

NACO National Association of Counties

CountyNews

The Voice of America's Counties

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Dull community lifts Oregon county's profile

By CHARLES TAYLOR
SENIOR STAFF WRITER

Clackamas County Commission Chairwoman Charlotte Lehan called the question: "All those in favor, signify by a big yawn — no — by saying 'aye.'" All members replied in the affirmative making it was official. Aug. 9 would live "in perpetuity" as Boring and Dull Day in the county.

On that date, the county officially recognized the partnership between Boring, an unincorporated community in the county, and the village of

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QuickTakes

States with the largest percentage of foreign-born population

California	27.2%
New York	22.2%
Florida	19.5%
Nevada	18.8%
Hawaii	17.9%

2010 American Community Survey



Photo by Jack Hernandez

NACo Executive Director Larry Naake will end his successful run as the association's CEO Sept. 14.

Outgoing Larry Naake looks back... and ahead

By CHARLES TAYLOR
SENIOR STAFF WRITER

When John F. Kennedy challenged a generation to public service, Larry Naake was listening. He remembers being inspired by the president's words when JFK spoke at Berkeley in the early '60s. Naake was a 20-year-old student majoring in economics.

It was March 23, 1962, and Kennedy was the university's Charter Day speaker. "I'm confident," the president said, "that I am talking to the future leaders of this state and country who recognize their responsibilities

to the public interest," according to a transcript of his remarks. In Naake's case, he was right.

"That whole administration gave credibility to public service," Naake recalled recently as he looked back on his 26 years at NACo, 21 of them as executive director. "It was an unbelievable speech."

Naake will retire from his full-time duties Sept. 14 but will continue to be involved with the organization until the end of December, just not on a daily basis.

It was at Berkeley that Naake decided on a career in public service. "At first I thought I might like to be an elected official," he said. "Then

I got kind of involved in state association work and saw it's a tough life to be an elected official. I have a lot of respect for what they do and the time they put in."

His first job out of college was an unpaid internship with the Sacramento County executive's office. "That sort of hooked me on county government," he said. Naake later entered the Air Force Reserve; it was early in the Vietnam War era. His next job as a paid intern with the California State Association of Counties (CSAC) foreshadowed

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Drought spreads over half of U.S. counties

By CHARLIE BAN
STAFF WRITER



Recent rainfall has improved conditions in part of the country, but a persistent drought in the Midwest and interior West is impacting agricultural producers in a way that government aid might not help.

What has been considered the worst drought since 1956 has spread to more than half of the counties in the United States as of late August. The federal government has responded by offering low-interest loans to farmers and ranchers in 1,670 counties in 39 states designated as drought disasters.

Although the U.S. Department of Agriculture (USDA) has opened the Conservation Reserve Program to emergency grazing and haying, and the Department of the Interior has relaxed grazing restrictions on

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CountyNews Features

Supreme Court Summary: What's in it for counties?

By LISA SORONEN

STATE AND LOCAL LEGAL CENTER

Unless you avoided the news and any conversation about the news during the last week of June, you know how the two biggest U.S. Supreme Court cases of the court's most recent term turned out.

In the Affordable Care Act case, the court held 5-4 that the individual mandate is within Congress's constitutional power to tax. And while seven justices may have concluded that the Medicaid expansion is coercive, only five justices agreed that the remedy was to bar the federal government from withdrawing all Medicaid funding from states that do not participate.

In the Arizona immigration

case, the high court held 8-0 that Arizona's immigration law requiring police to attempt to determine a person's immigration status — if he or she is stopped for a legitimate reason and there is reasonable suspicion he or she is in the United States unlawfully — isn't clearly preempted by federal law. But a divided court held that three other provisions of Arizona's immigration law are preempted.

Yet no matter how closely you followed the news since the court began its October 2011, term you may have missed coverage of a number of less prominent Supreme Court cases affecting counties. This is your chance to catch up.

The State and Local Legal Center (SLLC) filed *amicus curiae* briefs

before the Supreme Court in the first two cases summarized below that are of interest to state and local governments. NACo is a member of the SLLC as are the other "Big Seven" organizations: the U.S. Conference of Mayors, the National League of Cities, the International City/County Management Association, the National Governors Association, the National Conference of State Legislatures, and the Council of State Governments.

Filarsky v. Delia

The U.S. Supreme Court held unanimously that an individual temporarily hired by the government to do its work (in this case a private lawyer) may be immune from a lawsuit for violating some-

one's rights.

According to the court, a number of policy reasons support applying qualified immunity to private individuals who work part-time for the government. Some of these reasons include avoiding "unwarranted timidity" by those serving the government even in a part-time capacity, the fact that the "most talented candidates" may decline part-time public assignments if they are ineligible for qualified immunity, the "distractions that accompany even routine lawsuits," and the difficulty of determining who is working for the government full-time and permanently.

This case was a big win for counties, as outside attorneys and other government contractors now

may receive qualified immunity just like their full-time counterparts. As the SLLC wrote in its amicus brief in this case, counties (particularly smaller ones) frequently hire outside counsel. Outside attorneys likely would have raised their rates or even refused to represent counties altogether had the court held they could be sued for the legal advice they give to counties on unclear constitutional issues.

Armour v. Indianapolis

The Supreme Court held 6-3 that the city of Indianapolis didn't violate the U.S. Constitution's Equal Protection Clause when it forgave the assessments of lot owners who paid for sewer improvements in multi-year installments but didn't issue refunds to lot owners who paid for the same improvements in a lump sum.

The court concluded Indianapolis had a rational basis — administrative considerations — for distinguishing between lot owners who had paid for their share of the sewer improvements in full and

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Naake credits NACo staff for much of his success

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a decades-later position as CSAC's executive director from 1981 to 1991. "We got involved in state government, and we went around the state talking to students about the importance of getting involved in government and public service." His experiences at CSAC hooked him on association work, because of its variety — from management to lobbying to public affairs.

"It's like running a company but it's a lot more interesting, you're not just selling widgets or something. You're involved in the development of public policy."

Over four-and-a-half decades, Naake has watched political tides ebb, flow and turn — both in Sacramento and inside the Beltway. Richard Nixon was president when he first came to NACo as a legislative representative from 1970 to 1974. Ronald Reagan occupied the White House during Naake's one-year stint as an associate legislative director in the early '80s. As executive director, he spanned the father-then-son Bush administrations, and the Clinton and Obama years.

He laments the political landscape's increasing polarization and dysfunction over the course of his years in Washington.

"Democrats and Republicans commuted back and forth with each other," Naake said of a less partisan time, 30 or 40 years ago. "They had picnics on the weekend; they knew each other as people. Now, they demonize each other."

Despite those changes, Naake led NACo to several accomplishments of which he's justifiably



Larry Naake greets President Richard Nixon after Nixon signed General Revenue Sharing legislation into law in October 1972.

proud — though quick to share the credit. His proudest achievement, he said, enabled his successes: "Nothing would have happened if I hadn't put together a first-class, first-rate staff at NACo. Because if you don't have the right people for the organization, it's hard to accomplish much."

Running a close second was taking NACo from the significant budget deficit that existed when he was hired to a reserve of more than its annual operating budget. Creating NACo's Financial Services Center and Financial Services Corp., and diversifying the association's income beyond member dues played a major role.

He is especially proud of NACo's County Leadership Institute that was created on his watch. "We've trained a lot of young and not-so-

young county officials who have become leaders in NACo and active in their state associations," he said. "And some have even gone on to other offices at the state and federal levels."

There are many other achievements such as NACo's being recognized by the American Society of Association Executives as one of nine outstanding associations in the United States, and meeting the association's goal of 2,000 members by the year 2000 — then growing it to more than 2,400 counties to date. "To me, it's recognition by our members that we're providing them something of value, which is what our purpose is. It's what it's all about."

During Naake's tenure, NACo has achieved a more than 70 percent success rate on major legislative

victories in Congress on key county issues. NACo's partnership with retired Supreme Court Justice Sandra Day O'Connor's iCivics program and creation of the Counties Work online game are also a source of pride.

In retirement, he will have no shortage of activity to keep him occupied and fulfilled professionally and personally. He already has several trips scheduled either on NACo's behalf or to benefit other state associations.

Asked what advice he'd give his successor, with whom he'll continue to work during a transition period, he said: "Running an association is not a traditional corporate, top-down sort of thing. You're really an orchestrator and a convener of your staff, the leadership, the board of directors, the members."

The timing of his retirement seems right, Naake said. "I think we all have a gut feeling about when it's the right time, and it was the right time, I think for me, and I think the right time for the association."

Retirement will give him more time to read the political books and fiction he so enjoys; he's currently finishing a volume on Lyndon Johnson. He and his wife, Joan, enjoy live theater — locally and in New York City. He also plans to kick his exercise routine up a notch to daily versus his current two to three times a week schedule.

"I've been getting up and going to work every morning for 45-plus years, so it's going to be a change having to get up and figure out what to do today, but I'm working on it," he said.

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Aging warning sirens spark debate on usefulness

By CHARLES TAYLOR
SENIOR STAFF WRITER

Mention warning sirens and memories of Cold War-era civil defense alerts might come to mind. But in this age of smartphones, text messages and other near-instantaneous communication, many counties continue to rely on outdoor warning systems when emergencies warrant their use.

Has newer technology made sirens obsolete? No, and maybe, say some county emergency managers. Their uses vary — from tornado and storm warnings to alerts of impending tidal waves — but in many counties the equipment is decades old, parts are increasingly hard to find and their effectiveness is questionable.

In addition, some sirens that are activated by radio also face a deadline — Jan. 1, 2013 — when the Federal Communications Commission requires that certain emergency communications switch to a narrow-band frequency from the current wide band that many use. Counties would bear the cost of new radio equipment.

Dane County, Wis. is spending nearly \$1 million to upgrade 125 emergency outdoor sirens and its Reverse 911 system. “Despite difficult budget times, we are continuing our investment in the public safety of our residents and first responders,” County Executive Joe Parisi said. The system has been in place since 1950 and is most often activated to warn of tornadoes.

However, emergency managers in coastal Tillamook County, Ore., are considering retiring its siren system used largely to warn of impending tsunami threats.

Tillamook has been called the state’s “most disaster-rich county,” according to Gordon McCraw, the county’s emergency manager. Pacific Ocean tsunamis — due to the offshore Cascadia fault or to distant events originating across the ocean, as far away as Japan — pose a danger to the area. There are 32 sirens in the county, about half of which are owned by the county.

Whether it’s tsunamis or hurricanes, counties with siren systems face the same problems of aging equipment—and what, if anything to do about it. “Some of the cities,



Photo courtesy of Arlington County, Va. Office of Emergency Management

The U.S. Air Force Memorial looms near a temporary site for one of Arlington County, Va.’s movable sirens that can also deliver voice messages. The county has six fixed sirens in its outdoor warning system.

with the financial crunch going around, decided that they could no longer support the sirens and wanted the county to take them over,” McCraw said. “Well, the county’s obviously in no better position than the cities to absorb that money.”

Around the same time, the state was providing more precise coastal maps using LIDAR (Light

Detection and Ranging), which McCraw said are accurate “within a couple of centimeters.” With this new data came an awareness that some existing sirens might not be ideally located to provide proper coverage. Placing sirens in new locations would cost about \$25,000 per installation and he estimated the cost to update existing ones at

\$3,500 per siren. As the county and its communities considered their options, a consensus began to emerge that sirens might have outlived their usefulness when comparing costs and effectiveness.

Experience and advances in other alert technologies have suggested they are as good or better at informing the public, McCraw said. Unlike with tornadoes and sudden strong storms, there can be hours of advance warning of a tsunami — especially if its origin is thousands of miles across the Pacific.

“With a distant tsunami,” he said, “you’ve got a minimum of four hours to do whatever you [need] to do.”

That was the case in March 2011, when an earthquake-caused tsunami in Japan threatened Oregon’s coast. “That was more than enough time with the manpower that we had and the other instruments available to us to accomplish what we needed to in warning our public,” he said.

But what about a more localized event, along the Cascadia fault that lies about 50 miles off Oregon’s

See **SIRENS** page 4

NACo Prescription Discount Card Program

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Pike County, IN

David Bottoroff, Executive Director, Association of Indiana Counties accepting on behalf of Pike County



Dauphin County, PA

Joe Giles, Commissioner, Erie County, PA; NACo NE Region Representative accepting on behalf of Dauphin County



Chester County, PA

Terrence Farrell, Commissioner Chair

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Dogs come to the rescue for veterans with PTSD

By CHARLIE BAN
STAFF WRITER



Brian Couth doesn't have to face nightmares alone anymore.

The five-tour Army veteran, who served in Iraq and Afghanistan, came home to Westmoreland County, Pa. with a variety of psychological scars, including post-traumatic stress disorder, which causes anxiety and sleeping disorders.

"I was shell shocked, and it shows up when I am asleep," he said. After almost six years of that, he got some assistance from the Wounded Warrior Project, which set him up with his service dog, Slate, who is able to come to Couth's aid when he has nightmares. Slate is a black lab, with some golden retriever in his family

history. The Wounded Warrior Project aids service members as they transition to civilian life with programs and services designed to mitigate the suffering resulting from their time in active duty.

"I didn't pick him, the dog has to pick you," he said. "You have a few weeks to feel each other out, and they evaluate whether you have a good working relationship."

Now, when Couth's heart races when he has a nightmare, Slate is quick to nudge him with his nose to wake him up and rescue him.

"He's watching me when I sleep and he can sense the changes in my blood when my pulse starts racing," he said. "It's one of those things dogs can smell that we can't."

Slate's talents were on display during NACo's Annual Conference in July in Allegheny County (Pittsburgh), Pa. when he and Couth came to introduce the Wounded

Warrior Project to the Veterans and Military Services Committee. Slate, to the untrained eye, nudged a stranger's leg, provoking a playful response.

Couth deadpanned, "You have high blood pressure."

His cousin, David Regoli, had a similar experience.

"We were camping a few months ago and Slate put his head on my lap like he wanted me to pet him," Regoli said. "Brian told me he'd bet me \$100 my heart rate shot up (Regoli suffers from irregular heartbeat) and Slate was trying to calm me down, divert my attention. He does the same to me."

Bob Taylor trains service dogs to help owners with a myriad of conditions through Dog Wish, his nonprofit based in San Bernardino County, Calif.

"Each dog has had their metabolism altered through training,

so that they will remain balanced and controlled, and operate at a slower than normal rate, eliminating hypertensive behaviors," he said. "This has the affect of



Photo by David Hathcox

Slate nuzzles Brian Couth at the David L. Lawrence Convention Center in Allegheny County (Pittsburgh), Pa. when Couth spoke at NACo's Veterans and Military Services Committee during the Annual Conference.

balancing and stabilizing the handler's neurological-emotional state of being; counterbalancing them, and stopping them from feeling extreme anxiety, agitation and frustration."

Though Slate is vigilant, he retains a playful personality.

"He's all business when he is wearing his harness, but he knows he's a dog when his work clothes come off," Couth said. "I'll still doze off watching TV and wake up to see him looking right at me."

Training aid dogs like Slate takes two years and totals close to \$21,000. Slate was covered by the Wounded Warrior Project and a local veterans organization.

Regoli said Couth's improvement since meeting Slate has been remarkable.

"That dog has become his brother, and you can definitely see the difference in his personality. It's amazing," he said. "I didn't understand the concept of how a dog could help someone with that condition, but I really hope every wounded warrior in need can have assistance from a dog like that. It's made a huge difference in his life."

**To learn more about the Wounded Warrior Project, visit www.woundedwarriorproject.org.*

Profiles in Service



» Larry Naake
Executive Director
NACo

Number of years active in NACo: Off and on since 1970

Years in public service: 48

Occupation: Executive Director, NACo

Education: B.A. from U.C. Berkeley and two years graduate study at California State University, Sacramento

The hardest thing I've ever done: work through a long (but successful) battle with Crohn's Disease with one of our sons

Three people (living or dead) I'd invite to dinner: Mark Twain, John Kennedy and Jerry Seinfeld

A dream I have is to: check off all the items on my "bucket list."

You'd be surprised to learn that I: spent three months traveling through Europe after college.

The most adventurous thing I've ever done is: take a 2,000-mile motorcycle trip through California's mountains, deserts and coastline.

My favorite way to relax is: cooking and walking.

I'm most proud of: my wife, Joan, and two sons, Tyler and Spencer.

Every morning I read: *The Washington Post*, *The New York Times* and *Politico*.

My favorite meal is: Caesar salad and steak.

My pet peeve is: texting while driving.

My motto is: Be true to yourself and the rest will follow.

The last book I read was: "The Passage of Power: The Years of Lyndon Johnson" by Robert Caro.

My favorite movie is: many, including "Primary Colors," "Casablanca" and "The Bourne Identity" series.

My favorite music is: soft rock.

My favorite president is: John Kennedy.

Counties rely on 'system of systems' to convey emergency warnings

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coastline? McCaw believes other electronic communications, news media, and airborne and vehicle-mounted mobile loudspeakers would do the job — along with Mother Nature.

"If you've just had the worst ground-shaking you've ever experienced in your life; it lasts from 3–5 minutes to a point that you have to sit on the ground rather than be knocked on the ground, do you still need a siren to tell you it's time to run?" he said. In such a case, coastal residents would have 20–30 minutes to seek higher ground. He said there has been little pushback in the community to moving away from fixed sirens.

"Given the lack of what they do, it's just not worth that amount of money," McCaw said. "Especially when I don't know of any county in the United States right now that isn't under a money crunch."

In Arlington County, Va., money to maintain its outdoor warning

system is getting harder to come by; the system uses sirens that are also transmit "live" voice announcements.

The system has six fixed locations and was developed in 2007 as a regional pilot with the neighboring city of Alexandria using a \$400,000 federal Urban Areas Security Initiative grant. "The initial UASI grant did not include any money for sustainment, so we've had to do maintenance on it in our own budget, which has been a challenge," said Jack Brown, director of Arlington's office of emergency management. "As these federal grants dry up... it's going to be a challenge for all the communities, local and state, to absorb the capabilities that we've developed over the past 10 to 12 years, and the outdoor warning system is just one component of that."

At a compact 26 square miles, Arlington had an advantage in deploying its warning system. "It's a lot easier to put a system like the outdoor warning system in a place like Arlington in an urban environment versus a sprawling county,"

Brown acknowledged. But one challenge in a jurisdiction that is still experiencing high-rise and in-fill development is maintaining radio line-of-sight with the equipment. He said the county is installing a "fiber ring" that might be used to transmit signals to the speakers.

"If we can work out those details, that would be much better than the current radio waves that we're using," he said.

As is generally the case with counties, Arlington doesn't rely only on just one form of emergency communications. It's a "system of systems." The speaker-sirens are used in concert with Reverse 911, and email alerts, texts and pages to residents who sign up for them. The county also has its own AM radio station that can alert the public and uses social media such as Twitter and Facebook, Brown said.

"We go on the premise that not everybody has access to everything," he added. "So, we try to push important information out over every platform that we have."

Federal disaster response gives little solace to farmers

DROUGHT from page 1

public lands for counties designated as abnormally dry, whether those measures help much is up for debate. The drought has also caused wild-fire dangers to which public safety personnel must respond.

The USDA is also offering \$5 million in grants to evaluate and demonstrate strategies to help farmers and ranchers adapt to the drought.

Ruby Brabo, a King George County, Va. supervisor, said additional grazing land won't help because the grass on that land is

no more nutritious than what the livestock have available already.

"The restrictions were lifted too late," she said. "They have more grass, but that new grass isn't an improvement."

Conditions have improved in the southwest, Great Lakes and northern Midwest and northern Georgia areas, following rains in the middle of the August but Nevada, Utah, Nebraska, Kansas, Missouri, Arkansas, Oklahoma and New Mexico continue to suffer.

In comparison to most droughts, this summer's has spread rapidly, according to Brian Fuchs, a climatologist for the National Drought Mitigation Center at the University of Nebraska.

"We weren't thinking about a drought in the middle of May but two months later almost the entire Southwest is seeing severe drought conditions," he said. "It's a two-pronged result of persistent heat without much relief and the lack of rain. Typically we see a more methodical dry-down as the summer progresses."

New Mexico and Arizona's droughts from last year never really had a break over the winter and carried over into 2012. The Ohio River Valley in eastern Kentucky and Indiana, and southeastern Illinois has been persistently in drought condition, too. The agriculture department designated the entire state of Missouri a disaster area due to drought in response to a request from the state's governor.

In Navajo County, Ariz. Supervisor J.R. DeSpain said his county, in eastern Arizona, had only received significant precipitation before the growing season. DeSpain also runs a family farm.

"Our aquifers are doing fine, but the rain just isn't coming when we can use it," he said. "We haven't had significant snow in 10 years, and we're halfway through the growing season and we've had less than three-quarters of an inch of rain (compared to the recent average 2.5 inch rainfall for the entire growing season over the past four years)."

The drought has forced DeSpain to buy more feed for his cattle, doubling his expenses in the last five years.

The sustained drought, however, has not affected Navajo County's tax base because industry still dominates.

"We're losing a paper mill and that will be a lot more of an impact than farms having even a few bad years," he said.

Farther east, Arkansas has had an odd situation, Fuchs said, because they've received a lot of rain last

year and this winter, but remain in dangerous drought conditions.

Conway County has been particularly affected by the drought, given "exceptional drought" status by the mitigation center, a designation shared by 6 percent of counties nationwide. County Judge Jimmy Hart said wildfires are currently the county's main worry, but the plight of the local farmers and ranchers would last long after the fires were extinguished.

"Right now we're trying to get the message across that any open flame is a problem," he said. "One man burning his trash in a barrel can easily end up with us fighting a 100-acre fire."

The weather patterns have been odd for Conway County. Flash floods in 2003, 2008 and 2009 preceded the three-year drought the county is experiencing now. The rural county grows

a lot of corn and soybeans, crops that are obviously suffering, but farmers are also forced to liquidate livestock, almost doubling the number of cattle sold at auction each month.

"We won't see the economic effects for a year, once everything straightens itself out," Hart said.

The USDA will buy up to \$170 million in pork, lamb, chicken and catfish for federal food nutrition programs to help stabilize the price of meat.

At the very least, Hart said, the county's drinking water supply is more than adequate. Otherwise, he's shocked at the way the drought has changed the county.

"Walking around outside, you'd swear Conway County was in Arizona," he said. "It's so dry and arid that it doesn't feel like home."

Besides hope for more rain than the two inches the county's seen in

the last week, Hart said the most the county can do is hammer in public service messages about prevention.

"Right now we're trying to get word across that it's important not to throw a cigarette out of your car window," he said. "The entire county is kindling."

That may be the case for a lot of the county in the next few weeks. Aside from a monsoon season in the Southwest, the forecast looks like more of the same.

"Realistically, these drought areas will persist and we can just hope the seasonal shift will break these patterns down," Fuchs said. "We'll stay hot and dry for the next month and a half, easily."

**Read this story online at www.naco.org/countynews to view the map of drought disaster counties and access USDA resources*

CSAC executive announces retirement

Paul McIntosh will retire as executive director of the California State Association of Counties (CSAC), effective Dec. 31. After more than 30 years in public service, including the last five as CSAC's executive director, he said it's time to "step back, take a pause and determine my best course in the twilight years to come."

McIntosh, who also serves as second vice president of the National Council of County Association Executives, has led the CSAC through some of the most difficult fiscal times in the state's history.

"I leave with a great deal of personal pride in the accomplishments our association has made over the past five years," McIntosh said. "The past two years have seen the implementation of the most significant realignment to state and local services in the history of California. I am convinced that a decade from now, we will look back upon the changes made, particularly in the public safety arena, with great pride and success."

CSAC President and Yolo County Supervisor Mike McGowan expressed his appreciation to McIntosh for his years of service to CSAC. "On behalf of California's 58 counties, I want to thank Paul for his leadership and guidance through these tumultuous times. CSAC and our member counties are well-positioned for the challenges that lay ahead."

The association will undertake a nationwide search for a new executive director. Steve Keil, former CSAC legislative director, has been appointed interim executive director.



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NRY-045340 (08/12)

**National Save for Retirement Week
October 21-27, 2012**

YOU IN CONTROL.

Eleven questions highlight domestic violence threat

By CHARLIE BAN
STAFF WRITER

Asking the right questions can make all the difference in most situations, but some counties are finding it can mean safety for domestic abuse victims.

Domestic violence differs from other assaults because of the emotional bonds between the victim and assailant, which makes victims hesitant to take legal action against their tormenters. Researchers hope, however, that a series of questions posed to victims by investigators will spark a realization that what happens to them is a deviation from normal behavior and trigger a call for help.

"Victims tend to think their situations are unique," said Megan Fisher, assistant district attorney for Johnson County, Kan. "They think, 'He's not usually like this when he's sober.'"

The questions include asking whether the abuser has threatened bodily harm.

"When a police officer reads questions like that aloud, there's a point where people realize that it's so common that there are routine questions to address it, it's time to do something about it," She said. "It opens their eyes, that's why it works, in my opinion."

The questions are called the Lethality Assessment Protocol

and consist of 11 standard questions, though some agencies may add more. The 11 questions were developed by the Maryland Network Against Domestic Violence. If the victim answers "yes" to any of three questions indicating a present danger, such as if the perpetrator has made death threats, law enforcement agencies refer them immediately to domestic violence support groups. Answering "yes" to four of the remaining questions will also provoke a referral. Officers naturally have the liberty to make referrals regardless of the answers, though.

The second tier of questions — including "does he/she have a gun or can he/she get one easily?" and "Is he/she violently or constantly jealous or does he/she control most of your daily activities?" — builds a case for intervention from a smattering of less imminent threats.

Johnson County began using the Lethality Assessment Protocol in July 2011, as did Washington County, Minn. In both cases, every law enforcement agency within the counties' borders has adopted it.

Washington County Sheriff William Hutton said despite its simplicity, the protocol made a difference in his office's work.

"I've responded to my share of domestic violence calls in 29 years of law enforcement, and I

absolutely see a benefit to it," he said. "It's asking the right questions, making the right referrals and provides a benefit to the victims and us. Just that someone would ask them these questions allows victims to see it's not normal behavior, it's not right and it needs to be dealt with."

In addition to aiding referrals, Hutton said the questionnaire helps standardize report writing for his deputies. Answers to the assessments are also sent to the judge when charges are filed, to help determine risk when setting bond.

Johnson County law enforcement agencies follow up the questionnaire with a follow-up visit a few days later.

Since the system's implementation, Fisher said, Johnson County's partner domestic violence organization has seen a twofold increase in use. She said that the year and a half the system has been in place has been too little time to accurately study its effect on recidivism, but the focus on domestic violence has brought together law enforcement and victims' advocates, two groups she said that don't necessarily see eye to eye.

The protocol has also been used elsewhere, including Clackamas County, Ore., Strafford County, N.H. and Montgomery County, Md.

Lethality Assessment Protocol

The Lethality Assessment Protocol typically consists of 11 questions, though law enforcement agencies are free to include additional questions.

Answering "yes" to one of the following questions triggers referral to a domestic abuse support group:

- Has he/she ever used a weapon against you/threatened you with a weapon?
- Has he/she threatened to kill you or your children?
- Do you think he/she might try to kill you?

Answering "yes" to four of the following questions triggers referral to a domestic abuse support group:

- Does he/she have a gun or can he/she get one easily?
- Has he/she ever tried to choke you?
- Is he/she violently or constantly jealous or does he/she control most of your daily activities?
- Have you left him/her or separated after living together or being married?
- Is he/she unemployed?
- Has he/she ever tried to kill himself/herself?
- Do you have a child that he/she knows is not his/hers?
- Does he/she follow or spy on you or leave threatening messages?

NACo honors the arts at Annual Conference

Montgomery County, Ohio, Columbus-Muscogee County, Ga. and Clayton County, Ga. were honored by NACo's Arts and Culture Commission when it presented its annual arts awards during NACo's Annual Conference in Allegheny County, Pa. last month.

The awards recognize counties that have used arts and cultural activities to address not only the

quality of life, but also social problems in their communities.

Arts and Culture Award

In an attempt to not only increase education about the arts, but also to increase awareness of the hungry in the local community, Muscogee County started its Empty Bowl

See ARTS page 7

DEADLINE FOR COUNTY SECURE RURAL SCHOOLS ELECTIONS

September 30, 2012

On July 6, 2012, the Secure Rural Schools and Community Self-Determination Act of 2000 was reauthorized for federal fiscal year (FY) 2012 as part of Public Law 112-141.

This one-year reauthorization of the Secure Rural Schools Act made some significant changes to the previous reauthorization (Public Law 110-343) regarding the elections each affected county must make.

For more information and sample election forms, please visit
www.fs.usda.gov/main/pts/securepayments/election-allocationguidelines



Photo by David Hathcox.

Commissioner Deborah Lieberman shows off the County Leadership in the Arts Award she accepted on behalf of Montgomery County, Ohio from Jay Dick, Americans for the Arts, a sponsor of NACo's Arts and Culture Commission.

Proclamation: 'Whereas Boring is not dull ... Dull is not boring'



Photo courtesy of Clackamas County, Ore.

Members of the "Bored" of County Commissioners in Clackamas County, Ore. try to stay awake for a photo after proclaiming Aug. 9 Boring and Dull Day. Pictured (l-r): Charlotte Lehan, commission chair; Steve Bates, Boring Community Planning Organization; and county Commissioners Jim Bernard, Jamie Damon and Paul Savas.



Residents of Dull in Perth and Kinross County, Scotland are ready to welcome any Boring visitors from Clackamas County, Ore. — or anywhere else — to their tiny village.

DULL from page 1

Dull in Perth and Kinross County, Scotland. And everyone has Scottish tourist Elizabeth Leighton to thank for it.

Earlier this year, Leighton passed through Boring while traveling from Arizona to Seattle. Upon discovering the Clackamas County community of about 8,000 residents, she immediately saw relationship potential.

"Obviously, this is an opportunity for a 'twinning' with Dull and Boring," Leighton wrote to her friend, Emma Burtles, in Dull, a village of 84 people 4,500 miles away. Burtles took the idea to the Dull Women's Book Club where it gained traction.

At their June meeting, mem-

bers of the Boring Community Planning Organization (CPO) cast 40 "aye" votes to endorse the concept and seek county recognition. Later that month, the Dull and Weem Community Council in Scotland voted to erect a sign that reads: Welcome to Dull — Paired with Boring, Oregon, USA. Under it are the words "Drive Safely." Some think it's out of concern that drivers laughing uncontrollably might lose their steering grips.

Boring lies about 15 miles east of Portland on the way to Mount Hood. It takes its name not from a lack of excitement but from W.H. Boring, who homesteaded the area in the 1800s. Dull's name — the village is located about 75 miles north of Glasgow — derives from

the Gaelic word for "meadow," according to one source.

Theirs is not an official Sister City relationship, because, well, neither Boring nor Dull is a city. So, forging this partnership required some creativity on the part of CPO Chairman Stephen Bates; his group advises the county on the community's planning needs.

"It took a little bit of thinking, but then I came up with the idea of well, we'll just call it an unofficial paring," he said. "And if anything, we'll just attract some attention — and that we did." Since earlier this year, when the pairing was a pipe dream, till its full realization, Bates said he's heard from media on every inhabited continent except South America. Reporters came calling from *USA Today*, NPR, the BBC

and even the *Sandy Post*, the weekly newspaper published in nearby Sandy, Ore., circulation 2,700, which covers Boring news.

From what Bates hears, the twinning appears to be sparking local interest in Dull. The CPO has produced t-shirts, hats and polo shirts with the logo: Boring, Oregon & Dull, Scotland — A Pair for the Ages, the lettering stitched or printed over the outlines of Oregon and Scotland.

"Some people have come by and bought t-shirts and said they're going to Scotland to see what Dull looks like," he said. No uptick in local tourism yet, though county officials are hopeful. However, the Boring and Dull Facebook page already has almost 800 "likes."

"I think this might be a market-

ing opportunity for some coffee carts going through Boring and through Dull to keep people awake in case they fall asleep," Commissioner Paul Savas joked from the dais after the proclamation's approval. "But I think it's nice ... now and then to deal with something a little lighthearted and also make a lot of friends, and get us on the map. And I think that's fantastic for Clackamas County."

As for Dull, "This has really brought the community together," resident Emma Burtles told the Chamber of Commerce in Wilsonville, Ore., also in Clackamas County. "We have received lots of nice emails, and already, a few Boring visitors. It is clear it is a match made for the ages, and made in heaven."

Annual awards recognize impact of arts, culture in counties

ARTS from page 6

Fundraiser. Community members painted bowls with their own designs, which are then given back to the county parks and recreation department for their Empty Bowl Brunch. At this brunch, county residents purchase bowls which they can keep to enjoy all-you-can-eat homemade style soups, breads, desserts and drinks at the event. All money raised during the event goes to benefit the Muscogee County Kid's Café, a program that is part of the local food bank. In 2012, more than 1,200 bowls were decorated and since 2009 more than \$25,000 has been raised.

Clayton County, Ga. started its Kaleidoscope of Young Artists

program in a successful effort to reinvigorate knowledge and access to artistic development. The theme of the Kaleidoscope program is to provide a wide array of fun and in-demand sources of artistic expression for the county's young people. In total, the Kaleidoscope summer program offers 240 art classes benefiting the youths of Clayton County and their families.

County Leadership in the Arts Award

The County Leadership in the Arts Award is presented each year by Americans for the Arts, a sponsor of the Arts and Culture Commission. This year's winner is the Montgomery County, Ohio Board of Commissioners.

The board was recognized for its continued support of the arts even during economically hard times by committing resources for recreation, arts and culture, festivals and family-based activities. Their efforts included securing resources to continue to fund arts and cultural programs and working with the city of Dayton to revive the urban core with a particular emphasis on creating a sense of place while attracting and retaining the "creative class."

The Montgomery County Arts and Cultural District leads a comprehensive cultural plan that called for the funding of the county's visual arts, ballet, opera, theater, museums, performing arts, folk arts, dance, symphony, public

radio, television, arts education and historic preservation; the creation of Culture Works (the merger of the local arts council and the united arts fund); the construction of the Metropolitan Arts Center, which houses several small and mid-size arts organizations; and the building of the state-of-the-art Schuster Performing Arts Center.

Arts Advocacy Award

Each year the Arts and Culture Commission asks the host arts commission at the site of the NACo

Annual Conference to select a local recipient for its Arts Advocacy Award. The recipient is a person who has provided outstanding support for the arts in the host county. The 2012 recipient, selected by the Regional Arts and Culture Commission, is The Pittsburgh Foundation.

The Pittsburgh Foundation was recognized for its work on the 2011 Pittsburgh is Art Day of Giving, through which local arts organizations raised nearly \$1.9 million in a 24-hour period of online giving.

Keep up with NACo online ...

www.naco.org



Model Programs From the Nation's Counties

Maricopa County, Ariz.

Classes in the Park Meet Home School Demands

By CHARLIE BAN
STAFF WRITER



Usery Park in Maricopa County, Ariz. was always a popular destination, but in 2008 Ranger Brennan Basler saw a boom.

The families with young children were spending their allowed 14-day period camped at the park, then showing up again later for another stint and used the park's interpretive programs heavily. It was during the school year, a departure from usual usage patterns.

The park was small enough that Basler was able to get to know the campers and learned that many of them had lost their jobs or homes, and become transient, and were using the park to educate their now-home-schooled children.

Maricopa County has between 9,000 and 10,000 home-schooled children, but the recession was causing the neo-home-schoolers to seek out new resources for the science portion of their education.

"The demand was much greater than what we could take on

quickly," said Dawna Taylor, Maricopa County's parks and recreation spokeswoman. "We had a limited curriculum. We had a client base to do much more, and that's where Ranger B (Basler) found a partner."

By 2009, Basler and his staff figured out they could partner with the Arizona Science Center, which was developing its own curriculum for home schoolers, to deliver half of the lesson, taught indoors, and the park staff would take over for the outdoor portion.

The Parks and Recreation Department has been successful with other similar partnerships, including the Desert CSI (Critic Scene Investigators) Program with the Phoenix Zoo, focusing on desert animal survival skills. That program won a 2010 NACo Achievement Award.

"A science background is one of the hardest parts to home-schooling children," Basler said. "State regulations don't require home-school teachers to have degrees, but even those who do rarely have the preparation to match what specialized teachers can do. This was an opportunity for us to bring our resources to a new population in the county."



Photo courtesy of Maricopa County, Ariz. Parks and Recreation

Ranger Brennan Basler shows home-schooled students some of the plants that survive in Maricopa County, Ariz.'s desert environment as part of Usery Mountain Park's Home School Program.

Basler also said the group lessons offered an opportunity for increased socialization, a luxury for some home-school families.

The classes have been a success, with demand often causing the park to schedule afternoon sessions of

morning lessons. Both the park and science center maintained their fee structure for the courses, which included the park's day-use fee (\$6) and the science center's one-child-one-parent and additional children fees (starting at \$15), which covers

the cost of the classes.

"It's a partnership, we can't take the glory for ourselves," Basler said. "The science center puts together great classes and we're lucky to have them on board."

All classes have seen high demand, Basler said, but he saves some affection for a few in particular. Lessons on robotics, teaching the scientific method and hereditary traits all stand out to him, as do lessons about how animals and plants survive in Arizona's unforgiving heat and dryness.

The next step will be for the program to spread to Maricopa County's 11 other parks, with increased coordination with the science center to partner with staff at each park.

Model Programs from the Nation's Counties highlights award-winning programs. Usery Mountain Park's Home School Programs was named the best in category for the 2012 NACo Achievement Awards for Parks and Recreation.

**See this story online at www.naco.org/countynews for a selection of Usery Mountain Park's class offerings.*

More cases of county interest set for next Supreme Court term

CASES from page 2

those who had not. These administrative considerations included maintaining a system that would collect debt for up to 30 years for 20-plus construction projects, with monthly payments as low as \$25 per month. And adding refunds to debt forgiveness would only mean further administrative costs — namely processing refunds.

Counties will benefit from the court's ruling in this case allowing them to tax imperfectly because of administrative reasons without violating the U.S. Constitution.

The court cited the SLLC's amicus brief, which argued administrative considerations should pass rational-basis review, because if Indianapolis failed to forgive installment payers' debt it would have to "keep files on old, small installment-plan debts, and (a city official said) possibly spend hundreds of thousands of dollars keeping computerized debt-tracking systems current."

United States v. Jones

The Supreme Court unanimously held that attaching a global positioning system (GPS) tracking device to a vehicle and then using it to monitor a vehicle's movements constitutes a search under the 4th Amendment.

Justice Antonin Scalia, writing for the majority, reasoned that "physically occup[ying] private property for the purpose of obtaining information" would have been a search "within the meaning of the 4th Amendment when it was adopted." Justice Sonia Sotomayor wrote a separate opinion but also joined the majority. She agreed with Scalia that "[w]hen the government physically invades personal property to gather information a search occurs." But she criticized Scalia's trespass test as providing "little guidance" where surveillance occurs without a physical intrusion. Justice Samuel Alito, writing for three other justices, rejected the trespass test and opined that "long term GPS monitoring in investiga-

tions of most offenses impinges on expectations of privacy" and is therefore a search. Sotomayor agreed with Alito's holding too.

County police officers may want to use GPS to track a variety of people because it is cheap, easy to use and provides a wealth of detailed information about someone's whereabouts.

Had the court held the use of GPS isn't a search, county police officers could have used GPS routinely without a warrant, probable cause or reasonable suspicion. While the court held that installing and using GPS is a search, it did not decide whether a warrant is required.

Florence v. Board of Chosen Freeholders of the County of Burlington

The court held 5-4 that jail detainees "who will be admitted to the general population may be required to undergo a close visual inspection while undressed."

It concluded that strip-searching

detainees before they enter the general jail population does not violate the 4th and 15th Amendments. The court rejected as "unworkable" the argument that detainees not arrested for serious crimes or weapons or drug offenses should be exempt from strip searches unless officers have a particular reason to suspect they are hiding contraband.

First, according to the court, people detained for minor offenses may be "devious and dangerous criminals," may have the same incentives as more serious criminals to sneak in contraband and may be coerced to sneak in contraband. Second, it may be difficult before the intake search to classify inmates based on current and prior offense because of incomplete or inaccurate records. Even if records were complete, officers would have difficulty quickly determining whether any underlying offenses were serious enough to authorize a strip search.

The court allowed the strip-search in this case where the

detainee was entering the general jail population, recognizing "the difficulties of operating a detention center." However, the ruling in this case is narrow. In concurring opinions, Chief Justice John Roberts and Alito suggest routinely strip searching and admitting minor offenders to the general jail population could violate the constitution.

Conclusion

The Supreme Court's October 2012 term promises to be an interesting one for counties. So far, the court has agreed to hear two cases directly involving counties. The question in *Decker v. Northwestern Environmental Defense Center* is whether counties must get permits for storm water runoff on logging roads.

The question in *Los Angeles County Flood Control District v. Natural Resources Defense Council* is whether municipal separate storm sewers (MS4) are responsible for pollution transferred into a single body of water. Stay tuned.



News From the Nation's Counties

► ALABAMA

The bankruptcy judge presiding over **JEFFERSON COUNTY**'s historic bankruptcy case said it's too early to give the county a deadline for developing its **plan to repay creditors**, according to the *Birmingham Times*.

The bankruptcy case — involving \$4.23 billion in debt — has too many complex issues for a deadline to be set now, Chief U.S. Bankruptcy Judge Thomas Bennett told attorneys. In the bankruptcy process, the county will have to develop a plan for how it will repay its creditors. Bennett declined to set a deadline for the county to develop its plan.

► COLORADO

BOULDER COUNTY may create rules that would explicitly **allow events on farms** — including farm-to-table dinners, wedding receptions and other gatherings that showcase the food grown there — without the need for additional permits or approvals if those events meet certain criteria.

The current land use code doesn't directly address these uses, and many of the places that offer such events do so using special approvals from the county, such as limited-impact special review permits or the more-difficult-to-obtain special use permits.

County officials believe farms are offering the dinners without any permits and they are suggesting that the code be revised to make it clear that the events are allowed if they follow certain guidelines.

The new rules would apply to events with 22 to 99 people that take place on a farm.

► GEORGIA

Using technology to make the streets safer for schoolchildren, the **CARROLL COUNTY** Sheriff's Office will review video from **high-resolution cameras** on the front and rear driver's side of school buses to capture motorists who illegally drive by stopped buses while their stop arm is extended and schoolchildren are boarding or exiting the bus.

In Georgia, the penalty for a violation is a \$300 fine for the first violation, a \$750 fine for the second, and a third violation in a five-year period will result in a \$1,000 fine.

► IDAHO

With hopes to make small-claims cases run more smoothly, **CANYON COUNTY** will hire an attorney to help **people who are serving as their own lawyer** in civil cases.



Photo courtesy of Franklin County, Ohio

Franklin County, Ohio Commissioner Paula Brooks (third from right) helps celebrate the opening of a county-supported commercial kitchen to help grow new food-truck and catering businesses during a stop on the county's "High Five" Community Development Bus Tour.

► OHIO

FRANKLIN COUNTY officials recently led federal, state and local representatives on a **"High Five" tour** of five sites in the county that are providing access to healthy food, offering opportunities for first-time and sustainable homeownership, and helping businesses create innovative new jobs.

Beyond the celebratory "high fives" at each location, the 2012 Community Development Project Bus Tour showcased the county's successful investment of nearly \$3.1 million last year from the U.S. Department of Housing and Urban Development.

The tour included stops at a Somali community garden, an inner-city corner market offering fresh produce, and the first-of-its-kind Food Fort — a large scale commercial kitchen for food preparation and storage space for start-up mobile food carts.

In most civil cases, like small-claims lawsuits and divorces, people who can't afford attorneys end up representing themselves, and that can get complicated for all the parties involved. Canyon County had a recent spike in the number of residents representing themselves, tallying 800 such cases in July.

The position is funded by \$60,000 from the Idaho Supreme Court, the *Idaho Press-Tribune* reported.

► KANSAS

The Wichita City Council and **SEDGWICK COUNTY** Commission created the Metropolitan Area Building and Construction Department to **consolidate code-enforcement**. Building codes, inspections, trade boards and license and certification processes are all set to be joined under the new department.

The consolidation may save the city and county money, but some local contractors have said they also see it as a time-saver.

The intent is to streamline codes and to create a "one-stop shop" for tasks like purchasing certifications

and licenses, along with a single staff that could perform building inspections within the city of Wichita or unincorporated areas of the county, according to the *Wichita Business Journal*.

Most residential inspections could be performed by a single inspector, instead of several specialized inspectors, cutting down on the need for multiple appointments. The joint department will start operating Jan. 1, 2013.

► MARYLAND

Gov. Martin O'Malley (D) signed legislation that allows a **Las Vegas-style casino** in **PRINCE GEORGE'S COUNTY**.

The bill also allows table games, such as blackjack and roulette, at the state's approved slots locations. Voters would decide in November whether the plan goes forward, but a provision in the bill only allows a casino to move forward in Prince George's if a majority of county voters support the measure, regardless of the statewide tally.

The venue is supposed to open in mid-2016 and will offer more slot machines than any single casino on

the Vegas Strip, according to *The Washington Post*.

The state's largest gambling venue, in **ANNE ARUNDEL COUNTY**, brought in \$35 million in revenue in July.

► NEW JERSEY

• **BERGEN COUNTY** Executive Kathleen Donovan recently filed a civil action in court aiming to block the Board of Freeholders from advancing a plan to **disband the county police**.

She alleged that the board unlawfully adopted a resolution at a special meeting directing the county clerk to place a non-binding question on the November ballot.

Donovan's complaint says under the county executive form of government, a referendum must be approved by ordinance rather than by resolution and at a regular meeting.

Freeholder David Ganz said state Supreme Court precedent allows for ballot questions to be passed as resolutions, according to *NJ.com*.

• **THE NEW JERSEY ASSOCIATION OF COUNTIES**

(NJAC) recently awarded **college scholarships** to two students from the **ESSEX COUNTY** Vocational Technical School District. Essex Executive Joseph N. DiVincenzo, Jr. made the presentation. "We thank NJAC and Investors Savings Bank for contributing to these scholarships that help provide a college education for our students," he said.

► NEW YORK

The **SUFFOLK COUNTY** Legislature voted to direct the Department of Public Works to **cut by half the public transit bus fare** for veterans. The cost would drop to 75 cents from \$1.50 for a one-year period.

"After meeting with veterans who could not afford to traverse Suffolk County, it became clear that this reduction was necessary," said Legislator Tom Muratore, who sponsored the measure. "It is the least we can do for the brave men and women who have defended our freedom."

► OHIO

All **proposals for selling county property** will be made public before any deals are approved by the **CUYAHOGA COUNTY** Council, according to County Executive Ed FitzGerald.

He made the pledge just days after the county's real estate consultant told the council that only developers names would be disclosed before deals were struck for properties," the *Plain Dealer* reported. Other details would be discussed in closed sessions.

The county is seeking proposals to purchase any of 13 county-owned properties. The process differs from seeking competitive bids, which are made public at the time they are opened. FitzGerald took issue with the newspaper's characterization of the proposal process as "secret."

"It's not like putting a 'for sale' sign in front of a house, where you can say, 'Here's all the bids that came in, now let's choose the lowest one,'" he said.

"If you have an entire property portfolio, in which properties could be sold individually or as a package, it's a complex negotiation process."

► OREGON

MULTNOMAH COUNTY Commissioner Diane McKeel — the mother of a U.S. Marine — is helping to launch a **statewide task force on veterans' issues**. She is a member of NACo's Military and Veterans Subcommittee.

The H.R. Doctor Is In

A Lesson from Mount Olympus

Like most of the species these past several weeks, the buzz in the Rosenberg family was about the Olympics. Watching people from all over the planet come together, despite the sea of television commercials, was wonderful.

We watched the Olympics, however, as prisoners of one network that outbid all others for exclusive broadcasting rights in trade for enough cash to most likely resolve the European debt crisis. We watched companies touting themselves as “proud” or “official” sponsors of Team USA, including a fast food company reinventing itself as the official restaurant of the Olympics.

The vast amounts of money involved have distorted the worldwide expression of unity through sports. Big money will do that in most every circumstance. Nonetheless, it is important to accept the reality that putting on a successful Olympics, even for a spectacular city like London, is basically a financial impossibility without the coming together of very rich people and very rich companies.

As with most things in the 21st century, balances must be struck. If we want a certain outcome, such as being able to see portions of the Olympic Games, we have to accept the arrogance and bar-

rage of commercials that fund the broadcast.

The HR Doctor, however, was struck by one consistent theme. All of the selected athletes or teams struck a similar chord. All of these people worked very hard for many years, giving up many alternative uses of their time. They often worked at multiple jobs to raise training money and chose life in the chilly, sweaty and smelly world of the locker room so they could realize a dream.

One of the greatest of these dreams is to participate in the Olympics and perhaps win a medal. However, other dreams

were to keep exceeding personal goals in their performances, to show patriotism, inspire others and, of course, make mom and dad proud. There was a great deal of that in London 2012.

Many lessons for public administrators came out of these Olympics. Among them could be a discussion about HR-related events such as jumping to conclusions, leaping over organizational high hurdles, or seeming to run marathons just to get something done. This article though will focus on one particularly important lesson from athletes who did not win a medal.

Most of these Olympians pointed out that all of their years of training and all of their hard work came down to a matter of seconds, tenths of a second or hundredths of a second. They may have worked for decades but their work fell short of the performance goals they needed to win a medal. But that is not, indicative of failure. Quite the contrary, the lesson of not winning can be more important than any lesson to be learned by wearing a medal around the neck.

The best-lived lives constantly involve dreams and acting on those dreams with a compelling sense of urgency to pursue those dreams. The people who fail by

conventional standards to have a successful career and to have both a family life and a community life of joy are people who have forgotten how to dream. Not only that, they look at the dreams of others and are quick to express disdain, sarcasm or pessimism. They wish to “motivate” others to move to the same state of fundamental sadness as they may find in their own lives. This is a key issue in human relations and will be the subject of a subsequent HR Doctor article.

Take away the hype, take away the high-fashion Team USA apparel (oops — the uniforms were made in China), take away the commercial influences, and the bottom line is that the Olympic ideal has less to do with any particular sport or medal, than with the dreams and hopes that should characterize each person's spirit. The Olympic Games have to do with dreaming and taking sustained steps to make dreams and hopes a reality. Those are the concepts we need to apply to make public agencies (and families) better centers of progress and success than they now are.



Phil Rosenberg
The HR Doctor • www.hrdr.net

Financial Services News

Network of Care for Veterans, Families Comes to Hawaii

Hawaii recently adopted the Network of Care for Service Members, Veterans and their Families as a resource for military veterans returning from war or other service to the country.

The Aloha State joins California, Maryland, Oregon, Texas, Washington and Colorado which have already established sites. The Network of Care (NOC) is a project of NACo in partnership with Trilogy Integrated Resources.

Regardless of where veterans, service members and their families begin their search for assistance and services, the NOC ensures they will find what they need by providing a comprehensive directory of the service providers, putting people in touch with the right services at the right time.

“We in Hawaii care very much about those who have served their country and have come home,” said Gov. Neil Abercrombie (D). “We have established, with the Network of Care, a state-of-the-art way to reach out to them and to make it easy to find all services, information and support.

“What used to be fragmented and confusing is now in one place and easy to use. We are bringing a rich variety of support tools, including a remarkable jobs board, directly to our service members and veterans.”

The Network of Care provides service members and their families with comprehensive information to help them reintegrate into their communities upon return from active duty.

The site uses advanced Internet communication technology to deliver community-based Web portals that integrate and share virtually all pertinent information from federal agencies and organizations, states and local grassroots services. Website features are accessible by professionals who are service providers to military members and their families.

“We are really excited to bring the Network of Care to Hawaii,” said Maj. Gen. Darryll D.M. Wong, the state's adjutant general. “This remarkable program will be a great service, especially to our soldiers who are transitioning back to civilian life. It is a most helpful tool that complements our total Military Force services with local services — and makes it easy to find everything. This is a wonderful step forward.”

The NOC directory can search all services provided by the Department of Veterans Affairs, Department of Defense and National Guard. It also features a continuously updated jobs board for all government, Fortune 1000 companies and veterans-preferred

job openings. In addition, it provides access to crisis intervention and emergency services including all emergency shelters. A sophisticated reintegration and outreach email platform has been developed to incorporate the NOC tools for direct, personal outreach to military personnel returning from deployment.

“Now that our military personnel are returning in greater and greater numbers, it is so important to serve them properly when they get home,” said Ron Han, director of Hawaii's Office of Veterans Services. “The Network of Care is just in a league of its own. Jobs, services, support groups, personal health records, news, social networking — it is amazing, and it is a critical one-stop shop for them and their families.”

For more information about the Network of Care for Military Service, Veterans and their Families, visit <http://veterans.trilogyir.com> or contact Jim Sawyer, NACo Financial Services Corporation, at 202.661.8868 or jsawyer@naco.org or Bruce Bronzan, president, Trilogy Integrated Resources at 415.458.5900 or bbronzan@trilogyir.com.

(Financial Services News was written by Jim Sawyer, director, NACo Financial Services Corporation.)

NACo on the Move

» NACo Officers



Chris Rodgers

- NACo President **Chris Rodgers** spoke about his vision for NACo for the coming year at the North Carolina Association of County Commissioners annual conference in Durham County Aug. 17 and at the South Carolina Association of Counties annual conference in Beaufort County (Hilton Head Island) Aug. 5.

- First Vice President **Linda Langston** spoke about NACo at the West Virginia Association of Counties annual conference in Hancock County Aug. 7.

- Immediate Past President **Lenny Eliason** spoke about NACo at the Association of Arkansas Counties annual conference in Washington County Aug. 8.

» NACo Staff

- **Andrew Goldschmidt**, membership marketing director, was appointed chairman of the American Society of Association Executives Membership Section Council at the ASAE Annual Conference on Aug. 12. ASAE represents more than 21,000 association executives and industry partners representing 10,000 organizations. The Membership Selection Council represents the second largest segment of the ASAE membership (about 6,000 of the 22,000 members).

On the Move is compiled by Christopher Johnson.

Research News



According to the Pew Internet and American Life Project, 29 percent of American adults owned an e-reader in 2012 compared with 2 percent in 2010. As e-readers such as the Kindle, iPad and Nook have exploded onto the commercial market, county libraries took note and took action to improve services to digital customers.

Residents do not always consider how their county library can supplement its collection with digital content, including free access to e-books and much more.

To promote their collection, the library staff in Broward County, Fla. launched the Broward County Library Without Walls initiative. The staff created a new website to promote and streamline the library's online resources including e-books.

In addition, a mobile app was created to provide access to library materials from smartphones, too. The app allowed residents to browse the collection, renew materials, check out e-books and more all from their smartphones.

After the launch of the campaign, the new website saw an 81 percent increase in hits over the same three-month period in the previous year. Also, the mobile app was downloaded more than 1,800 times in the first month.

Counties are responding to the increase in e-readers by providing more than technical assistance to patrons wanting to access these materials. Chesterfield County, Va., for example, held e-reader open houses at branches through the county to provide tutorial sessions for residents to learn how to use their devices and how to

check out a book from the library's collection.

During late December and early January, a librarian was dedicated to assisting residents who had received their e-readers as holiday gifts learn how to use them to download materials from the library's collection. More than 200 people were helped at one branch alone.

Similarly, Fairfax County, Va. saw an increase in the demand for assistance with e-books. The library staff created a comprehensive program for residents with a variety of training options. The staff created brochures with step-by-step

instructions tailored to each of the popular devices and a FAQ section on the library's website for quick answers to common questions from residents. If more help was needed, the library staff provided general workshops on how to use the e-readers and also held "E-reader Office Hours" where patrons could receive individual assistance with their devices.

Even with a robust online presence and digital collection, it is challenging for county libraries to bring residents back to using the library, especially if their unpaid fines scared them away. In hopes of bringing those patrons back, the county library in Orange County, Calif. created Amnesty Week.

In conjunction with celebrating the library's 90th birthday events, Amnesty Week allowed anyone to return library materials with no fine. Previously, if a patron had a fine greater than \$5, no additional

materials could be checked out, either online or in person. The program was successful in having more than 5,000 items from the library returned. Once the fines were cleared, patrons were able to access the library's digital collection once again.

One of the library's most impressive collections is of historical sheet music. One branch has a large collection, including many songs that are not under copyright. The staff added it to the library's digital collection. In less than a year, 400 songs were selected by staff and then were scanned, cataloged and uploaded to the website.

(Research News was written by Kathryn Murphy, senior research associate.)

* For more information on digital offerings at county libraries nationwide, see this story at www.naco.org/countynews.

Virginia investment pool gets counties' backing

NEWS FROM *from page 9*

Her office launched a county task force two years ago. "As we started looking through our own departments, we started interacting with a lot of the (non-county) agencies that serve veterans

There's lots of people working with veterans and military, and everybody's doing a good job," she told *The Oregonian*. "But as we partner, we can do an even better job."

McKeel is working with Association of Oregon Counties to broaden the effort throughout the state.

► VIRGINIA

Officials in ARLINGTON and FAIRFAX counties, along with the city of Roanoke, are leading an effort to help localities statewide earn higher returns on their investment of public funds while maintaining easy access to their money.

They are supporting a proposal by the VIRGINIA ASSOCIATION OF COUNTIES (VACO) and Virginia Municipal League to create a **new investment pool for local governments**, the *Sun Gazette* reported. The existing, state-run Local Government Investment Pool, which it would complement, pays about one-eighth of 1 percent on the money it invests.

The proposed Virginia Investment Pool (VIP) would be managed by the associations rather than the state treasurer, and would earn closer to one-half of 1 percent. The state pool allows governments to access their funds within a day's notice. With the VIP, localities might have to wait up to a week in some cases to get their money.

(News From the Nation's Counties is compiled by Charles Taylor and Charlie Ban, staff writers. If you have an item for News From, please email ctaylor@naco.org or cban@naco.org.)

What's in a Seal?

► **Raleigh County, W.Va.**
www.raleighcounty.com



Raleigh County was formed in January 23, 1850 from portions of Fayette County, then a part of Virginia.

The county was given its name in honor of Sir Walter Raleigh, the enterprising and visionary patron of the earliest attempts to colonize what was known as the old "Mother State" of Virginia.

The first settlers came to the area in 1792, the most prominent of these being Brigadier Gen. Alfred Beckley for whom the city of Beckley was named. Differences of opinion on the issues that led to the Civil War prompted the creation of the new state of West Virginia on June 20, 1863.

Leading industries and chief agricultural products in the county are healthcare, tourism, coal and coal-related products, timber, mining equipment, electronic parts, building blocks, cattle, potatoes, peppers, corn, strawberries and show horses.

The seal shows the state of West Virginia in white with the county in red then magnified to show white text with the year it was created. Behind it are a pick and shovel representing the mining industry in the county.

(If you would like your county's seal featured, please contact Christopher Johnson at 202.942.4256 or cjohnson@naco.org.)

Job Market & Classifieds

► COUNTY ADMINISTRATOR – CHARLES COUNTY, MD.

Salary: Up to \$180,000 annually; DOQ.

Charles County Government, located in Southern Maryland (population: approximately 149,000) seeks a County Administrator. The County is governed by the Board of County Commissioners of Charles County. The Board consists of five Commissioners who are elected to concurrent four year terms. The County Administrator is appointed by the Board of County Commissioners and is responsible for daily planning, directing and reviewing of all operations within County Government; providing overall supervision of department actions, personnel matters, budgetary and fiscal procedures and routine administrative actions in accordance with Commissioner policies and procedures. The annual County budget is \$492 million, there are currently 650 full-time positions.

Applicant must have a Master's degree in Public Administration, Business Administration or equivalent; 10 years' experience or a combination of relevant experience and education. Exceptionally qualified applicants will have 15—20 years' experience managing a county, large municipality or directly related experience in the public or private sectors. ICMA-CM designation or other public management credentials are a plus. Applicants should review the recruitment brochure for more details regarding the position, expected skills and abilities and the recruitment process.

The starting annual salary range for the position is DOQ. Additional

salary consideration may be given to an exceptionally qualified candidate. Residency within Charles County is encouraged and preferred within a reasonable period of time. Charles County Government offers excellent benefits including a defined benefit pension plan, deferred compensation, generous leave and health care programs. The Charles County Employee Pension Plan honors portability of eligible prior Maryland State and local government service in other defined benefit pension plans, allowing for eligible accrued years of service to transfer into the Charles County Pension Plan. Applicants must submit a completed Charles County Government employment application, resume and letter of interest by September 14, 2012 for best consideration. Applicants are encouraged to apply online at www.CharlesCountyMD.gov.

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