grant	\$1.1 billion	+\$59 million	+5%
AFDC	\$12.6 billion	+\$218 million	+1.7%
Emergency Assistance	\$149 million	+\$47 million	+31.5%
State and Local Welfare Administration	\$1.5 billion	+\$93 million	+6.2%
Child Support Enforcement			
State and Local Administration	\$1.7 billion	+\$187 million	+11%
LIHEAP (advance funding for FY95)	\$1.5 billion	+\$37 million	+2.5%
Refugee and Entrant Assistance			
Transitional and Medical Services	\$264 million	+\$18 million	+6.8%
Social Services	\$80 million	No change	No change
Preventive Health	\$5.4 million	No change	No change
Targeted Assistance	\$49.3 million	No change	No change
Total Program	\$400 million	+\$18.5 million	+4.6%
SLIAG (current year)		+\$812 million	+100%
Social Services Block Grant (Title XX)	\$3.8 billion	+\$1 billion	+26%
Head Start	\$3.3 billion	+\$550 million	+16.5%
Family Support and Preservation	\$60 million	+\$60 million	+100%
Foster Care	\$2.6 billion	-\$4.5 million	-0.1%
Adoption Assistance	\$317 million	+\$73 million	+23%
Administration on Aging (total)	\$1.1 billion	—	—

Under the regulations, a salary-basis test and a duties test must be met to qualify for the exemption. In most lawsuits, employees have alleged that their public employers' pay systems do not meet the FLSA salary-basis test requirements and, therefore, they are entitled to overtime pay.

At issue is public accountability statutes and pay policies used by most states and localities. Federal courts in different states have reached conflicting opinions on whether or not these statutes and pay policies comply with the federal regulations.

For example, some have held that public accountability policies that forbid pay to public employees for time not actually worked are inconsistent with the salary-basis test (which states that an exempt employee's pay should not vary based on the number of hours worked), and that employees subjected to these policies must be paid overtime.

Others have ruled that these policies are for the good of the public and are not inconsistent with FLSA. Although the U.S. Department of Labor (DOL) has issued revised regulations clarifying that public accountability statutes forbidding pay for hours not actually worked do not negate the overtime exemption status of an otherwise exempt employee, the liability has continued to pile up. This is due largely to the fact that the regulations did not address all of the practices called into question by the courts.

NACo supports a revised salary-basis test for public employees that recognizes the principles of public accountability and comprehensive

revisions in Section 541 (executive, administrative and professional exemptions) of the FLSA regulations; and urges Congress to enact legislation to relieve public employers from retroactive liability stemming from violations of the salary-basis test.

**Status:** Meetings were held with DOL officials, White House and Office of Management and Budget staffs to discuss NACo's position. Meetings were also held with House and Senate staff. The congressional leadership is looking to the Administration to take the lead in developing a solution to this problem. Although legislation was introduced by Representative Robert Andrews (D-N.J.) in the House and Senator Nancy Kassebaum (R-Kan.) in the Senate, both fall short of addressing all of the problems.

The solution requires a revision of the regulations and the enactment of legislation to address the retroactive liability. We do not expect action on any bill until the Administration decides how its going to handle the issue. Since federal employees are now suing the federal government for similar claims, the Administration is expected to deal with this issue soon.

### Election Worker Exemption From the Social Security Payroll Tax (H.R. 922)

Legislation was introduced earlier this year by Representative Andrew Jacobs (D-Ind.) to exempt \$1,000 in annual earnings of election workers from the Social Security payroll tax. Under current law, the first \$100 of annual

earnings is exempt. On earnings that exceed \$100 annually, public employers and election workers are required to pay a 7.65 percent tax.

This tax has been very burdensome to public employers and a disincentive to election workers who, in many cases, stand to earn over the \$100 amount if they work in more than one election. NACo supports a total exemption of election worker earnings from the Social Security payroll tax. However, if a total exemption cannot be achieved, NACo urges support for exempting \$1,000 in annual earnings and indexing it to the cost of living increase in future years.

**Status:** No action was taken on the bill. There is broad bipartisan support for the \$1,000 exemption. Similar proposals were approved by the House and the Senate Finance Committee last year. This proposal is expected to pass next year if members can agree on the right bill to include it in.

### Pension Simplification (H.R. 3419)

The House Ways and Means Committee approved provisions in the Tax Simplification and Technical Corrections Act of 1993 to simplify and facilitate compliance with Section 415 of the Internal Revenue Code.

Under this section of the IRS Code, a limit is set on the annual amount public employers may contribute to defined pension benefit plans for their employees and on the annual benefits payable to retired employees.

Under the rules, retirees are limited to receiving \$12,221 or 100 percent of their average pay for the three highest years, whichever is lower. Under many state and local pension systems, employees are currently eligible for benefits that will exceed the 100 percent rule. If just one participant in a plan exceeds the limit, all participants will be taxed on the employer contributions, vested benefits and investment earnings.

The proposed legislation will eliminate the 100 percent rule and provide flexibility for participants to receive benefits that exceed the limits in excess plans without imposing the penalties under the current rules. NACo supports these amendments.

**Status:** This legislation is expected to be approved next year. Similar legislation was approved last year in a tax bill that was vetoed by President Bush.

### Occupational Health and Safety Reform (H.R. 1280 and S. 575)

Under proposed legislation, the Occupational Safety and Health Act (OSHA) will be extended to all state and local governments. The legislation is sponsored by Senator Edward Kennedy (D-Mass.) in the Senate and Representative William Ford (D-Mich.) in the House.

It would require public employers to develop health and safety programs to reduce or eliminate hazards and prevent injuries and illness to employees. These programs must provide for employee education and training in health and safety standards.

Public employers would also be required to establish labor-management committees to review safety and health programs, conduct inspections, and make recommendations for improving the health and safety of workers. NACo opposes the legislation, as it would impose another unfunded mandate on state and local government.

# Counties and Congress • 1993 Review

**Status:** Congressional hearings were held in the House and Senate committees in the spring. Congressional leaders are waiting to see what position the Administration will take on the proposed legislation before taking any further action on the proposals.

NACo has discussed its position with DOL officials. The Administration is expected to announce its position on OSHA reform soon. The prospects of legislative action is uncertain at this time.

## Public Lands



**Staff Contact:** Rick Keister

## Payment-in-Lieu-of-Taxes (PILT)

When Congress adjourned, the Senate PILT bill (S. 455) had 36 co-sponsors and the House bill (H.R. 1181) had 78 co-sponsors. The Senate Energy and Natural Resources Subcommittee on National Parks and Public Lands held a hearing on PILT Nov. 3, at which NACo and the Sierra Club strongly supported the bill, while the Bureau of Land Management opposed S. 455 because of the budget increase it would require. NACo is continuing its campaign to gain additional co-sponsors for both the Senate and House bills.

**Status:** A scheduled markup of the Senate bill was postponed until after Congress returns in January. NACo will attempt to reschedule the markup as soon as Congress returns and have its supporters move the bill in the Senate.

A hearing and markup must be held before the Senate Subcommittee on National Parks, Forests and Public Lands before it can be voted on in the House of Representatives.

The NACo Legislative Conference could be a key time of activity on both of these bills.

## Grazing Fees

Congress and the Administration again became embroiled in a fight over Interior Secretary Bruce Babbitt's attempt to raise grazing fees and implement range reforms. A compromise over the issue in which the fees would have risen and a number of reforms instituted was defeated by a Senate filibuster over the Interior appropriations bill for FY94. Unlike past years in which compromises led to dropping the issue in conference committee, the issue this year was essentially stalemated.

**Status:** With no legislative direction, the Interior secretary is now free to increase grazing fees and institute range reform measures administratively.

Secretary Babbitt is currently preparing for this process, which will involve published proposals in the *Federal Register*, a comment period and public hearings in the areas affected. It is apparent that grazing fees will be increased and reforms implemented, though it is also likely that many groups are planning legal action to prevent any changes to the current system.

## Taxation and Finance



**Staff Contact:** Ralph Tabor

## Tax-Exempt Bonds

Congress made major changes this year on tax-exempt bonds, permanently authorizing small-issue industrial development bonds and mortgage revenue bonds. The provisions were part of the budget reconciliation legislation. The programs had lapsed June 30, 1992.

Congress also permanently authorized the low-income housing tax credit and extended the targeted jobs tax credit through Dec. 31, 1993. The budget reconciliation bill also included provisions establishing a pilot enterprise and empowerment program and would allow issuance of economic development bonds within designated jurisdictions.

Eight members of the House Ways and Means Committee joined Representative Bill Coyne (D-Pa.) last month in introducing the Public Finance and Infrastructure Investment Act (H.R. 3630). The bill contains many of the provisions recommended by the Anthony Commission and supported by NACo and other government groups. The bill would create a new tax-exempt bond program for distressed communities hit by significant population loss, job loss or military base closings.

**Status:** Congress is not expected to consider major tax legislation in 1994 because of budgetary constraints. A tax simplification and technical corrections bill (H.R. 3419) has been approved by the Ways and Means Committee and may reach the House floor if there is agreement on not adding any amendments. The bill as reported has off-setting revenues to cover its cost.

## Mail-Order Sales Taxes

The U.S. Supreme Court, last year, overruled a North Dakota Supreme Court decision that would have allowed the state to impose a use tax on an Illinois mail-order company doing business in North Dakota. In its decision (*Quill Corporation vs. North Dakota*), the Supreme Court reversed itself on one section of the landmark *Bellas Hess* case by stating that "due process" was no longer a legitimate reason for prohibiting mail-order sales taxes.

However, the majority of the court agreed that such sales or use taxes could interfere with interstate commerce. The court referred the issue to Congress to decide whether states could tax the sales of out-of-state mail-order companies.

NACo has been working with state and local government and retailers organizations to draft new legislation that would require collection of taxes by mail-order companies. A bill titled, *The Main Street Fair Competition Act*, is expected to be introduced next month by Sena-

tor Dale Bumpers (D-Ark.). The bill would exempt mail-order companies with national sales of less than \$3 million.

In states having varying local sales taxes, companies would have the option of paying all applicable local rates or a standard rate, called the "in-lieu fee." The in-lieu fee would be based on relative local and state sales tax revenues. The mail-order company would collect the state sales tax rate plus the in-lieu fee.

**Status:** Other senators are being urged to co-sponsor the legislation. Hearings will be held by the Senate Small Business Committee. The Senate Finance Committee, which has jurisdiction over the bill, also will be urged to hold hearings. The bill will be introduced in the House early next year.

## Transportation



**Staff Contact:** Bob Fogel

## Highway/Transit Trust Fund

In 1990, Congress increased the federal gasoline tax by 2.5 cents and used it for deficit reduction rather than for transportation purposes. This was the first time that the federal gasoline tax was used for non-transportation purposes. The U.S. General Accounting Office had determined that there would not be enough revenue coming into the highway trust fund to fully fund the Intermodal Surface Transportation Efficiency Act (ISTEA) in 1995. NACo policy supports returning the 2.5 cents to the highway/transit trust funds.

**Outcome:** The deficit reduction/tax bill enacted into law in October returns 2.5 cents to the highway/transit trust funding beginning in 1995. This change will generate between \$2.5 billion to \$3 billion annually, allowing Congress, if it so chooses, to fully fund ISTEA in the 1995-98 period.

## Surface Transportation Program Technical Amendments

ISTEA was enacted into law in late 1991. While there were some minor changes made in the legislation last year, there are a number of items that were either omitted or overlooked in the legislation which need to be addressed in a technical corrections bill.

A number of these items are important to counties, including clarification of several issues relating to the Bridge Program and how funds are allocated through the rural set-aside in the Surface Transportation Program. NACo has raised these issues in testimony before the House Public Works and Transportation Committee.

**Status:** The House has enacted H.R. 3276, which includes the changes requested by NACo in the Bridge Program. No action has been taken by the Senate, in part because of

its concerns about opening ISTEA up to major amendments if it tried to pass a technical corrections bill.

## Federal Airport and Aviation Programs

The authorization for the Airport Improvement Program (AIP) expired on Sept. 30, 1993. This program provides up to \$2 billion annually in grants to mostly locally owned airports for capital improvement projects. Because of the large number of county-owned airports, NACo has strongly supported the reauthorization of AIP.

**Status:** The House passed a three-year extension of the airport program in October. H.R. 2739 funds AIP at \$2.1 billion for FY94, \$2.161 billion for FY95 and \$2.214 billion for FY96. S. 1491 was passed by the Senate Commerce Committee in early November. It extends AIP for only one year at a funding level of \$2.05 billion. The Clinton Administration supports the Senate one-year extension.

## Cable Television/Telco Entry

With the enactment of the Cable Act of 1992, the next major policy issue is whether to allow telephone companies (Telcos) to become cable operators. NACo had supported this action, but the telephone companies have walked away from their commitment to local governments to provide cable under the same set of rules under which the cable industry operates. Because of this, NACo is concerned that franchise fees could be jeopardized.

**Status:** Representative Rick Boucher (D-Va.) has introduced H.R. 1504 that would allow telephone companies to offer cable services. It is silent on the issue of whether cable companies would have to obtain franchises.

Senator John Danforth (R-Mo.) and Daniel Inouye (D-Hawaii) have introduced S. 1086 which would also allow phone companies to offer cable service, but in a manner consistent with the same federal laws that cable companies are subject to, including the payment of franchise fees. The legislation also allows cable companies to offer phone service.

Meanwhile, the Clinton Administration has announced that it will have a proposal on the whole issue of telecommunications reform. Aside from several hearings, neither the House or Senate took action on any legislation.

## FY94 Transportation Budget/ Appropriations

NACo has been very supportive of funding for the highway, transit and aviation programs. The Administration's budget, introduced earlier this year, provided for increases in most of these programs.

**Outcome:** Congress completed action on the FY94 Transportation appropriations bill, and it was subsequently signed by President Clinton. It provides for the highest funding levels ever in the highway and transit programs, while several airport programs were cut.

The obligation ceiling for the federal highway programs was set at \$17.6 billion. Funding for the Section 9 Transit Program is \$2.415 billion, which means a higher funding level for rural as well as urban transit, and retains operating assistance at the \$802 million level. Section 3 is funded at \$1.785 billion. AIP was reduced to \$1.69 billion and Essential Air Service was cut to \$33.4 million.

## EMPLOYMENT POLICY & HUMAN SERVICES 22<sup>ND</sup> ANNUAL CONFERENCE WRAP-UP

### Technology, competition are reshaping the labor market — says Reich

By Jill Conley  
staff writer

"America is currently experiencing an economic recovery with more than 1.4 million jobs created since January," said Secretary of Labor Robert Reich in an address, via satellite, to NACo's Employment Policy and Human Services Conference. "But this recovery is different from previous ones," he added. "America is not getting its old jobs back. It's developing new jobs."

Reich attributed much of the changing nature of the job market to the technological revolution. "We used to have a lot of bank tellers," he said. Now we have ATMs. "We used to have a lot of telephone operators. Now we have electronic switchboards."

But Reich pointed out that the technological revolution also holds a great deal of promise for American workers as long as the national technology policy is one that puts people first and provides training.

"The nation is also experiencing a great deal of competitive pressure from Asia, and additional pressure from defense downsizing and restructuring of American compa-

nies," Reich continued. "These pressures are likely to persist."

It is for this reason that the Clinton Administration has put the establishment of a re-employment system at the top of its agenda, according to Reich. "Workers need economic support during periods of layoffs," he said. The new system has to focus on preparing people for new jobs.

"American businesses need well-trained workers. And American workers need health security, personal security and job security," he said. "Security not against change, but in order to change."

Reich said early identification of persons in need of retraining and job search counseling will have to be key elements of the new system. In addition, services should be combined in a central place that ties job training and placement together. These services, he said, should be offered to every dislocated worker, regardless of the reason for dislocation.

"When American workers are put back to work quickly, the nation as a whole benefits from their productivity as well as their tax dollars," said Reich.

To facilitate the process of putting workers to work, the Clinton Administration is proposing the establish-



Secretary of Labor Robert Reich

ment of School-to-Work transition programs, whereby vocational training would be available during the last two years of high school. The Administration also wants to establish voluntary national skills standards, with input from businesses and educators, to identify exactly what skills are in demand.

After explaining how limiting the amount of time a person can receive welfare benefits will also go a long way "to make work pay," Reich told delegates that the Administration is also committed to carefully evaluat-

ing the Job Training Partnership Act to determine if it is working effectively. "In the meantime, it will continue to be funded at its current level," he said.

Reich closed his address by telling his audience that America currently has only two economic choices: to protect existing jobs, which leads to stagnation, or to train people for the new jobs that are being created. "When we make it easier for Americans to take new jobs," he said, "we create pathways to prosperity for all."

### Ross outlines training initiatives

By Jill Conley  
staff writer

"There is a great deal of skepticism in Congress and across the nation about whether training works," Assistant Secretary of Labor Doug Ross told delegates at Sunday's luncheon. "In fact, there is growing public skepticism about government's ability to provide quality services of any kind."

Ross explained how, in recent months, he'd met with focus groups of dislocated workers who compared their visits to training programs to trips to the motor vehicle department. "They say they don't look toward government to help them," he said, adding, "So we have a lot of customers we need to convince that we can be part of the solution."

Ross went on to talk about the changing nature of the workplace, saying individual jobs will no longer provide economic security in the future. "People will no longer stay in one job throughout their career," he said. "It is, therefore, critical that we build other sources of security."

One way the Clinton Administration is seeking to build a new form of security is by reforming America's health care system. "Health insurance should move with workers from one job to another, enhancing their ability to respond to changes in the labor market," said Ross.

Looking at current labor markets in terms of a work force for the 21st century, Ross said America is experiencing three shortcomings. First, there is not enough quality information available about which occupations are growing, declining, and what skills are needed to adapt. Second, there is a shortage of labor market "brokers," or people who market job services. And finally, too many Americans lack purchasing power when they need it to pay for job services.

To address these shortcomings, the Clinton Administration is pro-



In an address at the conference luncheon, Assistant Secretary of Labor Doug Ross explains the Clinton Administration's answers to shortcomings in America's job training system. Pictured with Ross is NACo President Barbara Todd.

posing a series of initiatives. They include:

- calling on the private sector to contribute to the development of national skills standards on an industry-by-industry basis
- developing school-to-work programs that provide students who don't go to college an opportunity to acquire work skills and credentials
- establishing one-stop career centers that offer early, intensive services, such as high-quality job skills assessment, employment training and job search assistance to dislocated workers, and
- making grants available to states that want to go beyond the one-stop system for dislocated workers to one-stops that offer a basic menu of services, choice and different points of entry.

Ross also pointed out that the Clinton Administration has "doubled resources for dislocated worker programs in a year where budget cuts were a top priority. And we plan to get more funding next year," he said.

"We also want to develop longer-

term training programs because we've found that short-term training results in negligible impacts," said Ross. "It is our aim to help you serve your customers more effectively."

Ross concluded his remarks with a brief discussion about the Job Training Partnership Act. "I think there's been a lot of confusion about Title II and the disadvantaged citizens it serves. And I want to stress that it remains the top priority of this Administration and the Department of Labor," he said. "While we create systems that help people move from job to job, we still need a system to help people get a first job and move toward self-sufficiency," he added.

According to Ross, the Administration has decided to postpone making decisions about Title II. "In 1995, it will be funded at the same level as level as 1994," he said. "At the first of the year, we will begin a national dialogue on where Title II should be heading, and we will be seeking your input."

(Conference photos are by Jill Conley.)

### Welfare reform tops Clinton agenda

By Jill Conley  
staff writer

Walter Broadnax, deputy secretary, Department of Health and Human Services, told delegates attending the First General Session of NACo's 22nd Annual Employment Policy and Human Services Conference that president Clinton is more committed than any other president in recent history to working with state and local governments to help communities, families and individuals.

Clinton has already demonstrated this commitment, he said, by expanding the Earned Income Tax Credit (EITC) and increasing funding for Head Start, food stamps and Empowerment Zones. "And this is just the beginning."

"This year," said Broadnax, "will be remembered as the year hope was restored for millions of Americans." The Clinton Administration's philosophy is simple, he said, "Welfare must be a temporary, transitional program that leads to employment."

Over the past several years, the number of families on welfare has skyrocketed, Broadnax explained, suggesting that more and more families are getting locked into programs

that have built-in barriers to employment. "Everybody wants change," he said. "And change is what we are going to deliver."

President Clinton has established a working group to develop a plan for welfare reform. According to Broadnax, the group has been given three guiding principles: work must pay, parents must support their children, and welfare recipients need access to job training. "No one who works hard should have to raise a child in poverty," said Broadnax.

After explaining that the expansion of the EITC is an effort to give people a chance to work, Broadnax told delegates that the Health Security Act will provide another link. "Many stay on welfare for years just to keep their medical benefits," he said. "Under our system, work will pay."

He went on to point out that job readiness must include child care, transportation and reasonable caseloads for case workers. Fewer than 16 percent of all AFDC (Aid to Families With Dependent Children) mothers are currently enrolled in job training programs. That statistic must be improved, said Broadnax.

"Work, families, opportunity and

See BROADNAX, page 19

## EMPLOYMENT POLICY & HUMAN SERVICES 22<sup>ND</sup> ANNUAL CONFERENCE WRAP-UP

# DOL official briefs delegates on Family and Medical Leave Act

By Jill Conley  
staff writer

"What's Required of Counties Under the Family and Medical Leave Act?" Delegates attending this workshop, Sunday, Nov. 21, found out, and found out from the agency responsible for enforcing the relatively new law.

Vera Graves, assistant district director of the Wage and Hour Division of the Department of Labor (DOL), was on hand to outline the provisions of the law, which entitles employees to 12 weeks of unpaid leave with benefits protection. The law covers all state, local and federal government employees and private institutions with 50 or more employees.

To be eligible for family leave, an employee must:

- work for a covered employer
- have been employed for 12 months
- have worked a minimum of 1,250 hours in the previous 12 months, and
- work at a location with at least 50 employees within 75 miles.

Reasons for taking leave include:

- the birth or placement of a child for adoption or foster care
- to care for an immediate family member with a serious health problem, and
- when the employee himself/herself is seriously ill.

A serious health problem is defined as an "illness, injury or physical or mental condition that involves a period of incapacity requiring absence of more than three calendar days."

Intermittent leave is also permitted under certain circumstances. An example of this would include regular blocks of time required for a medical treatment or procedure.

In addition, employers or employees may choose or require paid sick leave to be exhausted for any type of family leave before resorting to the unpaid leave, which must be designated family leave before the time off is taken. A total of 12 weeks is all the law requires.

Under the Family and Medical Leave Act, employees are entitled to restoration to the original or equivalent job with the same pay and ben-

efits they had before taking leave. Key employees — employees being paid in the highest 10 percent of salaries for the organization — are excluded from this provision, but must be made aware of their status before requesting leave.

Employers may:

- require 30 days advance notice of leave, where reasonable
- request medical certification of the serious health condition of employee or family member
- call the attending doctor to check out the validity of the leave
- call for a second opinion at employer's expense, and
- require periodic reports and medical certification every 30 days.

The employer must also have notice of its family leave policy posted where job applicants can see them and must include the policy in personnel handbooks or manuals.

The Wage and Hour Division of the Department of Labor is currently trying to conciliate complaints related to the Family and Medical Leave Act, according to Graves. But, she says, "the law is likely to be refined through litigation."



(l-r) Vera Graves, assistant district director of the Wage and Hour Division of the Department of Labor, and Westchester County (N.Y.) Legislator Katherine Carsky, chair, NACo Labor and Employee Benefits Steering Committee, discuss provisions of the Family and Medical Leave Act with a delegate after Sunday's workshop.

## Workshop focuses on dislocated workers

By Jill Conley  
staff writer

Military and corporate downsizing is dramatically changing the nation's job market for professional and technical workers. In fact, many are losing life-long careers. As a result, the profile of participants in job training programs is experiencing significant change. "Assisting the Dislocated Worker of the '90s," Sunday, Nov. 21, examined strategies for addressing the needs of these workers.

Sally Eisbrenner, program coordinator for the Regional Re-Careerment Project in central Indiana, and former dislocated worker herself, offered workshop attendees an overview of her program's efforts. The project, which is funded by a \$375,000 state grant, was developed in response to requests for assistance from a group of professionals who were facing layoffs and got together to plan job search strategies.

Over the past 16 months, the Re-Careerment Project has served 210 dislocated workers. Of those, 106, or 62 percent, have been placed in new jobs. The average cost per participant is \$2,100. Most of the trainees are men with an average age of 45.

Eighty-three percent of the project's enrollees have college degrees. Most are highly experienced, with an average of eight years in the job they were laid off from. The average income before dislocation is \$45,000. According to Eisbrenner, many are being forced to take a 20 percent drop in income when they find new jobs. Often, those new jobs are with smaller companies in new industries.

Outdated skills top the list of problems faced by the project's participants. "They generally lack basic computer skills, which is why the

project focuses on broad-based computer training," says Eisbrenner. "We chose the most commonly used software packages and developed in-house intensive instruction for them."

In addition to computer training, the project offers job search, assessment, counseling, training and follow-up. "Most of our participants haven't looked for a job in many years," says Eisbrenner. "The labor market has changed significantly since then. Many of the jobs lost to downsizing aren't coming back."

As director of educational services for the Cramer Institute, Meg Haycraft's specialty is training counselors to help dislocated workers adapt to rapid change in the labor market. "This is the past that somebody will be longing for in the future," she told delegates, suggesting that even greater change is on the horizon.

"America is moving from the Age of Industry to the Age of Technology and Information," she said. "In the Age of Industry, we had lots of manufacturing jobs, security, guarantees, good wages and 'either/or thinking.'"

In the Age of Technology, which Haycraft also calls the "Age of Instability," the labor market undergoes constant change. And workers, she says, have to be prepared for "constant retraining, flexibility with respect to relocation, lower wages, diversification, and risk."

"The safety net is gone in this new age," says Haycraft. "The 'both/and' point of view is what is required in today's job market."

When retraining workers, Haycraft said it is important to first know where the jobs are and then think in terms of a variety of possibilities. "Change management is everybody's job, especially when it's life altering — which it is for many of these people," she said.

## Panel examines harassment on the job

By Jill Conley  
staff writer

"Myth: Sexual harassment is inevitable when men and women are working together," said Helen Grieco, public relations coordinator for the National Organization for Women. Grieco was a panelist at a workshop session titled, "What to Do About Sexual Harassment On the Job," Monday, Nov. 22, that explored management issues and legal ramifications of sexual harassment in the workplace.

"Myth: Some women want it,"

she continued.

Grieco went on to site the results of a survey of women in which 85 percent reported that they had been harassed in the workplace, 24 percent had been fired, 42 percent quit their jobs, and 75 percent of the harassers were in a hiring/firing position.

"What you're talking about here is power because it's about power," she said. "I see this as an epidemic."

To contend with the issue of sexual harassment in the workplace, Grieco suggested that all employers provide their staffs with sensitivity training so that victims know they have a right to say no, supervisors

know what to look for, and everybody knows where the appropriate boundaries are.

"We have a right to earn a living. We have a right to be in the workplace. And we have a right to our sexuality," she said. "No woman should have to tolerate harassment in the workplace."

Following Grieco's remarks, Madison County (Ala.) Attorney Julian Butler offered county officials a snapshot of gender considerations under the Civil Rights Act. "If any element of employment is condi-

See **HARASSMENT**, page 19



(l-r) Lee Ruck, NACo general counsel; Julian Butler, Madison County (Ala.) attorney; and Helen Grieco, National Organization for Women, participate in the panel discussion about sexual harassment in the workplace. Westchester County (N.Y.) Legislator Katherine Carsky, moderated the workshop.

## News from the nation's counties

### North

#### NEW YORK

• The **WESTCHESTER COUNTY** Legislature is unanimously backing a resolution by County Legislator Martin L. Rogowsky calling for the New York State Legislature to meet in special session to address the issue of unfunded mandates.

"The county can only provide property tax relief to its residents if Albany takes back some of the tremendously expensive mandated programs it has imposed," Rogowsky explained. "Medicaid is the worst of these. In Westchester right now, we pay \$125 million each year for this program, and that represents nearly 40 percent of our county property tax revenue. This has to stop."

Rogowsky also expressed disappointment that the state legislature had broken its promise to act on mandate relief during its 1993 session.

### South

#### MARYLAND

• Understanding what important companions pets can be for senior citizens, **HOWARD COUNTY'S**

Animal Control Division is spreading holiday cheer by donating pet food and supplies to senior residents.

For the third year in a row, the department is conducting a "Presents for Pets" drive, collecting dog food, cat food and pet toys that will be delivered to the homes of seniors with pets during the week of Dec. 25.

#### VIRGINIA

• **FAIRFAX COUNTY** has received a 1993 Governor's Environmental Excellence Award for its Environmental Education Program. The program, conducted by the Division of Solid Waste Collection and Recycling, is a multifaceted approach to informing the public about recycling programs and their environmental importance.

The annual awards program was created in 1991 to recognize outstanding efforts that contribute to the stewardship of Virginia's natural and historic resources. Activities considered for the awards include recycling, the development of pollution prevention technology, environmental education, habitat management, soil and water conservation, historic resource protection, and volunteer cleanups. This year, 13 winners were selected from more than 200 applications.

Fairfax County's Environmental Education Program educates citi-

zens about waste reduction and recycling by: advertising on public buses and fare cards, distributing "This Business Recycles" decals, maintaining a 24-hour recycling hotline, offering a sample curriculum to schools, and a variety of other activities.

• The Roanoke Valley Resource Authority unveiled a "one-of-a-kind" waste disposal system that uses rail as the sole transportation link between a solid waste transfer station and a landfill.

Created by the cooperative efforts of **ROANOKE COUNTY**, Roanoke City, the Town of Vinton, Norfolk Southern and the citizens of the Roanoke Valley, the Waste Line Express started its engine Dec. 1 and made its inaugural trip. More than 300 people gathered for the event.

### Midwest

#### MINNESOTA

• After more than 32 years of service to **RAMSEY COUNTY**, Sheriff Charles Zacharias is trading his badge in for a new one. In February, Zacharias will be sworn in as the United States Marshall for Minnesota.

Accepting Zacharias' resignation, County Board Chair Hal Norgard

praised the sheriff for his loyalty to Ramsey County. "We are sad to see you go," he said, "but proud of the high degree of professionalism you have brought to law enforcement in our county."

### West

#### TEXAS

• More than 400 inmates at the **TRAVIS COUNTY** Jail raised \$900 for child abuse prevention by participating in a Parents Anonymous walk-a-thon. With support from jail administration, Barbara Lighthart, volunteer manager at

the jail, organized the successful event.

Twenty members of the jail volunteer program and Parents Anonymous staff members came in on their day off, volunteering to see that the event went smoothly. Over the past two years, Texas prison in-mates have raised more than \$20,000 to fund Parents Anonymous programs.

For more information, please contact Barbara Lighthart, volunteer program manager, Travis County Sheriff's Department, at 512/473-9394.

## More news from ...

**PRINCE GEORGE'S COUNTY (MD.)** Executive Parris Glendening recently announced an initiative that will waive much of the standard permit review process for businesses making their facilities safer and more accessible to persons with disabilities.

A resolution sent by Glendening to the county council would allow permit applicants making life safety improvements, such as fire sprinklers, fire alarms and exit doors, as well as ramps and other accommodations required by the Americans With Disabilities Act, to use a shorter and simpler permit review process.

"This is an important component to our overall revitalization effort," said Glendening. "In many of our older communities, businesses simply cannot afford to add fire sprinklers or accommodations for person with disabilities — not because of the cost of the improvements, but because the permit process triggers a full review for building setbacks, parking standards, landscaping and the like. He continued, "What we're saying to these businesses is, 'Make your building safer or accessible and we will hold you harmless from the expensive, time-consuming full permit review process.' This is not only good public policy, it is common sense."

## Can our higher education system do more for our cities?

By Neal R. Peirce  
Washington Post Writers Group

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

For a generation, America's universities served the military-industrial complex of the Cold War. Today, corporations continue to tap academic-based research for their own profit.

But now comes the question: Could our colleges and universities, into which we've poured so much of our public and private wealth, do more to help the urban regions of a nation now so deeply afflicted by rising crime and racial and class polarization?

Retiring as president of Harvard in 1990, Derek Bok issued a first salvo, urging universities to transform their agendas to respond to society's new and pressing needs.

Ira Harkavy, chief of the University of Pennsylvania's Center for Community Partnerships, has been arguing for several years that "universities cannot afford to remain shores of affluence, self-importance and horticultural beauty at the edge of island seas of squalor, violence and despair."

Now a handful of university presidents have taken up the call,

among them David Adamany of Wayne State in Detroit, William Greiner of SUNY Buffalo, Charles McCallum of the University of Alabama at Birmingham, Julius Chambers of North Carolina State, and Alexander Schilt, chancellor of the University of Houston.

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Unless universities use their special capacities to "respond to the desperate voices" of urban America, Greiner contends, "they will fail society and go the way of the great monastic institutions of the Middle Age.

In September, my colleague Curtis Johnson and I focused on the issue in a report about the Triangle region of Raleigh, Durham and Chapel Hill, which we wrote for the *Raleigh News & Observer*.

The Research Triangle Park, formed in the late '50s by state government and the area's top universities, snared fortunes from government and industrial research budgets. The academic tie has been key in creating thousands of high-paying jobs in the Research Triangle for engineers and scientists working for

such heavies as IBM, Glaxo, Northern Telecom and the National Institute of Environmental Health.

And the local universities — Duke, the University of North Carolina at Chapel Hill, North Carolina State and North Carolina Central — have benefited hugely from the partnerships.

But what might happen, Johnson and I asked, if the Triangle's universities deployed their enormous prestige and intellectual power to address the social emergency at their doorsteps?

We pointed to the Triangle region's growing rates of crime and noted that without sharp change, thousands of the region's young people would never qualify for a meaningful job, never share in the benefits of the Research Triangle Park.

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Sometimes the research is high

quality, but too tiny or drawn out. Duke, for example, has a sterling project in Durham that focuses on "at-risk" first-graders. Students and the parents together learn how to deal with anger, to solve conflicts without violence, to "make it" without aggressive behavior. First-year reports are encouraging.

Yet there's a problem. The program reaches only 40 youngsters. A formal evaluation will have to wait about six years. What, though, of the Triangle region's other 52,360 first-to-sixth graders — thousands of whom might benefit from this program? Are thousands of them, for lack of timely intervention, doomed to be among soaring juvenile crime statistics in 2000. Can the universities really pretend it's mostly someone else's problem?

The Triangle's institutions of higher learning, we suggested, should try to be national leaders again, as they were in founding the Research Triangle Park in the '50s. Except that this time they should turn their intellectual and research power to a full mobilization to help poor neighborhoods crack such problems as teenage pregnancy, neglect of children, fatherless households, and lack of meaningful work.

We suggested that faculty, graduate students and undergraduates could all be involved in research and extensive experiential learning, working with neighborhood leaders who know the situation "on the

ground," to explore solutions to these perplexing and dangerous problems of our time.

The goal should be nothing less than combining the talents of several universities, working cooperatively, to discover strategic solutions to the social chaos which threatens to rip society apart.

To the argument that universities are already overextended and strapped for funds, we note that other big institutions — manufacturers, banks, phone companies, airlines, state and local governments — are being downsized, restructured, subjected to the realities of rigorous international competition.

And now it's the universities' turn to perform better with less resources. Just since 1990, state legislatures have taken \$8 billion that would normally have flowed to higher education and diverted it to prisons (locking up our societal failures) and Medicaid (which reflects growing poverty and lack of preventive care). Private universities are fiscally squeezed too.

Those universities which spring to the challenge, which are willing to risk some of their resources and best talent to grapple with the country's deep social-economic racial gaps, may be the ones we honor — and which we choose to keep on supporting, publicly and privately.

# Job market

**COUNTY ADMINISTRATOR — WASHINGTON COUNTY, MINN.:** (145.896) Rapidly growing metropolitan county. 1992 winner of 3 NACo Achievement Awards. County seat (Stillwater) is 25 miles east of Minneapolis/St. Paul. 5 County Commissioners elected by district for staggered 4-year terms. \$82.5M proposed 1994 operating budget. 801 full-time employees. Administrator retiring after 30 years of county service and 9 years as County Administrator. Demonstrated experience in leadership, planning, and fiscal management. Ability to work with staff, elected officials, and constituents. Related advanced degree desirable. **APPLY BY:** Monday, 17 January 1994. Confidential resume to Personnel Decisions, Inc., 2000 Plaza VII Tower, 45 S. 7th St., Minneapolis, MN 55402, Attn.: Harold P. Brull (NACo).

**COUNTY ENGINEER — JACKSON COUNTY, IOWA:** Jackson County, Iowa seeks applicants for county engineer. The engineer is responsible for but not limited to construction and maintenance of 832 miles of county roads. Salary range is \$40,000.00 to \$48,000.00 plus fringe benefits. Send resume and letter of application to the Maquoketa Job Service Workforce Center, 201 West Platt, Maquoketa, Iowa 52060 by December 31, 1993. EOE & ADA Employer.

**DEPUTY DIRECTOR, DEPARTMENT OF SOCIAL SERVICES, ADULT AND EMPLOYMENT SERVICES BUREAU — SAN DIEGO COUNTY, CALIF.:** Responsible for adult protective services, conservatorships, IHSS, and a variety of child care, employment, and job training programs for welfare recipients. Staff of 450 and budget of \$100 million. Masters in social work, counseling or related field is preferred. \$55,000-\$75,000. Executive benefit package includes relocation allowance. Apply by February 4, 1994. For resume submittal form and recruitment brochure detailing the ap-

plication process, position and benefits, please contact: County of San Diego, Department of Human Resources, 1600 Pacific Highway, Room 207, San Diego, CA 92101, (619) 236-2191 or 531-5139.

**HEALTH COMMISSIONER — CITY OF PHILADELPHIA, PA.:** Manage Public Health department in city of 1.6m persons. Responsibility for \$388m budget, 1200 employees, services including primary care, maternal/child health, mental health/mental retardation/substance abuse, AIDS, infectious/communicable disease control, environmental protection, prison health, medical examiner, nursing home. Extensive experience with community health issues in large urban area preferable. Strong background in organizational management desired. Salary negotiable. Must be or become a City resident. Submit resume with references to John Herzins, Mayor's Office, 214 City Hall, Philadelphia, PA 19107 no later than January 15, 1994.

**RISK MANAGER — GUILFORD COUNTY, N.C.:** Guilford County Finance Department, Greensboro, NC. Hiring range - \$37,812-\$42,444. Req. thorough knowledge of risk mgmt., self-insurance and pooling. Minimum education and exp. req. include B.S. or B.A. in public admin., business admin. or related field and four yrs. exp. admin. risk mgmt. programs, preferably in public sector. Experience in acctg. or fin. analysis helpful. Resumes not accepted in lieu of completed application. Special Condition of Employment: The successful candidate must be able to pass a drug screening test. Apply to: Guilford County Personnel Department, 301 W. Market St., P.O. Box 3427, Greensboro, NC 27402. For application, call (910) 373-3324. Reference #24-01009. EEO/AA. Deadline January 7, 1994.

**SENIOR PLANNER (HUMAN SERVICES) — BROWARD COUNTY, FLA.:** \$34,971-\$50,594

per year. Master's degree in urban planning, public or business administration or related field and four (4) years responsible research and/or planning experience in demographic based policy de-

velopment including experience in a supervisory capacity; or any equivalent combination of training and experience. Official application must be received by the Broward County Personnel Division by 4:00 P.M. on January 7, 1994. Official applications and additional information may be obtained from the

Broward County Personnel Center, 115 S. Andrews Ave., Annex B, Ft. Lauderdale, FL 33301. Phone (305) 357-6444. BROWARD COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER AND PROVIDER OF SERVICES (MINORITY/FEMALE/DISABLED/VETERAN).

## Notices . . . notices . . . notices

### CONFERENCES

■ **Harvard University's John F. Kennedy School of Government** will hold a workshop for policy-makers and other interested parties, Jan. 27-28 in Cambridge, Mass.

The workshop, "Reengineering Customer Service in Government: Where Are We? How Should We Measure Performance?" will deal with issues such as: hotlines, kiosks, how public leaders assess status and progress, what data is or should be made available, and how to measure customer satisfaction.

For more information, contact Strategic Computing and Telecommunications, Harvard University, 79 JFK St., Cambridge, MA 02138, or call 617/495-3036, fax: 617/496-1722.

■ "Exploring the Boundaries of Government Finance," the 1994 Government Finance Officers Association annual conference is June 5-8 in Minneapolis, Minn. In addition, there are three, one-day preconference seminars on June 4: "Empowering Your Organization," "Navigating Risk Financing Options," and "Meaningful Performance Benchmarks and Measures."

For more information, contact the Government Finance Officers Association, 180 N. Michigan Ave., Suite 800, Chicago, IL 60601-7476, or call 312/977-9700, fax: 312/977-4806.

### PUBLICATIONS

■ The Public Employee Department of the **AFL-CIO** has released two publications. "Public Employees Bargain for Excellence: A Compendium of State Public Sector Labor Relations

Law's" is a guide to the current status of collective bargaining rights for public employees at the federal, state and local levels.

The 1993 edition of "Public Employees: Facts At A Glance," is an easy resource for journalists, elected officials and others who need information about an important segment of the American work force. Comparative data on the public sector in other advanced democracies are included. To request either publication, contact the Public Employee Department, AFL-CIO, 815 16th St., N.W., Washington, DC 20006, or call 202/393-2820.

■ "The Citizen's Guide to Planning," published by the **American Planning Association (APA)**, goes as far back as 1961 to show how planning has evolved. The guide addresses the problems that communities currently

face, new techniques to manage growth, and trends of state governments to mandate local planning.

For more information, contact APA, 1313 E. 60th St., Chicago, IL 60637, or call 312/955-9100, fax: 312/955-8312.

### MISCELLANEOUS

■ The **W.K. Kellogg Foundation** has announced an African-American Males Initiative. The \$8.5 million initiative includes grants to organizations serving African-American men and boys, and the establishment of a national advisory task force to provide overall guidance for the effort.

The effort focuses primarily on two issues: the delivery of multi-layered services and leadership development.

For more information, contact the W.K. Kellogg Foundation, One Michigan Ave. East, Battle Creek, MI 49017-4058, or call 616/968-0413.

## BROADNAX from page 16

responsibility. Those are the values our welfare system should promote," he said. "We must expect people to work, and we must tell healthy people that cash assistance cannot go on forever."

Broadnax concluded his remarks by assuring delegates that the Clinton Administration will keep local governments in mind as it revamps the nation's welfare system. "This president was a governor," he said. "He understands the challenges local

governments face, and he does not intend to give you one more unfunded mandate."

Also speaking at the General Session were Karen Miksch, staff attorney for the National Immigration Law Center, who said her organization was eager to help local governments address problems associated with immigrant populations; and Carol Pogash, author of *As Real As It Gets: The Story of a Hospital at the Center of the AIDS Epidemic*.

## HARASSMENT from page 17

tioned on sex, you are liable," he said. "Economic or psychological injury does not have to be proven."

Butler explained that a plaintiff need only prove a "hostile environment," which is defined as unwelcome harassment that has the purpose or effect of interfering with a person's work."

"It doesn't have to be a matter of consent," said Butler. "A woman doesn't have to say she doesn't like it. However there may be a defense if a woman was participating in the offending activity and didn't express her aversion."

Furthermore, it is the employer who is liable if he or she knew of offending behavior and didn't take any action. "Prompt remedial action is very important," said Butler. "The moment an employer is notified of harassment, the clock is ticking."

The two most prevalent harassment complaints, according to Butler, are the unwanted "touching complaint" and complaint of derogatory comments that are gender-oriented or sexually suggestive. The courts

view both as sexual harassment. "Boys will be boys" is not a defense in a sexual harassment case," he cautioned.

Before the session turned to a question and answer period, NACo's General Counsel Lee Ruck reiterated that liability in sexual harassment cases will generally not be on the employee perpetrator. It will more likely be the employer's liability.

"Just as schools are in some ways called upon to take responsibility for raising our children," said Ruck, "the workplace is the only place we can legally address these issues."

Employers have a legal obligation to react when charges of sexual harassment are brought to their attention, said Ruck, adding that they also have an obligation to do everything in their power to create gender-neutral, safe environments.

"We have to create environments that make people willing to come forward with these matters," said Ruck, who echoed Grieco's suggestion of periodic sensitivity training for supervisors and staff.

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*Dear County News Readers,*

*This season is a special time for families and friends when we happily celebrate love, peace and freedom.*

*On behalf of NACo's Board of Directors and staff, I wish you love's warmth, peace's harmony and freedom's strength this season and throughout the New Year.*

*Happy Holidays,*

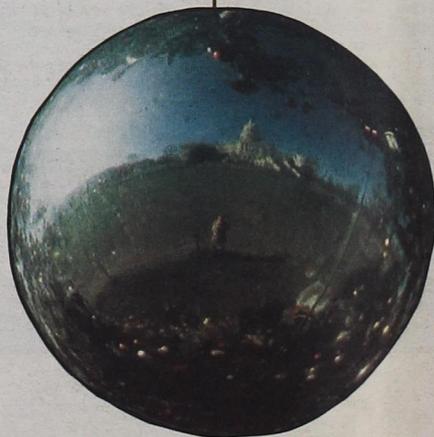
*Barbara Sheen Todd*

*Barbara Sheen Todd*

*President*

*National Association of Counties*

*Happy Holidays*



**Holiday Quiz:** Can you identify what's reflected in the holiday ornament? If you can, call us at 202/942-4225 with your answers. If you're right, you'll win a place on our list of "Smart Lookers" to be published in the Jan. 24, 1994 issue of *County News*.