

County News

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House passes election reform bill by big margin

By RALPH TABOR

ASSOCIATE LEGISLATIVE DIRECTOR

The U.S. House of Representatives overwhelmingly approved on Dec. 12 a bipartisan election reform bill by a vote of 362 to 63.

"This is a great victory for NACo and NACRC, [National Association of Records, Election Officials and Clerks]" stated President Javier Gonzales. "We urge the Senate to act on a similar bill and to get election reform legislation enacted as soon as possible."

In addition to NACo and NACRC, the legislation (H.R. 3295) was supported by the National Conference of State Legislatures, National Association of Secretaries of State, the Election Center and the National Association of State Election Directors.

The House bill closely mirrors recommendations made by a national, bipartisan commission chaired by Presidents Gerald Ford and Jimmy Carter. Both of them endorsed H.R. 3295.

President George W. Bush released a statement after the vote saying, "This legislation goes a long way toward adopting reforms advocated by the Ford-Carter Commission on Federal Election Reform, and is based on principles I endorsed and recommended to Congress in July. The Ney-Hoyer bill is a good start in achieving those goals."

Senate agreement

A day after the House vote, a bipartisan group of senators announced agreement on election reform legislation. A new bill was

introduced during the week of Dec. 17. Senate Majority Leader Thomas Daschle (D-S.D.) indicated that election reform will be taken up next year and will be a high priority.

The Senate agreement was reached after weeks of intensive negotiation involving Senate Rules and Administration Committee Chairman Christopher Dodd (D-Conn.); the committee's ranking Republican, Sen. Mitch McConnell (Ky.); and Sens. Christopher Bond (R-Mo.), Charles Schumer (D-N.Y.) and Robert Torricelli (D-N.J.). As drafted, the Senate bill would go further than the House measure in what it requires of states and county governments.

Beginning in 2004, the bill would require that voters whose names do not appear on official registration lists be allowed to cast a provisional ballot that would be counted if their registration is verified later.

By the same year, states would establish computerized statewide voter registration lists linked to local polling places. Voters who register by mail would need to provide proof of their identity the first time they vote, one of several "anti-fraud" provisions insisted on by Bond.

Beginning in 2006, the Senate bill requires states and counties to have systems that enable voters to verify their ballot and correct any errors; to have at least one voting machine equipped for people with disabilities at each polling place; and to provide ballots and voting materials for language minorities. The voting error rate could not exceed the standard established by the Federal Election Commission.

The Senate measure would provide \$3 billion over four years to pay the full cost of equipment needed to meet the federal requirements and \$400 million more in grants to states to improve election administration procedures.

It would also create a four-member election administration commission, made up of two Democrats and two Republicans, to monitor the system and provide advice to state and local election officials.



Photo by Stacy Farnen

Cathy Pearsall-Stipek, president, National Association of County Records, Election Officials and Clerks, takes to the mike at a press conference, Dec. 5, in support of the "Help America Vote Act of 2001," NACo President Javier Gonzales (right) and Executive Director Larry Naake (far right) also participated.

NACo has deep concerns about the overly prescriptive mandates in the legislation being proposed in the Senate. States would be allowed little discretion on developing provisional voting procedures and a statewide voter registration system. The cost of the mandated

voting equipment is still being evaluated and the amount authorized in the Senate bill may not be sufficient to cover this cost.

NACo will urge Senators to sponsor the House-passed bill and get many of its provisions included in the final Senate legislation.



Photo by Jack Hernandez

The staff of *County News* wishes all our readers a happy holiday season and good news in 2002. Pictured here is this year's National Christmas Tree, on the Ellipse across from the White House.

County News

Quik Takes

The Top Christmas Tree Producing States

Sales in thousands

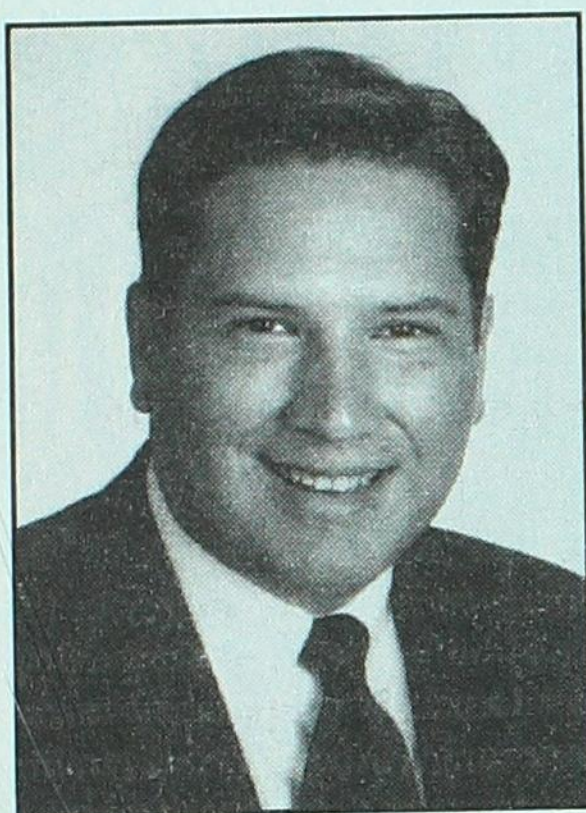
1	Oregon	\$111,999
2	North Carolina	\$49,422
3	Pennsylvania	\$35,438
4	Michigan	\$33,350
5	Washington	\$25,597

Source: National Christmas Tree Association (1997 U.S. Agriculture Survey)

From the President...

Bridging the Digital Divide

Creating Strong Relationships in Your Community through Technology



By Commissioner Javier Gonzales
NACo President

One of my goals as NACo president is to help counties make progress toward bridging the digital divide in their communities. Here in Santa Fe County (N.M.) we have a program that addresses the technology needs of the community through a partnership with the Executive Leadership Council, representing the county's business, government and nonprofit community leaders, and Santa Fe Public Schools. The program, Teaching All Communities Technology or TACT, provides technology training to anyone, free of charge.

Provided in English and Spanish, the program brings students with no previous computer experience to a comfortable and practical level of computer proficiency. Software applications, Internet and e-mail strategies, basic business letter formatting and resume design are covered. It is enjoying unprecedented success with significant waiting lists

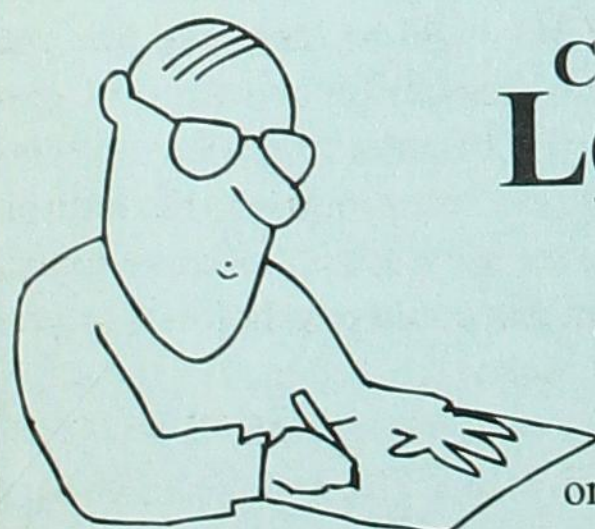
and a 95 percent retention level of student participants.

The only requirement for attending the four-week, 32-hour course is that the participant has no previous computer experience. At the very beginning, students learn how to assemble computer components, how to turn a computer on and off, and how to manipulate the mouse and keyboard. The curriculum, created by the school district's technology director, is specifically designed to be clear, concise and sequential, allowing the participants to enjoy easy skill building.

The program not only provides an opportunity for all community members to learn about computers, but it also provides an environment where community members can work together, create friendships and positive relationships with the school district staff members who provide the instruction. All class materials and teacher stipends are currently paid by grants from the National Center for Community Education and the Executive Leadership Council for Community Schools in Santa Fe County.

Several grants have recently been submitted to provide low-income and minority families with computer training and provide them with free computers to use in their homes.

If you would like more information, please contact Virginia Vigil, Santa Fe County Manager's Office, 102 Grant Ave., PO Box 276, Santa Fe, NM 87504-0276; Tel: (505) 986-6200; E-mail: vvigil@co.santa-fe.nm.us.



County News invites Letters to the Editor

If you have a compliment, complaint or different point of view, let us know.

Please include a phone number with your letter. Mail, fax or e-mail to: County News, NACo, 440 First St., N.W., Washington, DC 20001-2080; (202)393-2630; cnews@naco.org.

Status of Appropriations

As the 107th Congress' first session winds down, the appropriations bills are finally being finished and made available for President George W. Bush's signature. Generally, NACo funding priorities have been favorably considered. Here is a brief review of some of the programs of interest to counties.

Agriculture

Congress appropriated \$808.5 million for the Rural Community Advancement Program (RCAP) in FY02, representing a 5 percent increase over FY01 appropriations. RCAP enables state and local officials to identify local needs, and find flexible and innovative ways to meet them. There are three categories of RCAP funds: rural community facilities, rural utilities, and rural business and cooperative development. These funds can be used for any combination of grants, direct loans, or loan guarantees.

Justice

Justice appropriations in FY02 provide the same funding level as FY01 for nearly all local government programs.

The only significant and surprising exception was the Local Law Enforcement Block Grant (LLEBG) program that was reduced by 24 percent from \$523 million to \$400 million, the figure requested by the Administration.

LLEBG is an important source of flexible funding for counties and municipalities in the law enforcement field and has a very favorable hard match requirement of only 10 percent. A cutback of 24 percent was surprising given the heightened pressures on local governments in the aftermath of the Sept. 11 terrorist attacks.

The State Criminal Alien Assistance Program (SCAAP) was marked at \$565 million, the same level of funding as in FY01, and \$300 million more than the Administration requested. Byrne grants received \$500 million in formula grants and \$94.5 million in discretionary funding. The Juvenile Accountability Block Grant was maintained at the FY01 level of \$250 million. Additional programs under the Juvenile Justice and Delinquency Prevention Act were funded at \$306 million.

The COPS program was again funded at nearly \$1.05 billion. It included sizable set asides for fighting methamphetamines manufacture (\$70.4 million), prosecution assistance (\$100 million), school resource officers (\$180 million) and crime technology (\$352 million).

VA-HUD and Independent Agencies

The VA-HUD and Independent Agencies appropriations bill was signed by the president on Nov. 26. The legislation provides a slight reduction in formula funding in the amount of \$58 million for the Community Development Block Grant (CDBG) program.

The Home Investment Partnerships Program (HOME), received an additional \$50 million to accommodate the Administration's down payment assistance program, designed to spur homeownership opportunities among low-income families. Also of importance is HUD's brownfields redevelopment program, which received level funding from FY01 in the amount of \$25 million.

Economic Development Administration

The Commerce-Justice-State appropriations legislation was signed into law by Bush on Nov. 28. In that bill, funding for the Department of Commerce's Economic Development Administration (EDA) was slashed by approximately \$77 million from FY01. Notable adjustments include EDA's public works program, which was reduced from \$286 million last year to \$250 million, and its Economic Adjustment Assistance Program, which was cut from \$49.3 to \$40.9 million.

Interior and Related Agencies

The \$18.7 billion dollar FY02 Interior and Related Agencies appropriation included a record \$210 million for the Payment in Lieu of Taxes (PILT) program, the top funding priority for NACo's Public Lands Steering Committee and Western Interstate Region. This is the highest PILT appropriation ever — \$10 million more than last year's record high.

Labor/HHS Appropriations

When Senate and House negotiators on the Elementary and Secondary Education Act (ESEA) cleared the last hurdle and announced an agreement Dec. 11, the way was cleared for final negotiations on the Labor/HHS appropriations. The last remaining issue had been the difference in the way both chambers' versions of ESEA bill treated funding for the Individuals with Disabilities Education Act (IDEA).

Conferees eventually rejected the Senate version, which would have treated the IDEA funding as an en-

titlement instead of discretionary spending. There may still be some other issues that further delay the Labor/HHS appropriations, such as discussions over health care plan treatment of mental health coverage, but it is expected that the House and Senate will reach an agreement prior to their Christmas recess.

Transportation

The FY02 transportation bill provides an overall spending increase for the U.S. Department of Transportation. Total funding will be increased to \$59.5 billion from the current level of \$58.1 billion. The highway program, whose funding level is guaranteed under Transportation Efficiency Act for the 21st Century (TEA-21), gets a substantial increase of 7 percent to \$31.8 billion, up from the current level of \$29.6 billion.

The amount funds programs such as the Surface Transportation and Bridge programs that provide federal dollars for county projects. Transit funding, also guaranteed under TEA-21, was increased by 8 percent to a level of \$6.7 billion. This includes \$3.6 billion for the formula program that includes \$3.2 billion for large and small urbanized areas and \$223 million for the rural transit program.

The capital investment program gets \$2.8 billion that includes \$1.136 billion for new starts, \$1.136 billion for rail modernization and \$568 million for the bus program. Another transit program, the Job Access and Reverse Commute program is increased from \$100 million to \$125 million. The Airport Improvement Program, which provides funds for infrastructure projects at local government owned airports, is funded at \$3.3 billion, up 3 percent from \$3.2 billion in the current year. The Small Community Air Service Development Program, a new program and a priority for NACo, will be funded for the first time at a level of \$20 million. Essential Air Service is increased from \$50 million to \$63 million. Amtrak will get \$521 million and can use all money immediately.

Workforce Investment Act funding

At press time, Congress has yet to develop a conference agreement addressing the difference between the House and Senate Workforce Investment Act (WIA) appropriations. It is however, agreed that

See APPROPRIATIONS on page 2

FY02 Federal, Appropriations Status and Report

(Note: \$\$ figures given in both millions and billions)

Community and Economic Development

Program	FY01 Appropriations	FY02 Enacted Appropriations	Percentage Change
CDBG *	\$4.4 billion	\$4.3 billion	-1.34
HOME**	\$86 million	\$1.87 billion	+2.7
Brownfields Redevelopment	\$25 million	\$25 million	N/C
EDA (Economic Development Administration)	\$442 million	\$365 million	-17.4

*in formula funding

**includes \$50 million for the Bush Administration's Down Payment Assistance Program

Environment

Clean Water & Drinking Water SRFs (revolving loans)	\$2.15 billion	\$2.2 billion	+2
Brownfields Cleanup and Redevelopment (EPA)	\$92 million	\$98 million	+6.5
Flood Map Modernization	\$17.7 million	\$25 million	+41
Stateside Land and Water Conservation Fund	\$90.5 million	\$144 million	+59

Justice and Public Safety

COPS	\$1.04 billion	\$1.05 billion	N/C
JAIBG (Juvenile Accountability Block Grant)	\$250 million	\$250 million	N/C
Juvenile Justice	\$298 million	\$306 million	+2.6
Byrne Grants	\$568 million	\$595 million	+4.7
LLEBG (Local Law Enforcement Block Grant)	\$523 million	\$400 million	-24
SCAAP (State Criminal Alien Assistance Program)	\$565 million	\$565 million	N/C

Transportation

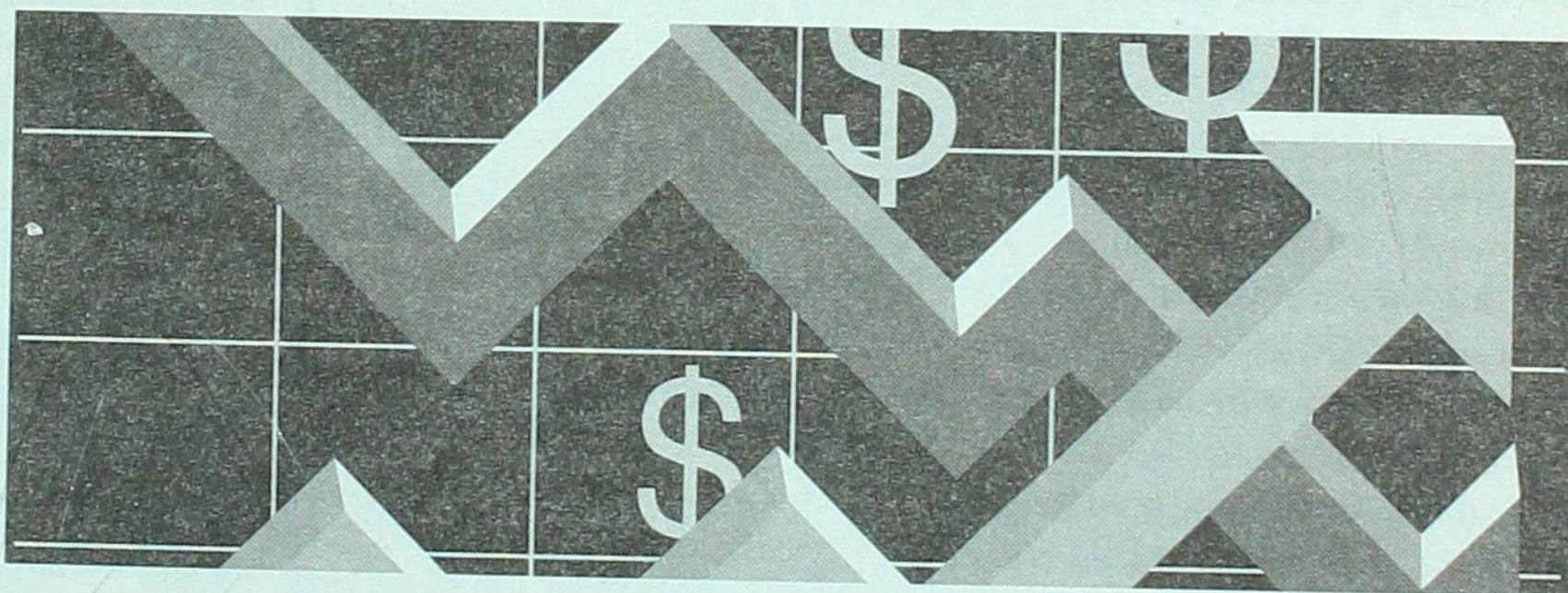
Federal Highway Obligation	\$29.6 billion	\$31.8 billion	+7
Transit - Total	\$6.3 billion	\$6.7 billion	+8
Transit Formula	\$3.3 billion	\$3.6 billion	+9
Transit Rural	\$202 million	\$223 million	+10
Transit Capital Investment	\$2.7 billion	\$2.8 billion	+5
Access to Jobs and Training	\$100 million	\$125 million	+25
Airport Improvement Program	\$3.2 billion	\$3.3 billion	+3
Small Community Air Service	0	\$20 million	+100
Essential Air Service	\$50 million	\$63 million	+26
Amtrak	\$520 million	\$521 million	Negligible

Proposed Social Services Funding

Program	FY01 Appropriations	House Proposed	Percentage Change	Senate Proposed	Percentage Change
Social Services Block Grant	\$1.725 billion	\$1.7 billion	-1 percent	\$1.7 billion	-1
Head Start	\$6.1 billion	\$6.475 billion	+6 percent	\$6.6 billion	+8
ChildCare & Development Block Grant	\$1.9 billion	\$2.19 billion	+15 percent	\$2 billion	+5
Programs for the Elderly	-	-	-	-	-
Support Services & Centers	\$3.24 billion	\$3.27 billion	+1 percent	\$3.66 billion	+13
Congregate Meals	\$3.79 billion	\$3.96 billion	+4 percent	\$3.84 billion	+1
Home Delivered Meals	\$1.52 billion	\$1.76 billion	+16 percent	\$1.77 billion	+16
National Caregiver Support	\$1.2 billion	\$1.37 billion	+14 percent	\$1.4 billion	
Refugee Assistance	\$4.33 billion	\$4.6 billion	+6 percent	\$4.45 billion	+3

Proposed WIA FY02 Funding

Youth Formula Funds	\$1.1 billion	\$1.3 billion	+17 percent	\$1.1 billion	N/C
Youth Opportunities Grants	\$250 million	0	-100 percent	\$250 million	N/C
Adult Formula Grants	\$950 million	\$950 million	N/C	\$950 million	N/C
Dislocated Workers Funds	\$1.4 billion	\$1.5 billion	+8 percent	\$1.55 billion	+9



APPROPRIATIONS

from page 1

FY02, WIA programs would generally fair better under the Senate's proposal than under the House, though both chambers deserve substantial credit for exceeding the President's request by \$500 million. The Senate appropriates fewer dollars than the House for youth programs generally. However, unlike the House, the Senate does not eliminate funding for the Youth Opportu-

nities (YO) grant program. The House eliminates YO grants completely and increases general youth training by \$225 million. The net result is a reduction in overall youth funding by the House of \$25 million. In addition, the House would only increase the dislocated worker program by \$98 million over FY01, while the Senate would increase funding by \$136 million. This is

especially important at a time of high unemployment as we are experiencing now.

Human Services Program funding

Although final numbers are not decided yet, many human services programs received significant increases in both chambers. The Social Services Block Grant (SSBG), however, received a slight decrease of \$25 million. Its authorized level for FY02 is \$1.7 billion.

The Labor/HHS bill addresses another SSBG funding issue, which is the ability of states to transfer 10 percent of the Temporary Assistance for Needy Families Block Grant to SSBG. The House would allow the full 10 percent transfer. The Senate bill would only allow 5.5 percent, but it is expected that the Senate appropriators will agree to the House level. If this provision is not adopted, then the allowable transfer will be reduced to 4.25 percent.

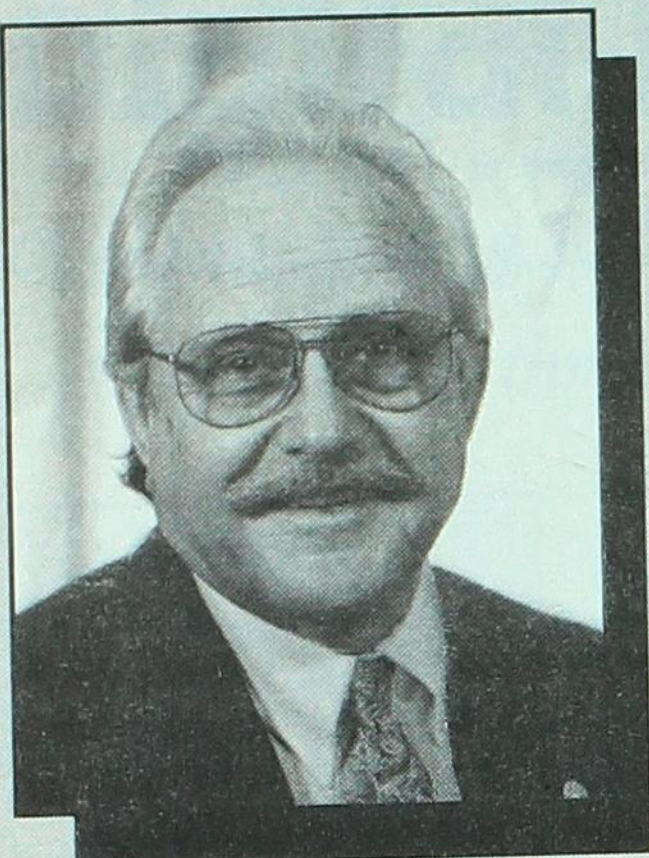
It should also be noted there is

still a possibility that funding for SSBG could be increased this year. Sens. Joseph Lieberman (D-Conn.) and Rick Santorum (R-Pa.) are working on a compromise to the faith and community based initiative legislation that could pass before Congress adjourns the session. Their compromise would increase SSBG to \$1.975 billion in FY02 and \$2.8 billion in subsequent years.

(This article was compiled by the NACo legislative staff.)

PROFILES

in service...



Ron Christensen

**Board of Supervisors Chair
Gila County, Ariz.**

**NACo Board
of Directors**

Number of years active in NACo: 14 years

Years in Public Office: Fourth term

Occupation: County Supervisor

Education: 14 years

The hardest thing I've ever done: Special Forces training.

Three people (living or dead) I'd invite to dinner:
My grandfather and great-grandfather.

A dream I have is to: See all my grandchildren graduate from college.

You'd be surprised to learn that I: Am a very private person.

My favorite sport is: Baseball.

I'm most proud of: My wife and family.

Every morning I read: The local paper/e-mail.

My favorite meal is: A shrimp dinner.

My pet peeve is: Negative people.

My motto is: Never give up.

The last book I read was: *Once They Move Like the Wind: Cochise, Geronimo, and the Apache Wars.*

My favorite movie is: Any John Wayne or Clint Eastwood movie.

My favorite music is: Western.

My favorite president is: Ronald Reagan.

Stimulus package still subject of Congressional negotiations

By NEIL BOMBERG
ASSOCIATE LEGISLATIVE DIRECTOR

Despite the best intentions of Congress and the Administration, congressional leaders appear to be unable at this time to reach a compromise on an economic stimulus package. Despite dire earnings warnings from many corporate giants, weakened spending by American consumers and a faltering stock market, no sure and easy fix to the disagreements on an economic stimulus package between Democrats and Republicans in Congress appears likely. The reasons are at once practical and ideological.

Republicans have been under substantial pressures from their allies in corporate America to move forward with corporate tax cuts that would substantially reduce their overall burdens. They are also demanding that tax cuts to middle and upper income individuals be accelerated.

Organized labor, in contrast, is pushing Democrats for major spending programs targeted toward workers dislocated by the current recession. According to congressional sources, both sides are far enough apart that there is no certainty an agreement can be reached before the end of this congressional session.

The reasons for these differences are substantial. Republicans remain committed to the president's tax cut proposals and want to use this opportunity to move his agenda forward. They have argued that reductions in corporate and individual taxes will ensure more money is available to invest and create jobs.

Democrats argue those benefits are long term and do not address the immediate needs of workers dislocated by the events of Sept. 11 and the current recession.

The political rhetoric is not helping the situation. At the same time White House press secretary Ari Fleischer argues that Senate Democrats are being obstructionist, Senate Democratic leader Tom Daschle argues that congressional Republicans have turned their backs on American workers.

In the meantime, some agreement has been reached in some areas including on providing one-time payments of \$300 per person to low-income workers who did not qualify for the rebate checks sent out this summer. Agreement has also been reached on tax incentives for businesses to spur more investment in new factories and equipment, and on an extension of unemployment benefits by 13 weeks beyond the current

26-week limit. But Republicans were resisting a Democratic push to subsidize health insurance premiums for workers who have lost their jobs, and Democrats were blocking the principle priority of the White House and Congressional Republicans: dropping the 27 percent personal income tax rate from 27 to 25 percent immediately instead of phasing it in over the next five years. Democrats are also trying to kill or scale back a Republican proposal to reduce the corporate alternative minimum tax.

NACo position on stimulus package

NACo's position on the economic stimulus package has been consistent throughout the debate. In separate letters to congressional leaders and conferees, NACo consistently requested adequate funding for a wide range of services that impact our constituents. These include services to individuals such as

- enhanced unemployment assistance so those affected by the events of Sept. 11 who are otherwise not eligible for unemployment might be able to receive financial support

- increased funding for locally-based dislocated worker programs so that county-based workforce development programs can assist dislocated workers find new employment

- public sector employment to homeland security activities

- low cost health insurance to those dislocated workers who no longer have coverage, and

- increased funding of the Social Services Block Grant (Title XX) program.

These also include funding for public investments such as enhanced Payment in Lieu of Taxes (PILT) funding for public safety activities and infrastructure development.

Among the infrastructure programs NACo believes should be included are federal-aid highway program, the federal transit program, the federal airport improvement program, Amtrak and high-speed rail, clean water and drinking water, and state revolving loan fund programs. Funding should also be provided through the Department of Housing and Urban Development's HOME and CDBG programs and the Department of Commerce's Economic Development Agency.

County News

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Farm Bill completion delayed on Senate floor

By ERIC J. CILIBERTI
ASSOCIATE LEGISLATIVE DIRECTOR

The forthcoming reauthorization of the farm bill (S. 1731) has encountered a few obstacles en route to Senate passage.

After the Senate Agriculture Committee passed its version of the farm bill in late November, proponents of completing the bill this year moved it to the Senate floor for debate, where the bill's progress has been hobbled by the amendment process.

Two amendments were introduced to change the "dairy compact" and shift resources away from commodity support into federal nutrition programs. Both amendments were voted down.

Meanwhile, Sens. Thad Cochran (R-Miss.) and Pat Roberts (R-Kan.) are expected to introduce an amendment likely to provoke a vigorous

debate about the overall direction of federal farm policy. The amendment would maintain crop support prices, but also allow farmers to contribute to "rainy day" savings accounts they could tap when prices on crops drop in future years. This differs from the Democratic proposal that would increase support prices for farmers and reinstate large federal payments to farmers when crops drop below a specified target price.

Despite the considerable obstacles to its passage, the Senate farm bill has several positive components within the rural development title (Title Six) in the bill. Among the provisions of the title passed by the Senate Agriculture Committee is full funding of pending rural development loan and grant applications.

This section of the bill allows

the government to clear the existing backlog of pending rural development loan and grant applications, specifically for community facility grants and direct loans, water and waste disposal grants and direct loans, rural water and wastewater technical assistance and training grants, and solid waste management grants will be eligible for funding under this provision.

Title Six also includes a significant increase in authorization for waste and water facility grants representing an increase from \$590 million to \$1.5 billion a year. Water and waste disposal grants were rated as the most important component of the farm bill's rural development title, according to several hundred rural elected officials in NACo's June 2001 Rural Action Caucus Farm Bill Survey.

The Senate's version also includes various initiatives aimed at bridging the digital divide through loan and grant programs for advanced broadband telecommunications, a grant program to fund firefighter and emergency medical first responder training, and a simplified grant program aimed toward small, rural communities that are struggling to adhere to environmental regulations.

House bill

The House of Representatives passed its version of the farm bill in early October. The House version contains several rural development provisions including a regional strategic planning initiative aimed at

helping rural communities identify economic development and other challenges in their respective areas. The House also passed a NACo-sponsored amendment by Reps. Eva Clayton (D-N.C.) and John Peterson (R-Pa.) that will add an additional \$1 billion over 10 years to rural development spending that will be split between community water assistance grants, strategic planning initiatives, and value-added agricultural grants.

Given the relatively short time constraints on the Senate to act before the end of the year, and the difficult task of negotiating a bill out of a House-Senate Conference Committee, final passage of the bill is uncertain as this article goes to press.

Bioterrorism preparedness funding now a matter of House/Senate negotiations

By SALLY McELROY
ASSOCIATE LEGISLATIVE DIRECTOR

As of press time, House and Senate conferees had begun deliberations on H.R. 3338, which contains defense and emergency spending appropriations. Included in H.R. 3338 are appropriations for bioterrorism preparedness. While final figures are not yet determined, it is expected that overall appropriations for bioterrorism preparedness will come in at \$2.5 billion.

Senate bill

The Senate-passed FY02 Defense appropriations bill includes a section allocating the remainder of the \$40 billion in emergency funds Congress approved immediately following the attacks of Sept. 11. Funding for bioterrorism preparedness efforts are included in this bill at about \$3.1 billion. Funding for state and local public health capacity is tagged at \$1 billion, including \$100 million for improving hospital response capabilities, and \$525 million for food safety, among other provisions.

Elements of S. 1715 (also known as S. 1765), the Bioterrorism Preparedness Act of 2001, sponsored by Sens. Edward Kennedy (D-Mass.) and Bill Frist (R-Tenn.) were folded into the Senate Defense Appropriations bill. These provisions would determine where funds would be spent.

House version

The House-passed version of the defense and emergency spending bill, which was approved a few weeks ago, includes a total of \$2 billion for bioterrorism preparedness with \$613 million for federal, state, and local bioterrorism preparedness and \$400 million for counter-terrorism aid to state and local governments.

In addition, the House, on Dec. 12, approved separate bioterrorism preparedness authorizing legislation, introduced by Reps. Billy Tauzin (R-La.) and John Dingell (D-Mich.). This bill would authorize \$2.96 billion, with about \$1 billion going to state and local governments and health facilities to improve preparedness. Other provisions include food safety improvements, drug and vaccine stockpiles and water supply safety.

House and Senate appropriators must now work out the differences between the two defense-emergency spending bills.

Passage of a final bill will likely be the last action taken before Congress adjourns. (County News will carry a full report in the Jan. 14, 2002 issue.) NACo supports bioterrorism preparedness legislation and funding, but prefers the Tauzin-Dingell bill language, which is, on the whole, more favorable to local governments.

BE RECOGNIZED!

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

2002 Achievement Awards Programs

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

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

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

Interested?

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

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

Legislation introduced to improve interoperability

By JEFF ARNOLD
DEPUTY LEGISLATIVE DIRECTOR

A bill to release parts of the 700 MHz spectrum for public safety purposes was introduced on Dec. 4 by Reps. Jane F. Harman (D-Calif.), Curt Weldon (R-Pa.), and others. The bill (H.R.3397) would deal with some of the interoperability issues and radio spectrum squeeze in public safety communications, recently listed as a NACo policy priority.

Law enforcement, fire, EMS, and other public safety agencies require radio spectrum for voice and data radio communications. These agencies maintain mobile radio systems for dispatching emergency personnel, delivering critical information to personnel in the field and coordinating on-scene emergency responses.

The systems typically consist of computer-aided dispatch centers, base stations transmitting signals from towers and other high elevation sites (wide area systems, especially in the 800

MHz band, require multiple transmitter sites), mobile radios in vehicles, portable hand-held radios, and mobile data terminals.

In 1997, Congress enacted legislation that would end television broadcast operations on channels 60-69 by Dec. 31, 2006. Channels 60-69 are in the 700 MHz band. The legislation also ordered the Federal Communications Commission (FCC) to allocate part of the same bandwidth for public safety purposes. Subsequently, the FCC reallocated spectrum in the range occupied by channels 63, 64, 68 and 69.

There was one caveat, however. All television stations, including those broadcasting on channels 60-69, could retain two channels (one for analog signals and one for digital or "DTV" signals) beyond 2006 if fewer than 85 percent of the households in their markets had digital televisions or other means of receiving a digital TV signal.

While some television stations have ceased operating on the channels reassigned to public safety agencies, other stations have not because of the 85 percent benchmark. In these areas, public safety use must await clearing of existing television stations.

The proposed legislation would retract the 85 percent digital rule for channels 63, 64, 68, or 69. This would ensure that the spectrum reallocated for public safety services would not be occupied by co-channel broadcast stations after Dec. 31, 2006, allowing state and local governments

to plan, design, fund, and construct systems in anticipation of that date.

(For more information, contact Jeff Arnold at (202) 942-4286 or jarnold@naco.org. Robert M. Gurs of the law offices of Shook, Hardy & Bacon L.L.P. contributed to this story.)

Miami-Dade County wins SOLUTIONS Award

By BRYAN GOLD
PTI

A trio of Florida counties led by Miami-Dade lifted counties to their best finish in three years in the 20th annual SOLUTIONS Awards competition.

Florida's Sarasota and Pinellas counties picked up honorable mention awards while Arlington County, Va., and fellow NACo member, New York City, received special recognition for entries based on the emergency response following the Sept. 11 terrorist attacks.

After cities swept last year's honors and most of the awards the year before, counties roared back in 2001 by taking about half of the winning, honorable mention and special recognition awards selected from among more than 200 entries. Entries were placed in a category based on population: small being up to 99,999 residents, midsize being 100,000 to 699,999 residents and large being 700,000 and more residents.

PTI is the nonprofit technology research, development and commercialization organization of NACo, the National League of Cities (NLC)

and the International City/County Management Association (ICMA).

Officials from the three organizations, including NACo Chief Technology Officer Bert Jarreau, were among the judges.

Those judges picked Miami-Dade County, Fla. as the winner in the large category. The winning entry — S.P.I.R.I.T. (Simultaneous Paperless Image Retrieval Information Technology) Optical Imaging Project — has enabled the nation's fourth largest traffic court in the nation's eighth most-populated county to develop "a series of information technology solutions synergistically weaved together in an electronic architecture that maximizes positive outcomes and meets countless operational requirements," notes the entry description. Pinellas County, Fla. received honorable mention for Next Generation Public Safety Communication Capabilities.

In the mid-sized category Sarasota County, Fla. received honorable mention for ARMS (Automated Rainfall Monitoring System). Special recognition was given to

Arlington County's entry, which was based on a horrific, one-time event instead of an ongoing project that is usually the foundation for most entries. New York City was also given special recognition.

Winners and honorable mention and special recognition recipients will receive their awards during PTI's Annual Conference April 11-13, 2002 in Scottsdale, Ariz.

Other judges for the annual event were Marc Shapiro of NLC, Bert Waisanen of ICMA, Tom Halicki of the National Association of Towns and Townships, Michael Rogers of the Metropolitan Washington Council of Governments, Ellen Perlman of *Governing Magazine*, Daniel Abernathy of Siemens Enterprise Networks, and Lawson Brooks of ACS, State and Local Solutions.

(Additional information about PTI, the SOLUTIONS Awards program and the Annual Conference is available by calling (202) 626-2400, by e-mail at solutions@pti.org or online at www.pti.org. Gold is PTI director of communications.)

Gonzales testifies on security preparedness

By STEPHANIE OSBORN
ASSOCIATE LEGISLATIVE DIRECTOR

NACo President Javier Gonzales, testified before the Senate Governmental Affairs Committee, Dec. 11, demanding better coordination from federal agencies and increased assistance to counties for preparedness and security.

"The FBI must do a better job of sharing intelligence information with local officials," Gonzales told the committee. He also said improvements are needed to the Health Alert Network, the primary communication tool used by the Centers for Disease Control to disseminate urgent public health information, and federal legislation is needed to release 700 MHz spectrum and increase the interoperability of local public safety communications systems.

Gonzales repeated counties' call for a \$3 billion local anti-terrorism block grant to help finance emergency preparedness investments, and for adequate funding of local public health infrastructure under the Public Health Threats and Emergencies Act.

The block grant proposal, an outcome of NACo's Homeland Security Task Force meetings this fall, is aimed at terrorism prevention and preparedness at the county level.

It could fund such expenses as

updated planning, command centers, equipment purchases, training and emergency drills.

"Counties have a significant role to play in our new national strategy for homeland security," Gonzales told committee chairman Joseph Lieberman (D-Conn.) and other senators. "We are the public's first defense, but we do have limited resources and will need additional support and cooperation from the federal government in order to succeed."

"There will be funding," replied Sen. Pete Domenici (R-N.M.). Domenici is the highest ranking Republican on the Senate Budget Committee.

Also testifying at the hearing was Jay Fisette, chairman of the Arlington County (Va.) Board, who relayed lessons learned from the county's experience responding to the Sept. 11 attack on the Pentagon.

Fisette recommended that a national strategy be developed regarding the public health capacity for mass casualties, that Congress enact legislation to legally indemnify localities while assisting others under mutual aid agreements, and that the federal government enter into formal memoranda of agreement with local governments on responses to emergencies at federal installations within their jurisdictions.

In Memoriam...

Public Lands Steering Committee member dies

Box Elder County (Utah) Commissioner Steven Lee Holmgren died Dec. 8 in Brigham City, Utah. He was 57 years old.

At the time of his death, Holmgren was an active member of NACo's Public Lands Steering Committee and had been an enthusiastic grassroots lobbyist on behalf of NACo's public lands legislative priorities.

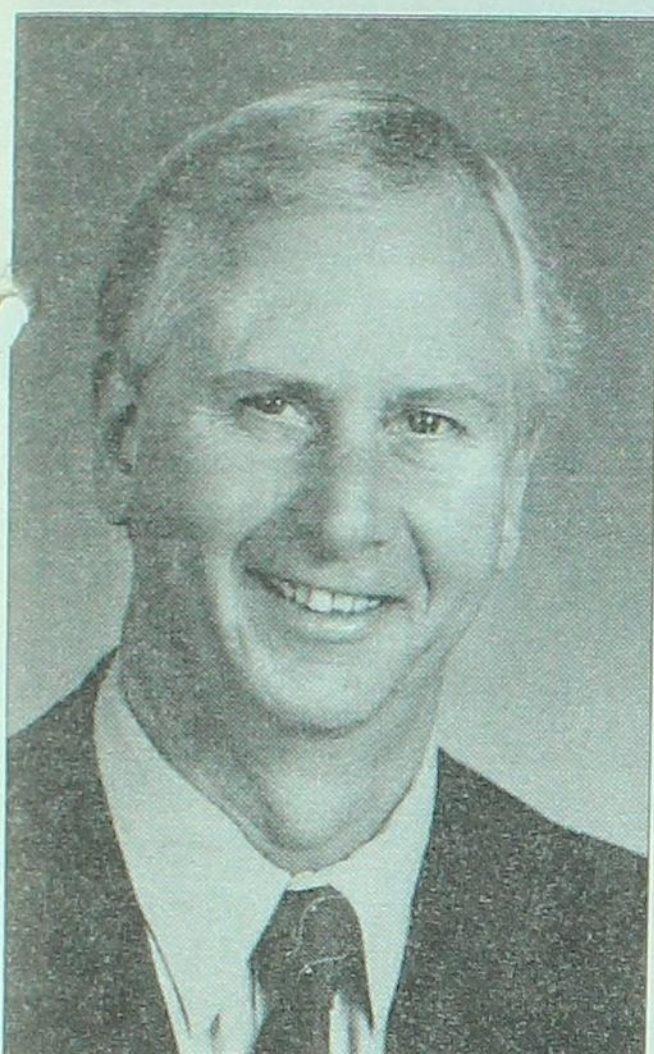
A lifelong farmer and rancher, he was a partner of Holmgren Land and Livestock. Prior to serving on the Board of County Commissioners, he had served on the Bear River City Council, and then served as mayor of Bear River City.

Got Some News?

Let us know...

(202)942-4210 Fax:
(202)393-2630 E-mail:
cnews@naco.org

NACo Executive Director selected as NAPA Fellow

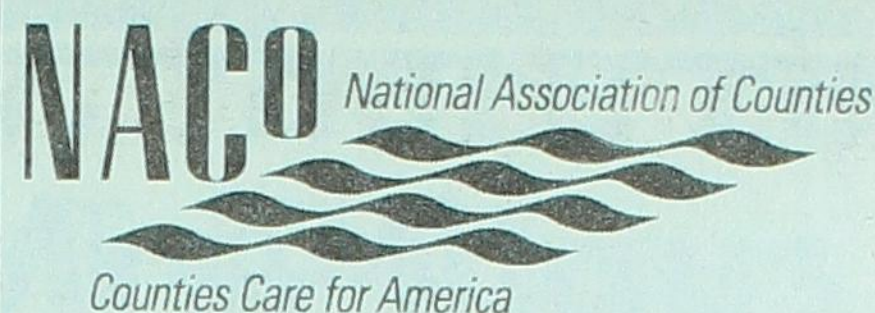


NACo Executive Director Larry Naake has been selected as a Fellow of the National Academy of Public Administration. The academy is an independent, nonpartisan organization chartered by Congress in 1984 to assist federal, state and local governments in improving their effectiveness, efficiency and accountability.

Nearly all academy activities are conducted through panels, composed of Academy Fellows, with expertise in the area of examination. There are more than 550 Fellows. Current and former Cabinet officers serve as Fellows, as well as members of Congress, governors, legislators, public managers, diplomats, business leaders and scholars. Current Fellows nominate candidates for membership.

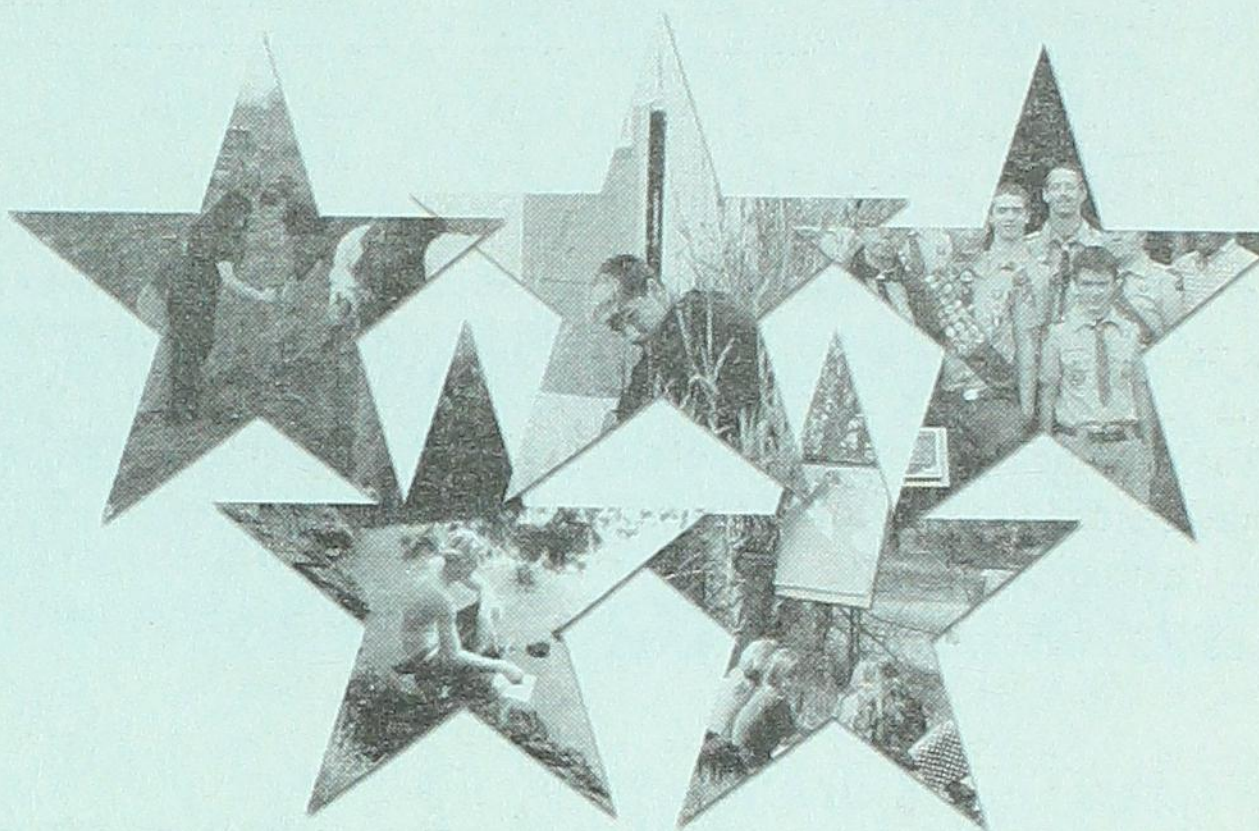
Joining Naake as a 2001 Fellow is David Janssen, chief administrative officer, Los Angeles County, Calif. Among others also selected as Fellows are Mary Ann Wyrsh, deputy high commissioner, United Nations High Commissioner for Refugees; Robert Mallett, senior vice president for corporate affairs, Pfizer, Inc.; Hannah Sistare, minority staff director and counsel, Senate Governmental Affairs Committee; and Nicolas Godici, acting director, U.S. Patent and Trademark Office.

For more information on the National Academy of Public Administration, visit its Web site at www.napawash.org.



5 Star Restoration

Grant applications



NACo is now accepting applications for the 2002 Five Star Restoration Challenge Grants. The grant program awards and aids community-led initiatives that focus on wetland and watershed restoration. NACo conducts the program with support from the National Fish and Wildlife Foundation, Wildlife Habitat Council, the U.S. Environmental Protection Agency and the National Marine Fisheries Service.

◆ Five Star projects emphasize partnerships and collaboration and must be augmented with substantial funding from broad-based community partnerships.

◆ Local government involvement is also a cornerstone to any community-based restoration project. Counties, cities, towns and townships all play a critical role in bringing together the necessary players needed to accomplish successful restoration projects.

◆ In 2001, 60 projects out of nearly 250 applicants received an average \$10,000 grant. Since 1999, 180 projects have been funded through the Five Star Challenge Grant Program, tallying over \$1.5 million.

To take advantage of this opportunity that can make your community a better place to live and enjoy, visit www.nfwf.org/programs/5star-rfp.htm. The Five Star Restoration Program is a component of NACo's Comprehensive Water Program.

For more information on this or any of NACo's Water Programs, contact Jason Shedlock, environmental assistant, at (202) 942.4252 or jshedloc@naco.org.

New Acts of Caring award offered

NACo's 2002 Acts of Caring program will feature a new award — the Youth Literacy Mentoring Award, which will be presented to the program that best addresses a community's need for mentoring young people to achieve traditional and technological literacy.

The awards program pays tribute to our nation's volunteers by recognizing outstanding county programs. In addition to the Youth Literacy Mentoring Award, two other special awards are also presented

— the Legacy Award for Excellence and Innovation and the Youth Service Award.

Other categories for awards are civic education and public information, criminal justice, elderly services, emergency management, environment, health services, libraries, parks and recreation, programs for children and youth, and social services.

The awards will be presented in a ceremony on Capitol Hill in April during National County Government

Week, which will be held April 7–13, 2002. The deadline for entries is Jan. 18, 2002.

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

(All applications must be received by Jan. 18, 2002, in order to be considered. For additional information or questions, please call (202) 942-4222.)

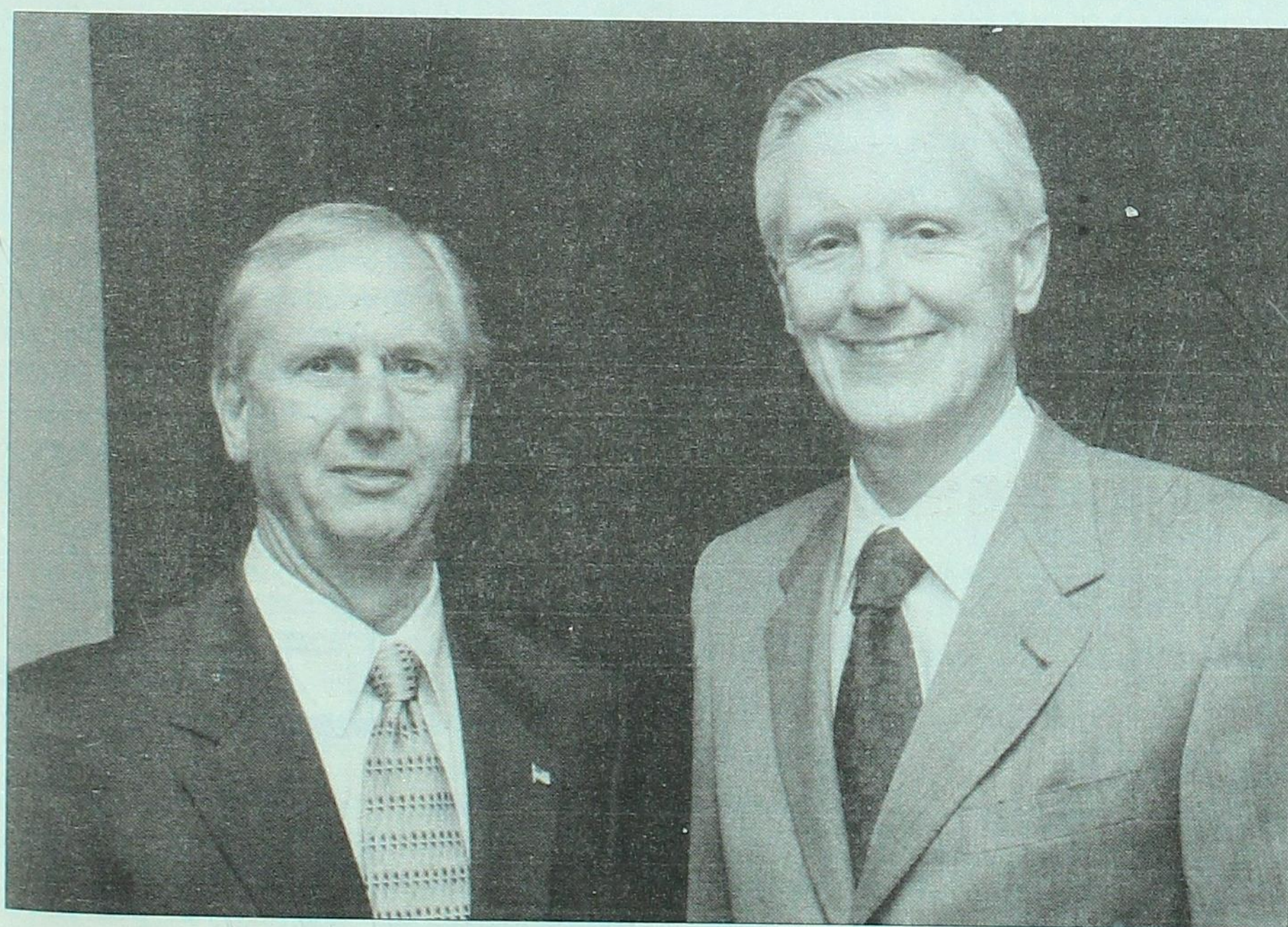


Photo by Steve Barrett

Maricopa County Administrator David Smith (r), seen here with Larry Naake, NACo Executive Director, was honored as one of Governing's Public Officials of the Year 2001 at a dinner on Nov. 15 in Washington, DC.

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

The deadline for entries for the 2002 program is Jan. 18, 2002. To find out more about the awards, please contact Tom Goodman at (202) 942-222.

What is an Act of Caring?

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

Who is Eligible to Participate?

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

Eligible programs must:

- Exist at least one calendar year prior to the application date.
- Enlist community participation on a volunteer basis.
- Include the participation of the county (officials and/or staff) in a significant and ongoing role.
- Serve as a model program and be replicable.
- Demonstrate measurable outcomes that benefit the community.
- Submit a completed application no later than January 18, 2002.

Acts of Caring Awards

Up to 33 programs will be recognized and deemed examples of outstanding Acts of Caring. Based on county size, as many as three programs will be recognized in

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

Legacy Award for Excellence & Innovation

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

Youth Literacy Mentoring Award

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

Youth Service Award

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

Population Categories

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

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

Application Deadline

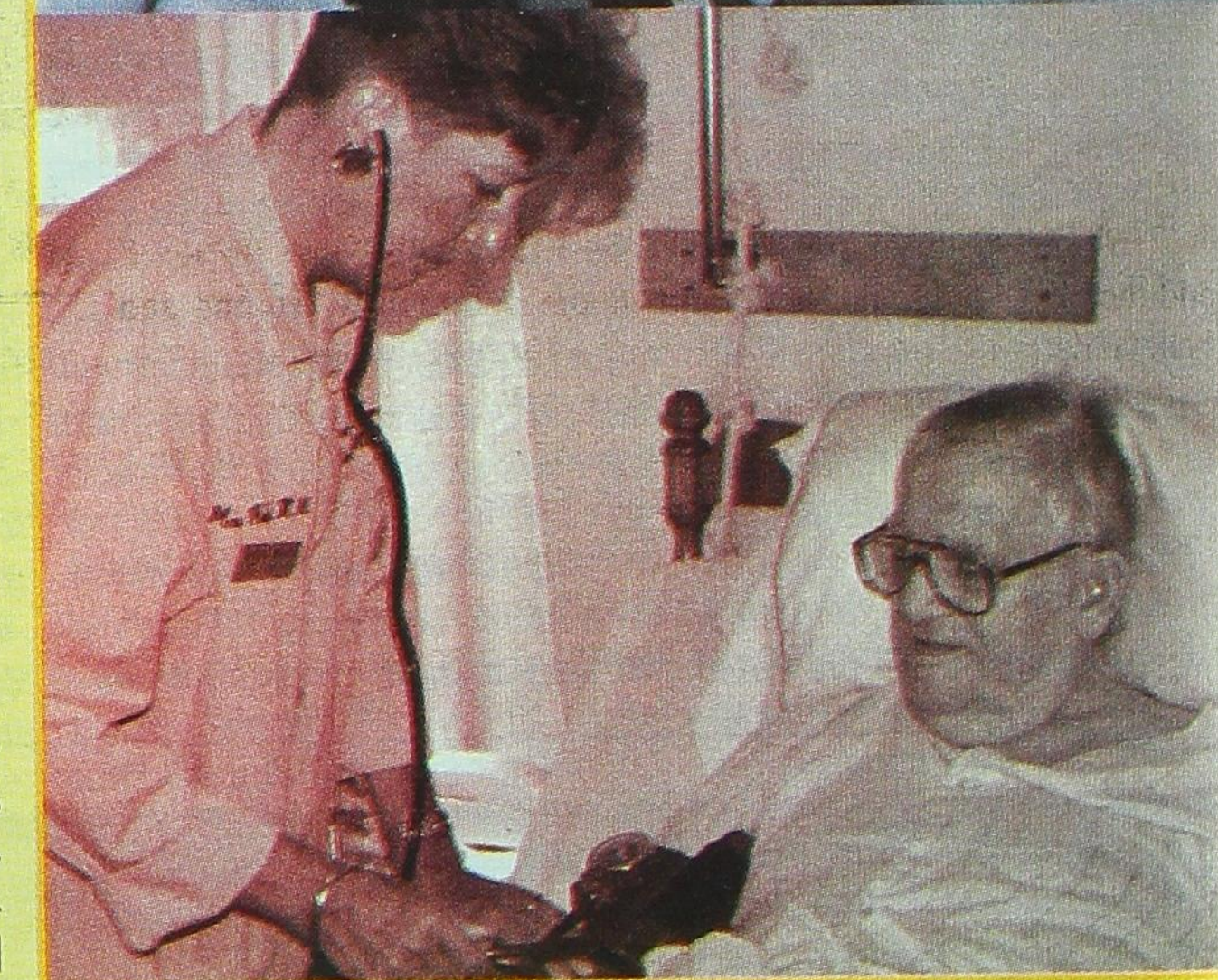
Applications must be received at the following address on or before Friday, January 18, 2002. No applications will be accepted or considered after this date. Faxed or e-mailed copies will not be accepted.

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

To ensure receipt, please include a stamped, self-addressed envelope with each submission. No other acknowledgment of receipt will be made.

Program Judging

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



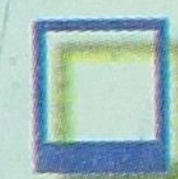
Announcement of Awards

All Acts of Caring honorees will be recognized at a national ceremony to be held in Washington, DC during National County Government Week in April 2002. Additionally, they will be recognized in *County News*, on the NACo Web site and in all national media releases and promotions.

How To Apply

Applicants should submit three copies of completed applications accompanied by an application form. Each should be typed, double-spaced and in 12-point font or larger. Completed appli-

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

 **Nationwide
Financial**

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

Yes Mecklenburg County, there really is a Santa Claus ... and Mrs. Claus too!

By M. MINDY MORETTI
SENIOR WRITER

Not everyone can say a room lights up when they enter, even if that person is an elected official. But once a year when Mecklenburg County (N.C.) Commission Chairman Parks Helms enters a room, he knows that is exactly what is going to happen.

Helms is in his third year of playing Santa Claus for the county's annual Paperback Presents Plus holiday celebration. Since 1988, county employees have donated new and used books for less fortunate children and adults. Each year, as part of the program, the county throws a party for some area school children. The children are treated to lunch, musical performances, gift bags with a new book and best of all, a visit from the big man himself, Santa Claus.

"I was reluctant to be Santa Claus at first," Helms said when he was approached in 1998 after the previous Santa Claus retired. "I never thought of myself as dressing up in a red suit, but when I did it the first time, I really enjoyed it. When you see these young children and their eyes light up. They really did believe that I was Santa Claus."

Helms said playing Santa Claus, as well as participating in his church's Christmas tableau for nearly 40 years has really helped him understand what Christmas is all about.

Also sharing in the special meaning of the season for the first time this year was Mrs. Claus. Commission Vice Chair Becky Carney has helped with the event in the past, but never in such a special capacity.

"When you're in an elected position you get so few chances to do these fun things that really do have an impact right at the heart of these children," Carney said.

Playing Mrs. Claus came naturally to Carney who has five grown children and has done children's theater in years past.

"I tried to hug each of the children and give that gentle touch that Mrs. Claus would," Carney said. "They asked me all sorts of questions like 'Is really your husband?' And you're in character, but you don't want to lie to them either. They truly believed I was Mrs. Claus."

Carney treated the children to her rendition of 'Twas the Night Before Christmas and just as she reached the part where a clatter was arising out on the lawn, a clatter began arising in the lobby of the government center and Santa Claus arrived in all his jingly glory.

In his role as Santa Claus, Helms

lead the children in singing carols, passed out presents and of course, took the time to listen to what the children want for Christmas.

"When you go up the children you can feel them tugging at your coat. They just want to touch Santa Claus," Helms said. "I think for some of these children, it is perhaps the best Christmas they will have."

Even though most of the children were thrilled to meet Mr. and Mrs. Claus, Carney said there were a few in the audience who never quite warmed to the jolly duo.

"There was this one little girl, when I asked her what she wanted for Christmas, she just wouldn't speak and she had this little sad, distant look in her eyes," Carney related. "And I kept coming back to her and I got Santa to speak to her and she still wouldn't say anything. It was a reminder to me that not all children are happy and joyous at this time of year. It was a reminder that we must do more."

With the help of the Charlotte Hornets, the program collects about 3,000 books and other small gifts to pass out to the children at the party and in the community. Helms and Carney both strongly support the distribution of books as gifts because education is one of the Commission's primary responsibilities.

"To me," Carney said. "Every child should grow up with books. Books are the magic door that open the world for all children."

But part of the world that is opened to children is the ever increasingly secular world: a world where Santa Claus is almost banned from a holiday parade in a small Maryland community, and an elected official walks a fine line when portraying the happy ambassador of the holiday spirit.

"I realize that most of what we do is subject to criticism by some people and I think that it is important that we be sensitive," Helms said. "But there is no reason for those of us that celebrate Christmas to be prevented from sharing that experience. My sense is that Christmas is all about inclusiveness anyway. Christmas is love and that's what we're expressing when we give the gifts and share the joy of the season."

And were Carney and Helms worried that the events of Sept. 11 and the current war would dampen the joy of the season? Not one bit. Helms, who recently spent some time in New York City and at ground zero, took inspiration from the New Yorkers he met.

"I think everyone, New Yorkers

Photo by Charlie Cowins, Mecklenburg County Public Service and Information Department



As Mrs. Claus (Commission Vice Chair Becky Carney) looks on, Santa Claus (Commission Chair Parks Helms) gets ready to lead a group of Mecklenburg County (N.C.) children in a rousing rendition of "Jingle Bells."

in particular, are celebrating the season, perhaps with a greater appreciation of what it really means than they ever have before," Helms said. "I

think they are not going to allow anyone to take away the traditions that are so important to them and to us and I'm the same way. I'm simply not

going to allow those who take away our kind of life keep me from celebrating the traditions and values that are important."

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HOMELAND SECURITY

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NACo National Association of Counties
Counties Care for America

NACo LEGISLATIVE CONFERENCE

MARCH 1-5, 2002

HILTON WASHINGTON & TOWERS

TENTATIVE SCHEDULE

FRIDAY, MARCH 1

Affiliate and Subcommittee Meetings

Homeland Security Task Force Meeting

Pre-Conference Seminars (Separate Registration Fee Required)

9:00 a.m. – 4:00 p.m.

Workshop #1 – “What’s That You Said?”

Crafting and Developing Your County’s Message

SATURDAY, MARCH 2

Affiliate, Subcommittee and Steering Committee Meetings

Pre-Conference Seminars (Separate Registration Fee Required)

8:30 a.m. – 12:00 noon

Workshop #2 – High Impact Communication Skills:
Persuade, Encourage, Reassure, Convince

1:00 p.m. – 4:30 p.m.

Workshop #3 – Leading with Influence – Overcoming
Resistance to Change

1:00 p.m. – 4:30 p.m.

Workshop #4 – County Advocacy – Asserting Our
Leadership in a New Time with New Challenges

SUNDAY, MARCH 3

9:00 a.m. – 11:00 a.m.

Workshops

1:00 p.m. – 3:00 p.m.

Opening General Session

Speakers: **Tom Ridge**, Director, Office of Homeland
Security, The White House (invited)

Senator Tom Daschle, (D-ND), Senate
Majority Leader (invited)

Senator Trent Lott, (R-MS), Senate
Minority Leader (invited)

Rep. Richard Gephardt, (D-MO), House
Minority Leader (invited)

Rep. J. Dennis Hastert (R-IL), Speaker of
the House (invited)

3:30 p.m. – 5:30 p.m.

Workshops

3:00 p.m. – 5:00 p.m.

NACo Board of Directors Meeting

MONDAY, MARCH 4

8:30 a.m. – 10:00 a.m.

General Session

10:15 a.m. – 11:30 a.m.

Workshops

12:00 noon – 1:45 p.m.

Delegate Luncheon

Speaker: **George W. Bush**, President of the United
States (invited)

2:00 p.m. – 3:30 p.m.

Workshops

6:00 p.m. – 9:00 p.m.

President’s Reception & Dance

TUESDAY, MARCH 5

Capitol Hill Sessions/Congressional Office Visits

Hats Off to...

2001 Achievement Award Winners in Parks and Recreation

Safe Parks and Land Preservation Bond Referendum Broward County, Fla.

On Nov. 7, 2000, Broward County voters were asked to approve a \$400 million bond referendum to preserve and restore the remaining undeveloped natural lands and upgrade the county's park system. If the bond were approved, a homeowner of a property valued at \$100,000, with a homestead exemption of \$25,000, would pay approximately \$38 per year in taxes for the next 20 years. This proposal was among the largest of all such recent undertakings nationally.

The referendum came about because the Broward County Parks and Recreation Division, established in 1956, reached its 44th birthday with many of its facilities showing significant aging and deterioration. The park system struggled to keep pace with the area's booming population and its ever-increasing demands for recreation. Updates, improvements and repairs were needed in many of the facilities and areas run by the division.

There was another need in the county that was addressed by the referendum. In Broward County, the availability of undeveloped land for the wildlife and recreation was decreasing at an alarming rate. The county loses approximately 300 acres of natural lands and green spaces every year. It is estimated that in just four years, there won't be any undeveloped natural lands left if the pace of today's development continues.

The bond referendum was approved by 74 percent of the voters. It became the county's first effort to upgrade the park system in 22 years and it united the county's parks and recreation division and the Department of Planning and Environmental Protection. It is designed to protect and preserve the qual-

ity of life of residents of Broward County.

Senior Adult Summer Institute Howard County, Md.

The Senior Adult Summer Institute is a four-day program held Monday through Thursday on the campus of Howard Community College during summer break when there is ample parking and classroom space. This cooperative venture between the Howard County Department of Recreation and Parks and the Howard Community College is an educational and leisure program where participants can expand their minds about many interesting topics. The need for the program arose when a group of senior adults expressed an interest in designing, implementing and attending seminars and programs that would be uplifting, educational, fun, affordable and appropriate.

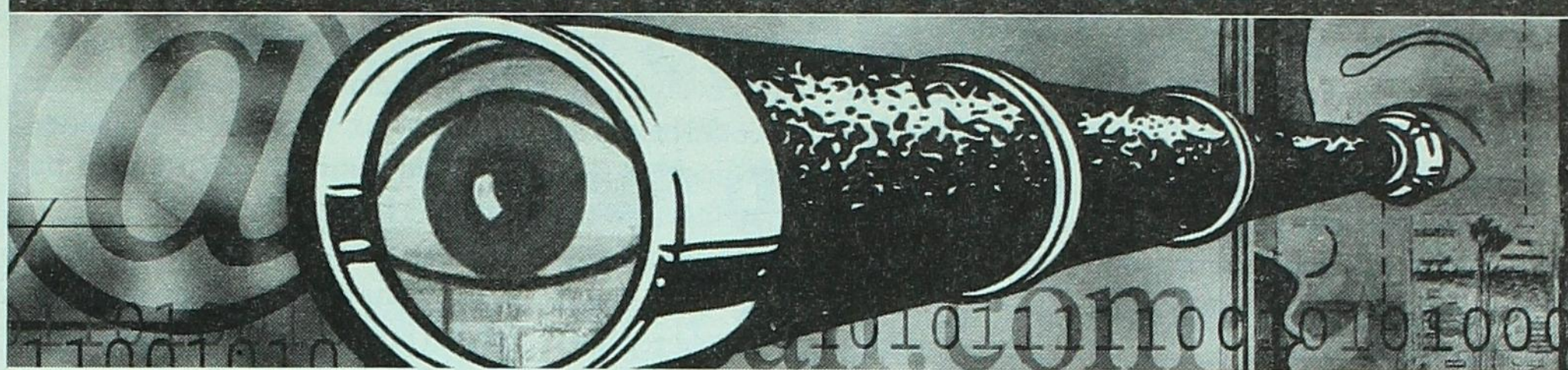
The cost of the program is minimal for those on a fixed income, only \$22-\$25 per person, depending on age. There is also a scholarship program for those in need.

A steering group was formed consisting of professionals from the recreation and parks department, Howard Community College Office on Aging and a group of dedicated volunteers. This group decides on the topics for each seminar and develops a marketing plan, policies and procedures.

The program has been extremely successful. It reaches its maximum registration within days of open registration. The steering committee, comprised of senior adults, professionals and interested parties, allows all groups to have input and recommendations for the program. Working cooperatively with other county groups and departments gives the program to pull from a greater pool of resources providing the best opportunities for the participants.

(Hats off to ... was compiled by Joseph Hansen, research intern and features 2001 NACo Achievement Award Winners. For more information, call (202) 942-4285.)

WEB WATCH



What's the Future Hold?

With the New Year fast upon us, Web Watch takes a look at sites that claim to hold the keys to the future. Believe it or not!

- It's a little odd looking and has a very long title, nonetheless *Predictions & Prophecy: Modern Predictions and Ancient Prophecy for the Millennium & Beyond* is a site worth visiting for all things prophetic: from the stock market to end-of-the-world projections to long term climate predictions. Just a note of caution: It would be a good idea to take a little skepticism along with you on your visit, but the place can be fun, and occasionally insightful. Fast forward to: www.wfs.org.

- Next to Nostradamus, perhaps America's best known prognosticator is Punxsutawney Phil, that plucky ground hog in Western Pennsylvania who knows when it's time to hunker down for more winter. Even though Feb. 2, Groundhog Day, is a month or so away, Phil's Web site — www.punxsutawneyphil.com — is

ready with a guide to the 2002 festival. And loads of other prognostication paraphernalia.

- On a more serious note about the future: If you want economic forecasts by region or globally through 2045, head over to www.bea.doc.gov, the home page for the Bureau of Economic Analysis, a division of the U.S. Department of Commerce.

- If you want a little more than economic forecasts, there is a site where you can get a visual overview of what is happening around the world. It's intended for teachers but works just as well for all of us. The United Nations *CyberSchoolBus Global Trends* site (www.un.org/cyberschoolbus/globaltrends) features trend reporting on population, children and health to name a few. Its stocked full with easy to comprehend charts and graphs.

- College football fans: Here's a site that owns up to its predictions.

College Football News.com reviews all its predictions — game by game — conference by conference for the entire 2001 season. See how they did at www.collegefootballnews.com/2001/2001_Predictions/Predictions.htm.

- Then there's color. Believe it or not, predicting trends for the new year's hot colors is big business. Fashion and furniture designers, car manufacturers, printers, even Web site developers want to be in fashion with the latest and most favored part of the palette. A good place to explore color predictions: www.visualartstrends.com/Ea/Ea6/eS15-forecast.html, the online publication of the Color Marketing Group.

(Web Watch is compiled by Bev Schlotterbeck, executive editor. She predicts that more readers will have a better time in 2002 if they read Web Watch faithfully. If you have a site you would like featured, please e-mail her at bschlott@naco.org.)

NOTICES

CONFERENCES

■ **The School of Public Affairs and The Center for Smart Growth at the University of Maryland** will hold *The National Smart Growth Leadership Program* in spring 2002. The program is designed to give policy makers and key officials from state and local governments, federal agencies and special interest organizations the ability to understand and communicate about smart growth. The program will be conducted in two weeklong sessions held at the Bolger Center in Potomac, Md. and through an intersession of online instruction. The classroom dates are March 4-8 and May 6-10, 2002. Tuition for the program is \$4,150, which includes tuition, course materials and light meals. For more information, visit the Web site at www.puaf.umd.edu/OEP/SmartGrowth/default.htm.

PUBLICATIONS

■ **The International Personnel Management Association (IPMA)** has published *Bilingual Pay: The HR Professional's Most Practical Resource for Developing a Strong Bilingual Workforce*. The publication offers information to employers regarding recruitment practices for an ever growing bilingual workforce. It offers ideas on how employers can develop a strong bilingual workforce. Included in the publication are a focus on how globalization

has affected the compensation of bilingual employees as well as how certain trends impact the global workforce, and incentive pay programs for bilingual employees. Bilingual Pay is free to all IPMA agency members, both in print and online. IPMA individual members can purchase the guide for \$20 each. Non-members can purchase it for \$40 each. To order, e-mail the IPMA Publications Department, indicating order code CPR-Bilingual, at: publications@ipma-hr.org. To order on-line, and for more information on HR Center products and services, visit: www.ipma.org, and select HR Center.

■ **The American Correctional Association (ACA)** published *Arresting Addictions: Drug Education and Relapse Prevention in Corrections*. The manual presents a drug education and relapse prevention program for substance abuse specialists and counselors. It offers ideas on how counselors can assist inmates with treatment, through motivational techniques which would helping them to avoid relapse. General factors of drug abuse are covered, including a detailed history and description of the major categories of abused drugs. To order copies of *Arresting Addictions*, contact ACA's customer service department at (800) 222-5646, ext. 1860 and ask for item #761-F-1. This book is available to ACA members for \$23.95 and to non-members for \$29.95. Please include \$6.25 for shipping and handling. More information about ACA can be found on the Web site at www.corrections.com/aca or www.aca.org.

NEWS FROM THE NATION'S COUNTIES

ARIZONA

The controversial **PIMA COUNTY** Comprehensive Land Use Plan, frequently mentioned in *County News*, is one step closer to reality after the County Planning and Zoning Commission recommended its approval.

According to the *Arizona Daily Star*, the Commission met for nine hours on Dec. 12 and heard from nearly 75 speakers.

The plan, proposed by County Administrator Chuck Huckelberry, would lower recommended housing densities on the far northwest side and the southeast side of Cortaro Farms Road. It would increase them in the urbanized south, southwest and southeast sides of the Flowing Wells area.

Despite opposition from residents, builders and ranchers, the commissioners recommended the plan by large margins with only a handful of changes.

Several commissioners did oppose the plan though stating they felt they were not given adequate time to review proposed changes.

The plan goes before the county supervisors at press time.

CALIFORNIA

The **SAN DIEGO** Board of Supervisors was poised to implement storm water regulations designed to keep beaches and bays clean, but could add thousands of dollars to the cost of housing.

A county staff report says the new regulations, which require the first six-tenths of an inch of storm water to be treated before being released, is expected to increase the cost of a median-priced house in the unincorporated area by \$2,200 to \$6,600.

Homebuilders and homebuyers may not like it, but the Board of Supervisors has little choice but to ratify the storm water permit by Feb. 21, 2002, since the regulations are enforceable through civil and administrative penalties. If the plan is not implemented by February, the county could be subject to fines of \$27,500 per day plus attorney's fees. The county's 18 cities and the San Diego Unified Port District would also be subject to such fines if they failed to comply.

The plan requires the county to regulate all new construction and land development, both residential and commercial, in terms of their runoff plans. Each of the county's governmental entities is also required to come up with a Standard Urban Storm Water Mitigation Plan by the February date.

The new regional regulations and this ordinance will place new operational and fiscal requirements on county departments. The costs can be broken into two general categories, program administrative support and land development/construction project costs.

FLORIDA

There were victims everywhere. The wail of the sirens could hardly be heard above noise of explosions. Fortunately, this wasn't another terrorist attack on America, but the start of the largest countywide terrorist attack simulation in America held recently in **PALM BEACH COUNTY**.

At a cost of \$100,000 the event, sponsored U.S. Justice Department, brought 44 agencies together to simulate the bio-terrorism disaster.

Emergency response teams from around the country were on hand to learn from the drill.

ILLINOIS

Thanks to the efficiency of new voting equipment, more voters will be able to vote in fewer locations in **PEORIA COUNTY** next election.

The number of county precincts has been reduced from 82 to 52. Not only will more efficient voting equipment make it easier for voters, but also the smaller number of precincts will save the county money and manpower.

"Fewer precincts will result in permanent and significant savings in the cost of conducting elections in Peoria County," County Clerk JoAnn Thomas explained. "For example, there will be an annual savings of \$27,000 in election judges salaries alone."

LOUISIANA

If something's not done soon, they'll be operating in the red at the **TANGIPAHOA PARISH** Animal Control and parish President Gordon Burgess is looking for ways to keep the service.

Burgess is proposing a 2-mill tax dedicated to animal control services and a private contractor to deal with loose livestock.

"We can't operate in red ink," Burgess told *The Daily Star*. "I would like to explore the possibility of having dedicated funds ... I would need the support of the people parishwide, the mayors and all the elected officials."

Animal Control is expected to finish \$127,375 in the red this year and \$208,975 in the red at the end of next year unless changes are implemented. The red ink is spreading despite \$160,000 a year from the parish general fund, \$50,000 from the health unit fund for rabies control and \$65,448 in contributions.

A 2-mill parishwide tax would raise about \$400,000 a year and coupled with service fees could support the agency's operating costs. Belt tightening measures are also being considered.

"We've got to do something to cut our expenses," Burgess said.

MARYLAND

On Dec. 11, **MONTGOMERY COUNTY** Executive Doug Duncan

and the majority of the county council signaled their willingness to increase property tax bills above a charter-imposed limit to help solve the county's budget woes.

According to *The Washington Post*, voters passed the cap in a property tax revolt in 1990 that the council has never overridden. However, faced with a potential \$212 million budget shortfall next year, officials are considering overriding the cap.

At the executive's request, the council adopted spending guidelines that assume next year's property tax rate will remain the same as this year's, rather than dropping by a penny per \$1,000 of assessed value, as charter limits require.

The cap can be overridden by a supermajority of seven of nine council members. If implemented, the change would give the county an additional \$8.4 million in revenue; it also could nullify the average homeowner's savings of \$25.40. A vote on overriding the cap is not expected until spring.

MISSISSIPPI

In an effort to collect on delinquent taxes, the **LEE COUNTY** tax collector plans to sell up to 175 mobile homes. The sale could recoup \$130,000.

Unlike real property tax sales, where owners have a two-year redemption period, mobile homes are considered personal property and there is no recourse after the sales gavel falls.

"We just want to make an effort to let people know this is a very serious thing," Tax Collector Leroy Belk Jr., told the *Mississippi News*. "It just seems to be falling on deaf ears."

According to Belk, this is the first time a sale of this sort has happened in Lee County, but it has happened in other nearby, small counties. While Belk is optimistic about the county recouping some of the money owed, because some of the mobile homes on the list have been moved from the county or cannot be found, he knows it will be impossible to collect it all.

OHIO

SUMMIT COUNTY wants you to take a hike. And to get you to do just that, they county recently unveiled a plan for hike-and-bike trails and greenways. The plan outlines nine key trails and six greenways that are the top priority and the most doable. The overall plan includes 500 miles of proposed trails, many with connections to the Ohio & Erie Canal Towpath Trail. The report includes possible trails, bike lanes and off-road trails for hiking, biking and horse-back riding.

According to an article in the *[Akron] Beacon-Journal*, not all the trails

in the report will be built and some could take up to 20 years to come to fruition. It largely depends on the support of the community. However, many of the trails and greenways in the report already have grass roots and some community support.

The report is the culmination of a \$188,000 project funded by the county and local communities.

SOUTH CAROLINA

With the county facing a \$2 million shortfall, Jim Hartmann, **SPARTANBURG COUNTY** administrator decided to cut the \$25 grocery store gift certificate bonuses that county employees receive each year. With 1,400 employees, the move will save the county about \$35,000.

But Hartmann isn't just eliminating the Christmas bonuses in an attempt to counterbalance the shortfall. He is also working to cut about \$1 million in personnel expenses by not filling vacancies and restructuring other jobs. The county is also hoping to save \$500,000 by limiting its office materials and equipment and delaying some infrastructure projects.

"We are not wanting to raise taxes so we're looking at every vehicle...every mechanism possible to avoid that," said Karen Floyd, chair-

woman of the county council.

County leaders said layoffs are a possibility but only as a last resort.

TEXAS

They are struggling with the problem of overcrowding in county jails in **LUBBOCK COUNTY** as well as other counties throughout the country.

The county's Commission Court recently voted in favor of hiring an out-of-state consultant to look at all possibilities.

"There may some of those who this assumption that a new jail is a given," Commissioner Kenny Maines said. But a new jail is not a given.

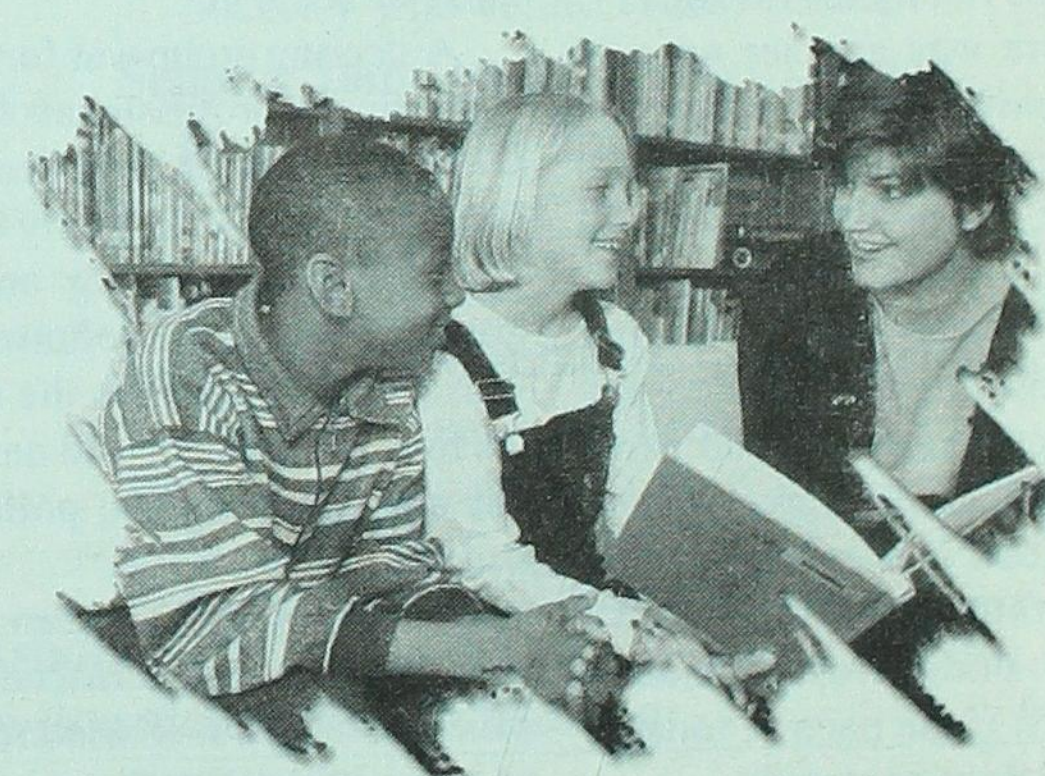
The consultant will look at all the current facility and a current policy to see what can be done to make the most of what the county currently has. Between FY00 and FY01, the county spent more than \$1.9 million on jail repair and renovation, yet the jail still failed a state inspection.

If it's cheaper in the long run to build a new jail, the commissioners would put a vote to the public.

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

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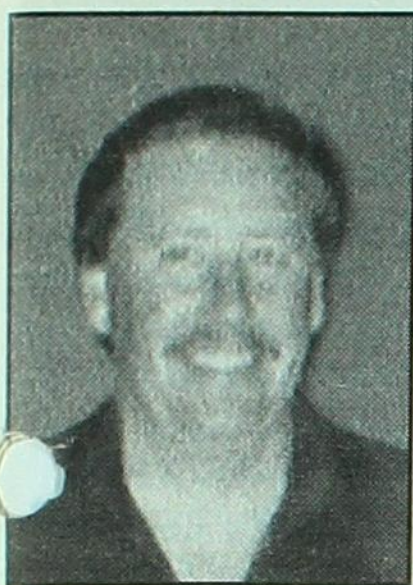
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NACo ON THE MOVE

NACo OFFICERS / COUNTY OFFICIALS



John Howard

• On Dec. 14, WIR First Vice President, Union County (Ore.) Commissioner **John Howard** spoke to more than two hundred attorneys participating in an American Law Institute—American Bar Association (ALI-ABA) course on the National Environmental Policy Act (NEPA). Commissioner Howard presented the county perspective on a panel discussion entitled “NEPA in an Intergovernmental Context.”

• On Dec. 7, Harrison County (Texas) Judge **Robert Eckels** represented NACo in a panel discussion, “Environmental Security: How Do We Adapt After 9-11?” at the National Press Club. Other panelists included EPA Administrator Christine Todd Whitman and Gov. Jim Gilmore (R-Va.). Eckels chairs NACo’s Environment, Energy and Land Use Steering Committee and is a member of the Homeland Security Task Force.



Robert Eckels

• NACo President **Javier Gonzales** and Cathy Pearsall-Stipek, president, National Association of County Recorders, Election Officials and Clerks, participated in a press conference on Dec. 5, in front of the Capitol in support of the “Help America Vote Act of 2001,” which is one of NACo’s legislative priorities for 2002.

• **Thomas P. Gordon**, New Castle County, Del. executive, addressed the U.S. Senate Judiciary Committee’s Subcommittee on Crime and Drugs on Dec. 5. Gordon testified about the use of federal grants funding for police personnel and equipment.

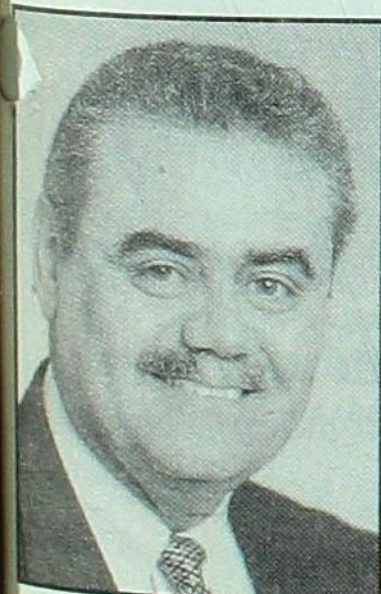
• NACo Information Technology Committee Chair and Hennepin County, Minn. Commissioner **Randy Johnson**, Dakota County, Minn. Information Technology Director **Jim Campbell**, and Bert Jarreau, NACo director of Information Technology, conducted a technology workshop entitled “E-Government: The Pitfalls of Convenience” at the Association of Minnesota Counties Annual Conference in St. Paul, Minn. on Dec. 4.

At this workshop, Jarreau discussed how the balance between privacy and security has shifted since Sept. 11, and NACo’s approach to privacy, security and e-government.

NACo STAFF

• **Steve Swendiman**, managing director of NACo’s Financial Services Center presented the US Communities Government Purchasing Alliance program to the Georgia chapter of the National Institute of Governmental Purchasing in Callaway Gardens, Ga. on, Dec. 10. He also presented the program to the National League of Cities meeting in Atlanta on Dec. 7 at a workshop during their annual conference.

• On Dec. 6 and 7, at the World Congress Center in Atlanta, GA, **Jacqueline Byers**, director of research, participated in spirited debate as a member of the National Civic League’s Model City Charter Revision Committee. When completed, the commission will tackle the Model County Charter. Also, on Nov. 29 and 30, Byers addressed classes in the masters in public affairs program at Cornell University in Ithaca, N.Y. Her topics were “Federalism, Devolution and Preemption.”



Edwin Rosado

• On Dec. 3 NACo Legislative Affairs Director **Edwin Rosado** participated as a panelist in a town hall meeting in Portsmouth, N.H. with Rep. John Sununu (R-N.H.), Thomas Skully, administrator the Centers for Medicare and Medicaid Services (formerly known as HCFA, which is the agency responsible for Medicare and Medicaid programs), Donald Shumway, the N.H. State Secretary of Health and Human Services, plus two practitioners in health care.

Rosado was asked to present a legislative briefing. The panel discussed numerous health care issues, legislation, and regulatory and funding alternatives.

RESEARCH NEWS

Holiday Celebrations — Live or Fake?

With the holidays upon us, it is interesting to find out some of the facts concerning holiday behavior. What about Christmas trees and flowers? What kind are the most popular? Do people buy real or fake? Where are they grown?

Industry statistics from the National Christmas Tree Association show that in 2000, 32 million people purchased real holiday trees (39 percent) while 50.5 million had artificial trees (61 percent). Just as we remember when we were young, the majority of trees purchased in 2000 were bought at a retail lot (27 percent) or chosen from a farm (29 percent). But figures for 1999 show that 60 percent of the trees were purchased from retail lots.

In 2000, retail lot sales were broken down to include chain store lots sales (Wal-Mart, etc.) and nonprofit groups (churches, boy scouts, etc.), which accounts for the sharp decrease. Only a small number of people reported not having a Christmas tree at all. Their reasons included, not feeling like it, away from home, too busy and religious reasons.

In Oregon, the leading tree producing state in the United States, growers began gearing up in late October for their annual period of shipping trees abroad. The Oregon trees go anywhere from Japan to Mexico. All exported trees must be inspected to receive phytosanitary certificates necessary to leave the state. Trees shipped from Polk County, home of one of the largest farms, go to Japan, Saipan and Hollywood early in the season. Many of the holiday specials viewed on television in December are filmed long before their airing date, and live trees are requested as early as October.

Most trees shipped to Asia go to stores and office buildings but rarely wind up in a home.

Nearly 33 million real trees are sold in North America each year, with 330,000 of those sold by E-commerce

In 2000, 32 million people purchased real holiday trees while 50.5 million had artificial trees.



or catalogue. Real trees are grown in all 50 states, but the majority of artificial trees come from China, Taiwan or Hong Kong.

Real trees can be recycled by locating the nearest recycling program. Go to www.realchristmastrees.org or call (800) CLEANUP (253-2687) to find the nearest recycling location. Historically, for every real tree harvested for Christmas, two to three seedlings are planted in its place the following spring. In 2001 over 73 million real tree seedlings were planted.

More than one million acres across the nation are in production growing Christmas trees. Each of these acres provides the daily oxygen requirements for 18 people. The real tree growing industry is huge. There are 15,000 growers across the country, with these farms employing more than 100,000 people.

It usually takes 15 years to grow a tree to six feet high, the average retail sale height, but the average growing time for most trees is seven years. The top selling trees are balsam fir, Douglas fir, Fraser fir, noble fir, Scotch pine, Virginia pine and white pine. The top tree growing states are Oregon, North Carolina, Pennsylvania, Michigan, Washington and Wisconsin.

Along with trees, the winter holidays, Christmas and Chanukah, see the largest purchase of flowers and plants. Flowers and flowering houseplants (think poinsettias which equal 87 percent of sales) sold during the winter holidays account for 29 percent of the annual sales, while mother’s day sales account for 26 percent.

Valentine’s Day purchases of flowers account for 15 percent, and Easter and Passover purchases account for 19 percent of all flower sales each year. Women purchase the vast majority of winter flowers (76 percent). More than half of all flowers and plants (51 percent) are purchased for gifts and 49 percent for the purchaser.

Happy Holidays from the research division.

(Information from the National Christmas Tree Growers Association and AboutFlowers.com was used in this article. Research News is written by Jacqueline Byers, director of research.)

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

THE H.R. DOCTOR IS IN

Every Manager a Security Manager

In past articles the HR Doctor has demonstrated — or at least tried to — that every manager must be an HR manager in order to be successful. The basic principles of HR, such as job relatedness, R-E-S-P-E-C-T, positive risk taking, and celebration of excellence are ways of behaving and performing on the job which transcend every specialty and every level in the organization. The days are now gone when a person managing engineers, Sheriff's Deputies, medical professions, teachers, clerks, maintenance workers — any profession — can hope to be successful or happy in their career, unless they can understand and apply HR principles. Technical skills in the specialty alone won't be enough.

Now the HR Doctor must tell you that there is a new imperative in our careers as public administrators. Every manager is also a security manager — whether you signed on to do that work or not.

What does it mean to be a security manager in the new era? It does not mean being a police officer on patrol, and it does not mean managing a force of security guards. The evolving paradigm of security is different from our past management expectations of the concept.

The traditional approach to security management focused on physical security, personnel security, and logistics security. It has often been assigned to esoteric personnel in the organization, with a mother lode of opportunity available to retired law enforcement officers.

That is not the way to manage the new version of the security business. The traditional model meant a focus on access control and physical security, such as locks on doors, cameras, x-ray machines and searches — you know, the airport routine! Personnel security focused on doing criminal history checks, driving history checks, drug tests, ID badges, etc.

Logistics meant supply chain security including inventory controls, and the transportation of supplies and products to reduce theft, waste, damage, fraud, etc. In the new model, all of those concerns remain in place and are, in fact, more important than ever.

To this pattern, we must now add a new and overarching element to our way of thinking; a model the HR Doctor calls the "human logistics approach."

Here the focus is on the interaction between people, processes, facilities and equipment. This is not a

responsibility to be safely and conveniently delegated to others. There is no chief of security. The chief of security in the new world of America is every employee and especially every manager.

There is a major role in the emerging security management model for technology. Certainly cameras, alarms, access control cards, retina scans, fingerprint readers and similar security technologies will have their place. However, no camera sys-

Every manager is also a security manager — whether you signed on to do that work or not.

tem is functional without humans to interpret and respond to anomalies. Finding job-related criminal convictions in an applicant's history are of no value unless they are interpreted and applied with an effective sense of relevance in relation to a specific position.

One county agency recently reviewed by the HR Doctor has 300 security cameras, but no one consistently watching the monitors! There are 150 ground floor entry doors in the facilities, but what good are they in controlling access when they are routinely kept unlocked or propped open for convenience. What good are employee ID cards if the cards are never displayed or linked to access control to particular shifts, sites and individuals? In the intelligence community itself, the same debate is now going on about the importance of human intelligence as well as electronic intelligence.

The bottom line of how to do the kind of modern and effective security this country needs now is to adopt a clear and new corporate mission — and ingrain that mission into the daily actions and behavior of employees, visitors, clients, vendors; everyone.

The corporate security model is Guardianship. Every manager and every employee, including and especially the elected officials and appointed organizational leaders, must act based on the new first line of the job description. They must

act as guardians of the organization by not walking by problems and anomalies.

The normal way of doing business should now include politely stopping people in the building without ID cards, being aware of packages left unattended, keeping doors locked when they should be, illuminating the dark parking lot, providing escorts for visitors or employees rather than have them wandering unchallenged throughout the buildings.

Guardians will review the physical layout of offices and make the changes necessary to limit access to work areas, to have effective, trained employee-receptionists, standardized protocols for conducting disciplinary action meetings, close liaison with law enforcement which includes prior planning and testing of security responses...the list goes on.

Regular readers of the HR Doctor articles know of the HR Doctor's mantra of "don't walk by something wrong." That applies to the symptoms of unlawful discrimination, workplace violence, poor performance and behavior, and much more in the general management world.

However, only those readers who have attended an HR Doctor seminar on Workplace Security or Workplace Violence will know the origin of that philosophy for this author. It arose from experience in another life — from time spent in the intelligence business, from training in counter-intelligence, and from working in the business during the time and in the place blown up by the Bader Meinhof terrorists in Europe.

Despite state of the art security at the time, the terrorists and their car bombs destroyed property and took lives. Our complacency and our arrogance was shattered when our own headquarters was attacked.

We have again been shaken by the actions of terrorists, this time in downtown America. We must adopt the Guardianship philosophy in every public agency and in the behavior of every public employee in America for us to apply the lessons of the past to bring about a safer nation in the future.

Contact the HR Doctor if I can help!

Stay safe — and don't walk by...

Phil Rosenberg

The HR Doctor
www.hrdr.net

JOB MARKET/CLASSIFIEDS

CIVIL ENGINEERING, HIGHWAY — LANCASTER, PA.

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DEPUTY COUNTY ADMINISTRATOR — FRANKLIN COUNTY, OHIO.

(Unclassified) Franklin County Board of Commissioners. Starting salary for this position is \$110,443 annually, plus employee and employer share of PERS retirement (no Social Security) and an outstanding benefit package.

Franklin County is the 33rd largest county in the United States and is home to approximately 1,063,000. Franklin County operates under an Administrator-Commission form of government with the administrator being the appointing authority for department under the Board of Commissioners. The County has a budget of \$1.2 Billion and a combined workforce of over 7,000. Located in Central Ohio, we are home to the state capital, and to The Ohio State University. The County has a stable yet diverse economy combining urban attributes with small town friendliness. Franklin County is full of charming, quiet communities, all with excellent schools, businesses and public services, making Franklin County a great place to live and work.

The County Administrator seeks a highly seasoned professional with a track record of success as a County Assistant/County Administrator, or as a City/Assistant Manager. The person should be someone who has demonstrated skills in working with independent boards, elected officials, community groups, and the public. He/she should have a strong background in budget development, strategic planning, human resources and overall management skills. The person will hold a Master's degree (strongly preferred) in Public Administration, Business Administration, or similar field and have at least 8 years experience.

Starting salary for this position is \$110,443 annually, plus employee and

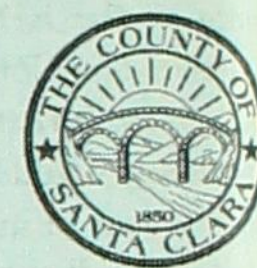
employer share of PERS retirement (no Social Security) and an outstanding benefit package.

Submit a cover letter, resume and three references to the Franklin County Human Resources Department, 373 S. High St., 25th Fl., Columbus, OH 43215 no later than January 11, 2002. This position is unclassified and serves at the pleasure of the Appointing Authority. -EOE-

DEPUTY COUNTY EXECUTIVE — SANTA CLARA COUNTY, CALIF.

\$138,975 to \$178,335 Annually (Depending on qualifications)

The County of Santa Clara seeks a proven public administrator with superior leadership, interpersonal and communication skills to fill the critical executive management position of Deputy County Executive. This position is appointed by and reports to the County Executive Officer, and depending on specific assignment may be responsible for managing administrative functions/special projects, providing liaison for major county agencies and establishing county wide policies and operating procedures. We are looking for an individual with extensive administrative experience in the public sector who possesses the ability to work with and within a multi-cultural and multi-ethnic employee and community population.



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DIRECTOR — WASHINGTON, D.C. Alcoholic Beverage Regulatory Administration for the District of Columbia. Approximate Salary Range: \$100,000 to \$120,000 — Beginning Salary Negotiable, DOQ's.

The Alcoholic Beverage Regulatory Administration (ABRA) for the District of Columbia is responsible for licensing alcoholic beverage establishments in the District and ensuring that these businesses comply with the laws pertaining to the sale, storage, import,

See JOB MARKET on page 15

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JOB MARKET/CLASSIFIEDS

JOB MARKET from page 14

transport and manufacturing of alcoholic beverages in the District. ABRA recently became an independent agency. It is governed by a 7-member Alcoholic Beverage Control Board (Board). Board members are appointed by the Mayor with the advice and consent of the City Council. Members serve 4-year overlapping terms. Board responsibilities include issuance, renewal, transfer, suspension and revocation of licenses, investigation of complaints, inspection of establishments, establishing policies and procedures for (ABRA) and the appointment of the ABRA Director, General Counsel and Community Resource Officer. The **Director** is the agency head and is appointed by the Board to renewable 4-year terms. Responsibilities include providing leadership and management to a growing organization of 36 people with a \$2.6 million operating budget with anticipated near future growth to 50 employees and a budget of \$5-8 million. Initial challenges include securing new office space and developing in-house capacity in administrative support areas previously handled by the D.C. Government. The Director is responsible to properly organize all ABRA activities, prepare the annual budget, plan for and implement future growth plans and is expected to continually evaluate and improve organizational programs, procedures and performance.

Requirements include: a Bachelors degree in Public or Business Administration or related field and a significant amount of responsible and comprehensive professional level governmental experience including successful management and supervisory experience **OR** an equivalent combination of training and experience. Knowledge of regulatory agency functions is required including licensing, investigations and adjudication. **If you are interested in this outstanding opportunity, please submit your resume immediately to:** Robert E. Slavin, President: **Slavin Management Consultants:** 3040 Holcomb Bridge Road, Suite B-1; Norcross, GA. 30071; Phone: (770) 449-4656; Fax: (770) 416-0848; E-mail: rs1avin101@aol.com.

EQUAL OPPORTUNITY EMPLOYER/RECRUITER

DIRECTOR OF SOCIAL SERVICES — ONSLOW COUNTY, N.C.

The Onslow County Board of Social Services is seeking qualified applicants for the Director of Social Services position.

MINIMUM TRAINING AND EXPERIENCE: Master's degree in social work and two years of supervisory experience in the delivery of client services; or a bachelor's degree in social work and three years of supervisory experience in the delivery of client services, one of which must have been in Social Services; or graduation from a four-year college or university and three years of supervisory experience in the delivery of client services, two of which must have been in Social Services.

Interested candidates must submit a N.C. State application form (PD107), attach college transcripts and forward to Onslow County Department of Social Services, Attention: Mr. Robert Swindell, Chairman, P.O. Box 1379, Jacksonville, North Carolina 28541. Applications must be received by January 18, 2002 to be considered. **Onslow County is an Equal Opportunity Employer.**

EXECUTIVE DIRECTOR — N.I.P.S.T.A.

Anticipated beginning salary \$90,000+ D.O.Q.E. and full range of benefits: 3 year contract/commitment expected.

Northeastern Illinois Public Safety Training Academy (N.I.P.S.T.A.)

Regional Agency formed by 16 jurisdictions seeks highly qualified candidates for its inaugural Executive Director position. NIPSTA's mission is to establish the Midwest's premiere training academy for police, fire, EMS, and public works personnel with a projected 2-year start-up budget of \$4 million. The Academy's 16 founding jurisdictions represent over 500,000 citizens in Chicago's most progressive suburban communities. Successful candidates will be high-energy, "entrepreneurial" professionals with strong management & organizational skills with the ability to: execute the agency's master site plan on 20 acres at the former Glenview Naval Air Station; execute the business plan; staff the agency; develop & deliver a broad training curriculum focused on high-quality, state-of-the art programs and courses geared toward law enforcement, fire, haz mat, EMS, rescue, disaster and public service response training; work under the direction of a 16-member Board. Bachelor's degree required; advanced degree(s), e.g., MPA, MBA, MA, or equivalent strongly preferred; min. 5-7 years increasingly responsible experience as a public management CAO, Asst. CAO, Department Head or similar experience required. An energetic, sophisticated, personable, "can-do" style with experience in local government administration or processes in a metropolitan area highly desired. Demonstrated leadership, interpersonal, communications, marketing and analytical skills essential. Experience in an executive capacity involving financial management, facility development, staffing, training and strategic planning under the guidance of a Board important. Anticipated beginning salary \$90,000+ D.O.Q.E. and full range of benefits: 3 year contract/commitment expected. Selection of finalists for interview expected in early February, 2002. Inquire/apply in confidence at once to NIPSTA's consultants: Gregory T. Kuhn, Ph.D., or Heidi J. Voorhees, Vice-Presidents, The PAR Group, 100 N. Waukegan Road, Suite 211, Lake Bluff, IL 60044. TEL: (847) 234-0005; FAX: (847) 234-8309; E-mail: resume@pargroupltd.com.

PLANNING AND ENVIRONMENTAL ANALYST — WASHINGTON, D.C.
GS-0301-13/14. Vacancy Announcement Number: WO-02-07. Salary: \$63,211 per year - \$97,108 per year. Closing Date: 1/16/2002. Provides national level coordination and policy development and guidance. Addresses all issues of policy, guidance, and internal and external coordination involving the BLM's planning system and compliance with the National Environmental Policy Act (NEPA). Requires demonstrated leadership in land use planning, natural resource management and environmental analysis, and implementation of planning decisions. Knowledge is required in land use planning and natural resource management laws, regulations and policies. Applicants must have the ability to organize, manage, communicate, and collaborate with a variety of agencies and interest groups. The selected individual will have skill in using technologies to support planning and team efforts, such as databases, geographic information systems, web/internet-enabled information exchange sites, presentation software, project management tools, and alternative forms of telecommunication. For additional information about this position please contact: Human Resources Management, Bureau of Land Management, Eastern States Office, (703) 440-1500. The Federal Government is an Equal Opportunity Employer.

PLANNING AND ENVIRONMENTAL ANALYST — WASHINGTON, D.C.

GS-0301-13/14. Vacancy Announcement Number: WO-02-07. Salary: \$63,211 per year - \$97,108 per year. Closing Date: 1/16/2002.

Provides national level coordination and policy development and guidance. Addresses all issues of policy, guidance, and internal and external coordination involving the BLM's planning system and compliance with the National Environmental Policy Act (NEPA). Requires demonstrated leadership in land use planning, natural resource management and environmental analysis, and implementation of planning decisions. Knowledge is required in land use planning and natural resource management laws, regulations and policies. Applicants must have the ability to organize, manage, communicate, and collaborate with a variety of agencies and interest groups. The selected individual will have skill in using technologies to support planning and team efforts, such as databases, geographic information systems, web/internet-enabled information exchange sites, presentation software, project management tools, and alternative forms of telecommunication. For additional information about this position please contact: Human Resources Management, Bureau of Land Management, Eastern States Office, (703) 440-1500. The Federal Government is an Equal Opportunity Employer.

PUBLIC WORKS DIRECTOR — TRAVIS COUNTY, TEXAS

Travis County is an integral part of Austin, TX. Known as Hill Country, Austin is often included among the "most livable cities" in the United States. Livable because Austin has the best of both worlds, small enough to easily learn your way around town, yet it has the amenities of a larger city. Austin is a haven of live music and entertainment, good food, a wealth of neighborhood festivals and celebrations, and beautiful parks. Having over 300 days of sunshine, several lakes, golf courses, and biking trails Austin is an outdoor enthusiast dream.

Transportation & Natural Resources (TNR) is a diverse entity within Travis County government. Our Executive Director is an appointed official who reports directly to the Commissioners Court governs the department. Our responsibilities range from park, land, and natural resource preservation to the engineering, design, construction, and maintenance of roads, drainage and bridges. As a result of our growth and responsibility to our county constituents, we have two opportunities available in the Transportation & Natural Resources Department.

The ideal candidate will manage, plan and direct the development and implementation of the county's capital improvements program. Responsibilities will include planning, budgeting, design, and construction of complex capital projects including major arterials, bridges, drainage, and park improvements. Oversees the right-of-way negotiation and land acquisitions. Manages the surveying and construction inspection of capital projects. Develops, initiates and reviews programs to evaluate and assess department and County operations.

Qualifications include experience and education equivalent to a Bachelor's degree in Civil Engineering or closely related field plus 8 years of experience in developing and managing a public works program which includes at least 5 years of management experience. The position requires registration as a Professional Engineer in the State of Texas.

Benefits include:
• Health and dental insurance
• Supplemental life insurance
• Participation in the Texas State Employee Retirement System
• Paid sick leave, personal holidays, and vacation

Interested candidates send resumes and letters of interests to:

Travis County
Human Resources Management Department
Attn: Ronny McClarron
P.O. Box 1748
1010 Lavaca St., 2nd Floor
Austin, TX 78767
Website address: www.co.travis.tx.us
E-mail: resumes.hr@co.travis.tx.us

SOCIAL SCIENTIST — WASHINGTON, D.C.

GS-0101-13/14. Vacancy Announcement Number: WO-02-06. Salary: \$61,749 per year - \$94,862 per year. Closing date: 1/16/2002. Serves as social sciences expert and national coordinator for the human dimensions of land use planning system, NEPA activities, resource assessment, community support, ecosystem sciences, resource economics, and resource conservation and use. Develops and recommends national program policies, objectives, standards, guides, and procedures for integration of the social sciences into land management activities. Requires the ability to identify and analyze social/economic conditions and trends pertaining to land use planning, community development, and natural resource management primarily in the Western United States. Applicants must have the ability to develop, manage and provide leadership for a nationwide social sciences program that includes analysis of resource management decision making, multi jurisdictional land use

planning, and collaboration with communities at State, regional, Tribal, partner, interest groups, and local levels.

You can submit your resume on the USAJOBS Web site at www.usajobs.opm.gov. For additional information about this position please contact: Human Resources Management, Bureau of Land Management, Eastern States Office, (703) 440-1500. The Federal Government is an Equal Opportunity Employer.

TRAFFIC ENGINEER — TRAVIS COUNTY, TEXAS

Travis County is an integral part of Austin, TX. Known as Hill Country, Austin is often included among the "most livable cities" in the United States. Livable because Austin has the best of both worlds, small enough to easily learn your way around town, yet it has the amenities of a larger city. Austin is a haven of live music and entertainment, good food, a wealth of neighborhood festivals and celebrations, and beautiful parks.

Having over 300 days of sunshine, several lakes, golf courses, and biking trails Austin is an outdoor enthusiast dream. Transportation & Natural Resources (TNR) is a diverse entity within Travis County government. Our Executive Director is an appointed official who reports directly to the Commissioners Court governs the department.

Our responsibilities range from park, land, and natural resource preservation to the engineering, design, construction, and maintenance of roads, drainage and bridges. As a result of our growth and responsibility to our county constituents, we have two opportunities available in the Planning and Engineering Services Division.

This position manages the Traffic Program and provides Professional Engineering certification for numerous and concurrent traffic and public works projects in various stages of completion. The Traffic Engineer will determine scope of projects, develop project schedules and budgets, and supervise all professional and technical staff in the Traffic Program.

Qualifications include experience and education equivalent to seven years of experience in engineering design, planning, surveying, or construction, two of those years in a lead or supervisory/managerial capacity plus a Bachelor's Degree in Civil Engineering or a closely related field.

The position requires registration as a Professional Engineer in the State of Texas.

Benefits include:
• Health and dental insurance
• Supplemental life insurance
• Participation in the Texas State Employee Retirement System
• Paid sick leave, personal holidays, and vacation

Interested candidates send resumes and letters of interests to:

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Human Resources Management Department
Attn: Ronny McClarron
P.O. Box 1748
1010 Lavaca St., 2nd Floor
Austin, TX 78767
Website address: www.co.travis.tx.us
E-mail: resumes.hr@co.travis.tx.us

Job Market - Classified Rate Schedule

- **Line Rates:** \$7 per line, NACo member counties; \$10 per line, others.
- **Display Classified:** \$50 per column inch, NACo member counties; \$70 per column inch, others.
- **Billing:** Invoices will be sent after publication.
- **Mail advertising copy to:** Job Market, County News, 440 First St., N.W., Washington, DC 20001.
- **FAX advertising copy to:** Job Market, County News, (202) 393-2630.
- **E-mail advertising copy to:** skennedy@naco.org.
- Be sure to include billing information along with copy.
- Estimates given prior to publication are approximations only and do not necessarily reflect final cost.

For more information, contact **Stacey Kennedy**
County News Job Market representative: Tel. (202) 942-4256.

NACo Legislative Conference • March 1-5, 2002 • Hilton Washington & Towers

Registration Form

CONFERENCE REGISTRATION FORM

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

Special Services:

Please let us know if you require any special assistance by attaching a separate sheet outlining your needs.

*Last Name _____
 *First Name _____
 *Title _____
 *County/Organization _____
 Address _____
 City _____
 *State _____ Zip Code _____
 *Badge Name _____
 Telephone (____) _____ Fax: (____) _____
 Email _____

Spouse Full Name _____
 Youth Full Name _____
Spouse and youth registration fees include admission to all General Sessions, the Conference Reception and Luncheon.

REGISTRATION FEES

Check box that applies

	EARLY postmarked by 1/31	ADVANCE postmarked after 1/31 & On-Site
Member County	<input type="checkbox"/> \$385	<input type="checkbox"/> \$435
Corporate Member	<input type="checkbox"/> \$385	<input type="checkbox"/> \$435
Non-member County	<input type="checkbox"/> \$485	<input type="checkbox"/> \$535
Other Government	<input type="checkbox"/> \$435	<input type="checkbox"/> \$485
Private Sector	<input type="checkbox"/> \$510	<input type="checkbox"/> \$560
Spouse	<input type="checkbox"/> \$ 95	<input type="checkbox"/> \$110
Youth	<input type="checkbox"/> \$ 95	<input type="checkbox"/> \$110

Pre-Conference Workshop #1

(Co-sponsored with the National Association of County Information Officers - NACIO):

"What's That You Said?"

Crafting and Developing Your County's Message

Individual	<input type="checkbox"/> \$150	<input type="checkbox"/> \$150
Team (3 or more)	<input type="checkbox"/> \$140	<input type="checkbox"/> \$140

Pre-Conference Workshop #2:

High Impact Communication Skills: Persuade, Encourage, Reassure, Convince

Individual	<input type="checkbox"/> \$ 75	<input type="checkbox"/> \$ 75
Team (3 or more)	<input type="checkbox"/> \$ 65	<input type="checkbox"/> \$ 65

Pre-Conference Workshop #3:

Leading with Influence - Overcoming Resistance to Change

Individual	<input type="checkbox"/> \$ 75	<input type="checkbox"/> \$ 75
Team (3 or more)	<input type="checkbox"/> \$ 65	<input type="checkbox"/> \$ 65

Pre-Conference Workshop #4:

County Advocacy - Asserting Our Leadership in a New Time with New Challenges

Individual	<input type="checkbox"/> \$ 75	<input type="checkbox"/> \$ 75
Team (3 or more)	<input type="checkbox"/> \$ 65	<input type="checkbox"/> \$ 65

PAYMENT METHOD Select One

☐ Check ☐ VISA ☐ MasterCard ☐ PO or Voucher ☐ AMEX

Card Number: _____

Exp. Date: _____

Signature: _____

PAYMENT POLICY

Conference registration fee **MUST** accompany this form. Send check, voucher or company purchase order, made payable to the **National Association of Counties, to the Conference Registration Center**. A purchase order will only **HOLD** a registration. All fees must be paid in order to obtain your badge and event tickets at the conference.

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 **January 31, 2002**. Cancellation requests of any registration postmarked February 1, 2002 or later will be subject to an administrative fee equal to one-half of the registration fee. After **March 6, 2002**, NO REFUND REQUESTS WILL BE HONORED. Sorry, no telephone cancellations can be accepted.

NEW TO NACo? (Please check any of the statements below that apply to you.)

☐ My county is a new NACo member ☐ This is my first NACo Conference
☐ I am a newly elected county official

NACo Legislative Conference

March 1-5, 2002

Hilton Washington & Towers



HOTEL RESERVATIONS

YOU MUST REGISTER FOR THE CONFERENCE IN ORDER TO REQUEST A ROOM RESERVATION. Please return your hotel reservation preference with your conference registration.

Please check here if you do not require hotel accommodations: _____

Last Name _____

First Name _____

Prefix (circle one) Mr. Mrs. Ms.

Arrival Date: ____/____/____ Departure Date: ____/____/____

Suites: All suite requests must be made through the Conference Registration Center. Please indicate your needs and you will be contacted with rates and availability:

Special Services: If you require any special assistance, please attach a separate sheet outlining your needs.

HOTEL PREFERENCES

1. Indicate your first choice with a "1". Then, number other choices from 2 to 6 in the order of preference. If your first choice is unavailable, a reservation will be made at the next available hotel according to your ranking.
2. Each reservation requires a one-night deposit at the time of booking in order to secure/guarantee reservations. **Please note: A one-night deposit may be charged to your credit card by the hotel at the time the reservation is made.**

RANK	HOTEL	SINGLE	DOUBLE
_____	Hilton Washington & Towers	\$160	\$180
_____	Hilton Washington - Tower Level	\$203	\$235
_____	Washington Courtyard	\$160	\$177
_____	Churchill Hotel	\$158	\$178
_____	Jurys Normandy Hotel	\$137	\$154
_____	Omni Shoreham Hotel	\$157	\$157

Please check one of the following:

☐ Single (one person) ☐ Double (two people)

Roommate Information:

If you are requesting a "Double" room, please indicate the 2nd person's name.

HOTEL DEPOSIT

Please complete the credit card information below. We will request your room and send you an acknowledgement of your room request. Your room will not be guaranteed until proper payment has been received. Proper payment must be received by the hotel by **January 21, 2002**, or your room will be released.

HOTEL CONFIRMATION

The NACo Conference Registration Center will send you an acknowledgment within two weeks of receipt of this form. The hotel will also send you a confirmation after your credit card is confirmed or payment is received. **Send check payment for hotel reservations directly to the hotel.** Please bring your confirmation to the hotel for prompt check-in.

CREDIT CARD AUTHORIZATION

☐ Visa ☐ MasterCard ☐ American Express

Card Number: _____

Exp. Date: ____/____/____

Cardholder's Name: _____

Signature: _____

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 72 hours in advance.



RETURN COMPLETED FORM TO:

NACo Conference Registration Center
 PO Box 26307, Akron, OH 44319

Conference registration may be faxed to (330) 963-0319

For any questions, please call (330) 425-9330

On-line registration available at www.naco.org