

## Senate reveals short-term fix to Highway Trust Fund

By JESSICA MONAHAN  
ASSOCIATE LEGISLATIVE DIRECTOR

On June 24, the Senate unveiled and advanced a short-term fix to keep the Highway Trust Fund

### UPDATE:

House Ways and Means Chairman Dave Camp (R-Mich.) proposed a \$10 billion infusion to the U.S. Highway Trust Fund July 9 that would be offset by allowing employers to delay contributions to their employees pension plans. The move would raise taxable corporate interest and pump significant funds into the U.S. Treasury. Camp's proposal, according to media reports, would also boost customs user fees and transfer \$1 billion from a federal leaking underground storage trust fund. If accepted, the \$10 billion would keep the trust fund solvent into May of next year.

(HTF) solvent through the end of this calendar year.

The U.S. Department of Transportation is expecting HTF shortfalls as early as August. The FUND provides more than \$40 billion annually for federal highway and transit programs. Since 2000, HTF spending has outpaced revenue.

Although momentum is gaining for a bipartisan proposal to address the HTF's long-term solvency by

See **TRUST FUND** page 8

## Linda Langston: Parting Words



### Q: How would you describe your year as NACo president?

It has been an amazing and incredible year that has emphasized to me the uniqueness and similarities of counties across the United States. My year as president also

See **LANGSTON** page 6



## Orleans Parish, La. hosts NACo's 79th Annual Conference and Exposition

Maui County Council Member Riki Hokama is expected to take over the reins as NACo's new president after voting wraps up at the association's Annual Meeting in New Orleans, La. July 14.

Hokama succeeds Supervisor Linda Langston, Linn County, Iowa who now becomes immediate past president.

The new leadership team takes office as NACo's 2014 Annual Conference and Exposition winds up later in the day with the Conference Celebration Event at the Mercedes-Benz Superdome.

The four-day conference, which began July 11, showcased three new research products, more than a dozen new publications, new networking opportunities, dozens of policy meetings — with a sharp focus on the reauthorization of federal surface transportation legislation and the proposed EPA regulations on "waters of the U.S." — and the election of new officers and adoption of new policy positions.

The research studies explored

the role of counties in economic development, the impact of the Affordable Care Act on health care benefits for county employees and an updated, expanded and more user-friendly online County Intelligence Connection 2.0.

*The Strong Economies, Resilient Counties: The Role of Counties in Economic Development*, the first report in a new NACo Why Counties Matter paper series, dives into the details of county involvement in economic development activities, outlining county administrative structures, financial support and partnerships in this policy area.

In partnership with the Carl Vinson Institute of Government at the University of Georgia, NACo conducted *County Health Benefits 2014*, an analysis of two surveys in April 2009 and March 2014 of the same group of nearly 1,000 counties.

The study, according to Emilia Istrate, NACo research director, creates a baseline for understanding county health benefits for employees, dependents and retirees, before

all changes resulting from ACA implementation take place. Among the findings: premiums for county health care plans have increased 20 percent since 2009.

See **NACo ANNUAL** page 8

### INSIDE THIS ISSUE



Don't miss the latest County News special Hot Topics report: *The Road Ahead for Counties: Transportation Challenges and Opportunities* > **Hot Topics Section**

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NACo releases results of a county health benefits survey > **Page 2**



# New partnership will help counties expand jobs recruitment reach



NACo Executive Director Matthew D. Chase and Careers In Government, Inc. (CIG) President Michael Hurwitz announced a strategic partnership designed to substantially improve NACo's online job posting efforts, JobsOnline.

The alliance will increase CIG's ability to address the unique personnel recruitment and hiring needs of NACo's membership, which will result in more career public service postings as well as qualified candidate responses.

CIG will serve as an exclusive agent for NACo with respect to advertising jobs available in county governments at CareersInGovernment.com, and together, they will develop and market a variety of job posting packages catering to counties of all sizes.

"Counties are constantly working to be more efficient while remaining competitive in their hiring processes," Chase said. "NACo's partnership with CareersInGovernment.com will help counties recruit and select highly qualified employees who are passionate about public service. Counties look for the best and the brightest, and CIG will help find

them," said Chase.

NACo's JobsOnline began more than 10 years ago to provide NACo members with greater flexibility and exposure for their job listings. A staple on the association's website, JobsOnline consistently ranks among the top 10 most-visited pages at naco.org.

NACo and its members will be in a position to take advantage of CIG's full-featured job board developed over 17 years, as well as its burgeoning social media presence. The award-winning job board is exploring enhancements such as multi-language capability and applicant tracking tools for better management of the recruitment and hiring process.

Visitors to CIG's site will be greeted with easy-to-navigate links to NACo's resource-rich website and own job board, providing a wealth of issues-based legislative and research information.

"NACo is the premiere professional association in America serving our nation's counties," Hurwitz said. "Both its vision to have healthy, vibrant and safe communities and its mission depend in large part on the hard work and success of public service employees.

"Since 1996, CIG has been an online leader in assisting state and local government agencies recruit and hire qualified and experienced public service staff from executives to skilled tradespersons," he added. "Many counties already use our site and we are excited about the synergy and potential benefits this new partnership will produce."

The initiation of joint marketing activities as well as collaboration in other personnel hiring and development activities are expected to begin in the third quarter of this year.

Careers In Government, Inc.'s announcement adds to its expanding list of strategic partners which include: International Personnel Management Association (IPMA); MuniNet; USC Price School of Public Policy; UNC School of Public Policy; South Bay Workforce Investment Board and others. It has been an industry leader and innovator in online public sector job listings and career resources since 1996.

*\* To access NACo's JobsOnline and Careers in Government websites see this article online.*

# High Court decides greenhouse gases case for stationary sources

By LISA SORONEN  
EXECUTIVE DIRECTOR  
STATE AND LOCAL LEGAL CENTER



The Clean Air Act regulates pollution-generating emissions from stationary sources such as factories, power plants or landfills and moving sources like cars, trucks and planes.

In a 2007 decision, *Massachusetts v. EPA*, the U.S. Supreme Court held that EPA could regulate greenhouse gas emissions from new motor vehicles. As a result of that case, EPA concluded it was also required or permitted to apply permitting requirements to all stationary sources, that emitted greenhouse gases in excess of statutory thresholds.

In *Utility Air Regulatory Group v. EPA*, the court held 5-4 last month that EPA can not require stationary sources to obtain Clean

Air Act permits only because they emit greenhouse gases. But, the court concluded 7-2 that EPA can require "anyway" stationary sources, which have to obtain permits based on their emissions of other pollutants, to comply with "best available control technology" (BACT) emission standards for greenhouse gases.

Counties own many small stationary sources that emit greenhouse gases, but not other pollutants, and will benefit from not needing to obtain permits for them.

The court reasoned that requiring permits for all newly covered stationary sources for greenhouse gas emissions "would place plainly excessive demands on limited governmental resources and is alone enough reason for rejecting it."

EPA's regulations would have increased the number of permits by millions and the cost of permitting by billions of dollars. Small sources like retail stores, offices,

apartment buildings, shopping centers, schools and churches would have been covered. States, as permitting authorities, would have borne part of the burden by having to hold hearings and grant or deny permits within a year.

*\* To read both court decisions mentioned in this article, see this story online at [www.countynews.org](http://www.countynews.org).*

## Quick Takes

RIVER PARISHES BETWEEN NEW ORLEANS AND BATON ROUGE

- ★ Ascension Parish
- ★ St. Charles Parish
- ★ St. James Parish
- ★ St. John the Baptist Parish

Louisiana River Parishes, Wikipedia.org

# NACo study: Counties offer extensive employee health coverage

America's counties spend an estimated \$20 billion to \$24 billion on health insurance premiums each year, according to a new NACo study, covering an estimated 2.5 million county employees and nearly 2.4 million dependents.

The report — *County Health Benefits 2014* — is based on a survey of nearly 1,000 counties conducted in March 2014 compared with a survey of the same counties in April 2009. Released July 3, the research examines changes in health benefits coverage, cost-containment strategies, trends in wellness programs, coverage for retirees and implementation of the Affordable Care Act.

"This research provides insights and data on county employee health benefits coverage, changes over time and ongoing challenges," said Emilia Istrate, NACo's director of research and one of the paper's lead authors. "Counties are working to contain costs while maintaining competitive health benefits for employees. County governments not only provide many vital services to their residents, but they are also significant employers in their communities."

An analysis of survey results reveals:

- County health benefit eligibility for employees and dependents, and county spending on health insurance increased significantly over the last five years. Between 2009 and 2014, average monthly premiums for county health plans increased by 20 percent, while the rate of counties offering coverage to all of their part-time employees doubled (from 8 percent to 16 percent).

- Counties are working with their employees to contain health care costs, by continuing to share premium costs or increasing the deductible amounts, copayments or out-of-pocket limits.

- Counties are still grappling with the uncertain effects of the Affordable Care Act (ACA). While 34 percent of counties mentioned increased costs associated with ACA implementation, 35 percent reported no ACA impact. The complexity of the ACA statute was the most commonly cited barrier to implementing federal health care reform.

- Most counties offer some type of wellness program at a higher



rate than in 2009. The number of counties offering wellness programs jumped from 59 percent in 2009 to more than 80 percent this year.

- Counties are far more likely than other employers to offer retiree health benefits.

*County Health Benefits 2014* is a collaborative effort between NACo and the Carl Vinson Institute of Government at the University of Georgia.

For more detailed results in the executive summary and full report, visit [www.naco.org/healthbenefits](http://www.naco.org/healthbenefits).

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### REASONS WHY BENEFIT ADMINISTRATORS IN GOVERNMENT CHOOSE COLONIAL LIFE

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## IN MY OPINION ...



Tommie Cline Martin

BY SUPERVISOR TOMMIE CLINE MARTIN  
GILA COUNTY, ARIZ

It is indisputable; atmospheric carbon dioxide (CO<sub>2</sub>) levels are rising at an accelerating pace. While controversy abounds about the current and future impacts of increased atmospheric CO<sub>2</sub>, the federal and many state and local governments are taking actions — regulatory and programmatic — to reduce CO<sub>2</sub> emissions, at great collective cost.

**“ In the U.S., some of the worst soil degradation has occurred on our public forests and grasslands — most of which are decadent, dying or dead — and is due, in my opinion, to 100 years of failed federal policies.**

What if there is a simple, proven, natural way to remove this excess CO<sub>2</sub> that can be rapidly implemented at virtually no cost (and actually generates positive economic benefits) while it produces a cascade of positive environmental benefits by restoring ecosystem health? A process that is supported by decades of researched science?

Sounds too good to be true?

Well, it is true.

Soil, itself, is a huge potential carbon sink that can and should be used to store (sequester) excess atmospheric carbon. Thirty years of research have led scientists to predict our soils can quickly capture enough carbon to restore atmospheric carbon dioxide to pre-industrial levels.

However, nearly every action we have taken on our lands over the last 200 years — deforestation, tilling, annihilation of large grazing herds like buffalo (+/-60 million animals), fencing, converting prairie to farms, you name it — has caused massive carbon losses in soils of all types. The cumulative effect of this

carbon loss has led to severe soil degradation that, in turn, has simplified and desertified our environment.

In the U.S., some of the worst soil degradation has occurred on our public forests and grasslands — most of which are decadent, dying or dead — and is due, in my opinion, to 100 years of failed federal policies. These same soils, however, also represent a huge opportunity for carbon recapture and restoration.

Both forests and grasslands use photosynthesis to store carbon — forests, with shallower, lateral root systems mostly store carbon above ground in woody tissue. But in a fire, forests release their stored carbon to the atmosphere.

Grasslands, with very dense, deep horizontal root systems, store carbon in the soil as organic material and humus to depths of 15 feet and more. In grassland fires, soil sequestered carbon remains untouched, which makes these soils a very stable carbon sink.

Photosynthesis is the natural process of plants taking in carbon, water and sunlight and making more plant mass. If grass plants take in more carbon than they need, they release and store it in the soil around their roots for future use.

Scientists now know that this soil carbon arrives at a plant's root hairs as sugars that are picked up by fungi and piped even farther underground through vast multi-acre networks in a process referred to as a “liquid carbon pathway.”

Photosynthesis for a grass plant starts with sunlight hitting its growth points which are located in its base near the ground (below where a grazing animal can bite them). This grass plant requires a periodic defoliation of its leaves (by grazing, fire, trampling) to keep past years' growth from shading these growth points and inhibiting their ability to photosynthesize.

From a holistic perspective, the symbiotic, evolutionary relationship between grasslands and grazers is obvious. Once we understand that the grass needs the grazer for survival every bit as much as the grazer needs the grass, we then begin to understand how — together and managed holistically — they CAN store massive amounts of carbon in the soil.

While the regulatory path is an attempt at prevention ... the capture through photosynthesis path is a cure.

There are many examples of managing resources holistically through-

out the world. However, public land examples in the U.S., where the soils are the poorest and the opportunity for reversal is the greatest, are few and far between. One of the exceptions to this rule is the Deseret Ranch, a 205,000-acre public and private land ranch in northeastern Utah that has practiced and documented these practices since the early 1980s.

They have restored plant and animal species, improved soil function, restored perennial streams and wetlands, and sequestered carbon — all while producing a living wage. Deseret Ranch nets \$17 per acre per year, a livable value that supports our Western culture. In contrast, in my county, public land ranchers might net \$.05 per acre per year. Yes, just a nickel!! This tiny wage provides almost no support to our economy, and so we rely on PILT and other federal programs.

What would new, annual, earnable, taxable receipts of up to \$17 per acre per year from the 193 million U.S. acres the Forest Service manages and the 260 million U.S. acres the Bureau of Land Management manages do for our local, state, and federal economies? What would it mean to preserve our Western rural culture?

If we let them, public forests and grasslands can be managed to sequester carbon to mitigate climate impacts and benefit by a return of health, functionality and productivity. Americans will benefit from the cascade of above-ground results such as reduced erosion, increased biodiversity, increased productivity, fire-resilient forests, quality wildlife habitat, cleaner water, and cleaner air.

I recently testified with others before a Congressional Oversight Hearing on this subject urging federal land managers to adopt a holistic approach. I also asked that Congress direct the Forest Service and the BLM to create 100,000-acre demonstration areas scattered

throughout our public lands.

This would allow for the demonstration and collection of measured results of how holistically managed land and livestock can sequester enough carbon in the soil to restore atmospheric carbon dioxide to pre-industrial levels.

You can view the hearings on the congressional committee's website [naturalresources.gov](http://naturalresources.gov) or visit my county's website at [gilacountyaz.gov](http://gilacountyaz.gov).

I urge you to join in asking for

holistic management of our public lands for carbon sequestration.

Together, we can allow our public lands to once again support the families and communities that depend on them, mitigate climate change and restore the ecosystems of the majestic American West.

Not only is it true ... it's possible!!

*\* You can learn more and find additional resources by seeing this story online at [www.countynews.org](http://www.countynews.org).*



## Profiles in Service

### Tammy Baney

NACo Human Services Steering Committee  
County Commissioner  
Deschutes County, Ore.

**Number of years active in NACo:** 7

**Years in public service:** 12

**Occupation:** county commissioner

**Education:** County Leadership Institute alumna; Central Oregon Community College; University of Phoenix

**The hardest thing I've ever done:** tell my 8-year-old daughter that her father had died

**Three people (living or dead) I'd invite to dinner:** Amelia Earhart, Benjamin Franklin and Mother Teresa

**A dream I have is to:** move to Italy for a year to write a book.

**You'd be surprised to learn that I:** am the reigning La Pine Lawn Mower Race Grand Champion.

**The most adventurous thing I've ever done is:** solo an airplane.

**My favorite way to relax is:** by getting outdoors! Hiking, sunsets and taking in the mountain air.

**I'm most proud of:** personally — my daughter and three grown foster daughters. Professionally — receiving the Oregon Statesman of the Year Award in 2012.

**Every morning I read:** two local papers online; Buzz Feed politics and business; daily inspirational quote.

**My favorite meal is:** fried chicken and Caprese salad.

**My pet peeve is:** people who say, “To be honest...” followed closely by people who chew food with their mouths open.

**My motto is:** “No one would have ever crossed the ocean if they could have gotten off the ship mid-storm” — Charles Kettering.

**The last book I read was:** I usually read one for my mind and one for my heart: *Failure is Not an Option* by David Rosell; *The Paris Wife* by Paula McLain.

**My favorite movie is:** *The Godfather*.

**My favorite music is:** a mixture of Johnny Cash, Pink Floyd, Lyle Lovett, Zac Brown Band and The National.

**My favorite president is:** Abraham Lincoln.

**I am a member of NACo because:** whether rural or urban, East or West, NACo convenes our voices around important issues; offering both support and advocacy toward a solution.

## CORRECTIONS

► In the June 16 edition of County News, the Profile in Service photo of Commissioner Christopher Shoff on page 4 was incorrect. This is the correct photo.



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# Langston will continue to advocate for a 'Resilient America'

LANGSTON from page 1

saw some big changes at NACo with new staff, outstanding new research and reports, along with an increased visibility and credibility for NACo. Being president gives you so many opportunities to meet new people, to become involved in issues and to see what an impact you can have in a leadership role.

## Q: What was the most challenging part of your role as president?

The challenges that come as president are all related to time management. Managing your role as president, along with duties at home and traveling require a great deal of organization and support. I found myself always wishing for more time — especially on state association visits where I got to meet so many wonderful people.

## Q: What did you find most interesting or exciting?

It was great to have the opportunity to testify before Congress and advocate for counties in changes to the Biggert-Waters flood insurance reform bill. I have also relished the opportunity to be involved with the National Academies of Science roundtable, Resilient America and to serve on the National Advisory Council for FEMA. It has been so

interesting to be with academics, military folks and subject matter experts who are all looking for ways to advance resiliency and know that the opportunity lies with local governments and local communities. It is work that I look forward to continuing next year.

## Q: What are you proudest of?

When I first began my term on the executive committee, I affirmed daily that I wanted to be a game-changing NACo president. I believe that I have succeeded in ways that I am not sure I even fully appreciated! It has been a real pleasure and I am very proud of how the executive committee selected and assisted with the onboarding of Matt Chase, our executive director. I am so proud to be a valued member of a great NACo team that continues to advance "Why Counties Matter!"

## Q: What advice would you give your successor?

Take time for yourself when and where you can. Make sure that your door is always open and that your phone is always on! Enjoy all the friendships you will make and affirm and appreciate the beauty of the United States. We always do best when we work together as a team with the best interests of NACo at heart.

## Q: What's next for Linda Langston?

I look forward to continuing service on the executive committee in the role that Immediate Past President Chris Rodgers says is the best job ever! I love my work as a local county official and hope for many more years of service to NACo and to Linn County, Iowa while being

involved in advancing the concept of a Resilient America through many of our federal agencies.

## Q: Final Thoughts

I want to express my gratitude to all NACo members for the opportunity to serve. I also want to thank all those people who agreed to serve on committees and who

stepped up to leadership! Our members are awesome. We also have such an outstanding staff, who work tirelessly on behalf of members and work with us in advocacy, program development and research. When we work together appreciating each other's strengths we can and have accomplished so much! Thank you everyone.

## Affiliate Spotlight

# County engineers key to transportation, infrastructure

By BRIAN ROBERTS

EXECUTIVE DIRECTOR

NATIONAL ASSOCIATION OF COUNTY ENGINEERS



most recent research conducted by NACo, counties own 45 percent of roads and 230,690 of the country's bridges.

Counties truly provide a vital link in the country's infrastructure. Just like NACo, the National Association of County Engineers (NACE) works to improve county

By now, you are probably well aware of the role counties play in our nation's roads and bridges. According to the



influence and recognition.

NACE, NACo's largest affiliate, was formed in 1956 as a way to improve the coordination and communication between the various state county engineer associations.

Many of the state affiliates have celebrated their 100-year anniversaries and are well established with staff and substantial budgets.

Among other things, NACE works to connect these affiliates thereby achieving national recognition and influence. NACE currently has 31 state affiliates and a Canadian affiliate in Ontario. Tennessee is our newest affiliate, joining in 2013. In total, NACE represents more than 1,350 counties, county engineers and road officials.

NACE has both urban and rural counties as members. Road ownership and responsibilities also vary tremendously throughout the nation. Just ask Mark Servi, NACE past president and Barron County Wis. Highway commissioner.

"In Wisconsin, the counties are responsible for their individual county highway systems, and we also have maintenance responsibilities for the state and federal highways within our counties," he said. "Maintenance on the state and federal system is through a cost reimbursement contract with the state. Many counties self-perform maintenance and construction on their own systems, as well as providing these types of services for the other local government units within

the county," he added.

"For example, Barron County operates an asphalt production plant, and performs paving projects for many towns, cities and villages as well as all the paving on our system."

NACE provides a forum for this diverse membership to exchange ideas and information.

Just as the relationship between NACE and NACo can lead to success, the individual relationship between the county engineer or road official and their elected leadership is also critical.

I asked Brian Stacy, NACE secretary/treasurer and county engineer of Pierce County, Wash. how he benefits from this relationship. "As a county engineer I take the information I get from NACE and NACo and share — or utilize in some way — that information to better inform our elected body. I think the national perspective is highly critical in what I do and helps me make more informed decisions with my board."

Brian Keierleber, NACE South Central vice president and county engineer, Buchanan County, Iowa, also values the relationship with his elected officials. "I am a strong believer that there needs to be very open communication with the board. One-on-one field trips are very productive," he said. "Whether you are talking about projects, funding or personnel, educating them on the issue makes life easier. Open chains of communication help keep problems from developing."

As you can see, county engineers and road officials play a vital and diverse role in U.S. infrastructure, and we pledge to continue working with NACo in its efforts to build safe, reliable and resilient transportation networks for all Americans.

For more information about NACE, go to [www.countyengineers.org](http://www.countyengineers.org).

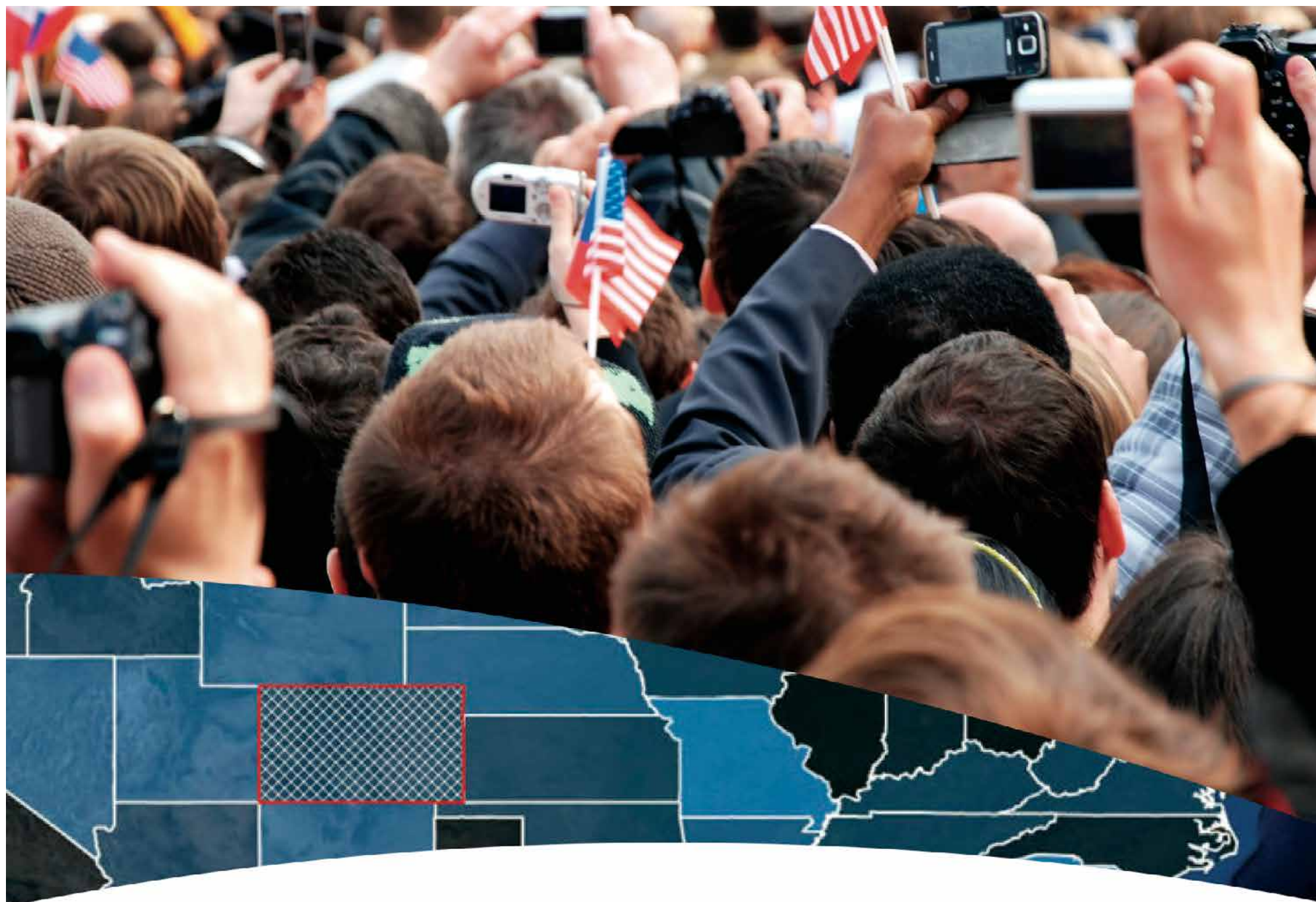


AJA and the Correctional Management Institute of Texas are developing a senior executive program for emerging jail leaders. Your input is requested to help identify critical topics for this program. Please take fifteen minutes and respond to this survey by July 31, 2014. Thanks in advance for your time. Visit the website below to begin the survey:

<https://www.surveymonkey.com/s/FXVVNTW>

Thank you from the  
American Jail Association &  
Correctional Management Institute of Texas!





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# STATE → TO → STATE



## MISSISSIPPI NEW HAMPSHIRE



*What issues are driving state associations' legislative agendas? What are the latest and most persistent challenges your county colleagues in other states are facing? What looks to be looming on the horizon?*

*State-to-State, a County News feature, explores these questions and helps keep you in touch with your fellow leaders across the country.*

### Mississippi



It took "intense" late night negotiations to accomplish it, but \$36 million in increased funding for county roads and bridges was a prize worth the wait. It was a priority issue for the Mississippi Association of Supervisors (MAS) during the State Legislature's 2014 session.

The funding was hashed out after the lawmakers ended their regular session without approving budgets for the state's department of transportation and state-aid road construction. Gov. Phil Bryant (R) called a special session to get it done.

"We had a big priority of increasing transportation funding for local roads and bridges," said Derrick Surrence, MAS executive director. "That was a huge, huge percentage increase over last year. We normally

receive \$20 million, and this year we received \$56 million." The formula for how the funds will be allocated is "yet to be determined or in the process of being determined."

Outside the legislative sphere,



**IN MISSISSIPPI'S  
82 COUNTIES,  
THERE ARE**

**410** county board members and executives.  
There are no elected county executives.

**IN NEW HAMPSHIRE'S  
10 COUNTIES,  
THERE ARE**

**30** county board members and executives.  
There are no elected county executives.

counties continue to worry about the state's slow economic recovery. "I always try to hold out hope," Surrence said, "but our state has not seen its unemployment rate drop like other states have, and we don't see a whole lot of new industry being pulled into the state."

"You would hope that we can hold our own or even improve some but you'd have to be concerned some at the same time."

As with counties nationwide, those in Mississippi also are leery of unfunded mandates. "The big deals were taking authority away

from county governments and mandated tax exemptions," Surrence said. "That's something that we continue to see pop up and we continue to have to fight — and mandated funding measures that are passed down."

### New Hampshire



Known for kicking off the Presidential Primary season every four years, New Hampshire has a lot to do in between for its 10 counties. The Medicaid enhancement tax (MET), unfunded liability

of state retirement and correctional issues were the driving agenda during the last legislative session that just ended in June, according to Betsy Miller, executive director, New Hampshire Association of Counties.

The MET has been thrown around a lot during the spending plan session for FY14-15. Until two years ago, MET revenues were used to get federal matching dollars to provide hospitals with some financial relief for uncompensated care — losses related to care for the uninsured and other Medicaid patients. Lawmakers' diverting MET revenue to help fund state payments to Medicaid providers, leaving a disproportionate share to hospitals, is what led to several lawsuits by the hospitals. Under the bill passed recently in the state House and Senate, critical care hospitals are guaranteed to get back 75 percent of uncompensated care costs, and, starting in FY16, noncritical access hospitals will get 50 percent back.

Counties faced challenges in the process of managed care (health care payment and reimbursement.) In 2011, New Hampshire counties were put in charge of long-term care costs.

"Health care costs have become a big challenge," Miller said. "Between Medicaid and managed care, the costs offloaded on counties are a concern."

Counties will continue to search for ways to fund programs where state funds and federal grants fail to do so.

## House will also take a turn at trust fund fix

TRUST FUND *from page 1*

increasing and indexing federal gasoline and diesel taxes, the consensus in Congress is that major trust fund reform will not occur in time to avoid the predicted shortfalls this summer.

To avoid a major transportation funding crisis, the Senate Finance Committee Chair Ron Wyden (D-Ore.) released his plan to raise \$9 billion to temporarily extend the HTF. Wyden's initial version of the Preserving America's Transit and Highways (PATH) Act, would raise the revenue needed to pay for this extension through a number of sources, which included a modification to the Heavy Vehicle Use Tax that would increase the tax cap for heavy vehicles (vehicles over 97,000 pounds of gross vehicle weight) while not altering current truck weight limits and a provision that would require retirement savings accounts be distributed within five years of the death of the account holder.

On June 26, the Senate Finance Committee convened to markup the proposal, which introduced modifications aimed at rousing bipartisan consensus. Among the changes introduced during the markup was the elimination of the higher tax cap for heavier commercial trucks. Since the markup revealed the need for additional tweaks, the committee agreed to reconvene the markup when they return from the July 4 recess.

In addition to the activity in the Senate, House Ways and Means Committee Chair Rep. Dave Camp (R-Mich.) announced his plans to mark up a trust fund fix (that has

yet to be released) during the week of July 7. The ranking member of the Senate Finance Committee, Sen. Orrin Hatch (R-Utah), reached out to Camp prior to the June 24 markup to determine a bipartisan and bicameral path forward for an extension of the HTF.

"NACo acknowledges the need for an immediate fix to address the HTFs looming insolvency," NACo Executive Director Matt Chase said. "However, we encourage our members to tell Congress that a long-term vision and funding certainty—not a short-term patch—is best for our country's transportation infrastructure."

## Sen. Vitter in spotlight at opening General Session

NACo ANNUAL *from page 1*

General session speakers ranged from the inspirational to the humorous to the serious.

Sen. David Vitter (R-La.), ranking member of the Senate Environment and Public Works Committee, is slated to offer his perspective on the chances for reauthorizing surface transportation legislation and replenishing the Highway Trust Fund at the Opening General session.

Jeff Henderson, award-winning chef, bestselling author and inspirational speaker shares the opening session speaker spotlight, while entertainer Frank Caliendo, comedian, actor and impressionist is scheduled to close the formal

conference proceedings on a light note at the July 14 general session.

Workshop sessions ran throughout the conference providing attendees with new ideas and information about workforce and economic development, health care, criminal justice, county administration and cybersecurity.

For those who liked their workshops on the go, there were three mobile educational sessions that took participants outside the Morial Center and into New Orleans to tour post-Katrina restoration efforts, resiliency planning for its water resources and, in collaboration with TransCanada, transmission pipelines.

The Aug. 4 issue of County News will feature a full report on the conference.

## What's in a Seal?

► Taylor County, Fla.  
[www.taylorcountygov.com](http://www.taylorcountygov.com)



"Tim-berrrr!" The triumphant call was heard in Florida during the early 1800s, and since then Taylor County has played an integral role in the forestry industry.

The advent of railroads in the county enabled area foresters to become bountiful providers of timber the world over — thus earning Taylor the title of "Tree Capital of the South."

Taylor County, Fla. was created from Madison County on Dec. 23, 1856. It was named for Zachary Taylor, the 12th president of the United States and commander of U.S. Army forces in Florida during part of the second Seminole War.

The Forest Capital Museum State Park honors the timber industry as well as the unique natural woodlands of Florida. Visible from the state park, a well-worn passage crosses the Steinhatchee River — marking the route covered wagons used to take when they traversed the river at the falls.

The seal shows a sailboat, forest, deer, a fish and a scuba diver with the sun shining over on the Gulf Coast county. These represent sailing, hunting, fishing and exploring around this coastal county.

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



## The H.R. Doctor Is in

# Bastille Day – and Other Days of Change

The month of July has apparently been chosen by the forces of the universe to be the time of celebration of the success of national independence movements.

Besides the 4th of July, the most famous of the July events occurred on July 14, 1789 when French citizens stormed the Bastille prison in Paris. The Bastille was the symbolic representation of the monarchy. The event became a catalyst for what we call the French Revolution today.

In July 1881, President James Garfield was assassinated by a very disappointed office seeker. This event was a catalyst in the transition to a merit or civil service form of personnel management. President Lyndon B. Johnson signed the landmark Civil Rights Act of 1964 in July of that year. The Bahamas gained independence from the United Kingdom in 1973 in, you guessed it, July.

One of my favorite July events occurred in 1848 when an organized women's rights convention was held in Seneca Falls, N.Y. Did I mention the Apollo 11 "one small step" event in July 1969? The Egyptian Army revolt of 1952 began in July and led to the change from near absolute monarchy to near-absolute presidential dictatorship—now changed again. The Cuban Revolution began in 1953 with Fidel Castro's 26th of July Movement ultimately forcing out the prior dictator, Batista.

What these and other anniversary commemorations really represent is the tipping point of movements for change in fundamental ways. So far, the HR Doctor has succeeded in not using the phrase "paradigm shift" even once. However, if I did use the

phrase, these diverse events would be prime examples of the catalyst moments in a long series of growing pressures resulting in such shifts.

Replacing one framework of thinking or governing with another is not generally an overnight event. It occurs with a build up of pressures and increasing failures by the in-place approach to respond properly to changing events.

In the case of the French Revolution,

**“ We must all be HR Doctors in the sense of respectfully watching for symptoms, and observing and knowing when the time has arrived to make positive change and innovation happen.**

tion, there were decaying economic conditions, increasing perceptions of a non-responsive and non-caring monarchy and no other internal mechanism to bring about fundamental change. In effect, the analogy to a steam engine with increasing pressure and no relief valve seems appropriate.

In our own lives, we encounter circumstances where we, too, feel that something is not happening the way we wish it to happen.

Perhaps this is happening with our health, children, significant others, careers or in relationships with others. We don't find alternatives to improve the situation gradually, and at some point we look for more

revolutionary ways to declare our independence and bring about change.

Perhaps the change is spurred on by some catalyst event. It may be the savagery of a terrible tornado or wild-land fires burning out of control which propel to the forefront arguments about disaster preparedness.

Whether it is a personal issue involving one or two lives, or a much more fundamental agency or nationwide situation, we need to build in several key pressure relief valves in the way we think and act as public administrators:

- The ability to clearly and continuously scan the environment for signs of anomalies and the need to respond to those. We must all be HR Doctors in the sense of respectfully watching for symptoms, and observing and knowing when the time has arrived to make positive change and innovation happen.

- We are very well served by investing now in building a network of colleagues who can help us diagnose the need for change and be aware of our treatment options. These may be other colleagues inside an agency or they may be outside consultants. They may be friends or fellow professionals in an agency next door or across the country. Wherever the source of the network help comes from, no professional will survive pretending to be an island.

- Professional training and development is a key component of being able to grow and adapt. An agency that spends little time and few of its resources improving the knowledge, skills, behaviors and capabilities of its human assets is committing malpractice. It cannot be successful in a world of changes in law, practice and technology without internal staff development, and

- As we spot the symptoms of the need for change and we take in advice, ideas and experience from other people, we move to another critical step—the ability to recommend specific approaches with one purpose in mind: to control the uncertainty that is building up around us.

The French sociologist Michel Crozier studied the relationship in a bureaucracy between power and uncertainty. His thesis was that power flows to the people who control uncertainty. The role of the leader is to learn and act in ways which control and reduce, rather than increase, the uncertainty in the organization and in the minds of individuals.

The best parents, elected and appointed officials, policemen, physicians and HR professionals are those people who are the most adept at controlling uncertainty.

The world around us is changing and will continue to change at an even faster pace. The changes are the result of many factors including the impacts of technology, climate changes, shifts in population demographics, national economics and much more.

A great Tom Lehrer song in the 1960s was dedicated to the rocket scientist Werner Von Braun. It sarcastically discussed his apparent "flexibility" in working for Nazi Germany and then for the United States in the development of rocketry. The most memorable line from the song was "...In German or English I know how to count down, and I am learning Chinese, said Werner Von Braun."

America's place in a changing world and the place of every reader

of HR Doctor columns, whether elected or appointed in government services, are also subject to change. The change can be in a more planned, more orderly and more positive way or it can be the bureaucratic equivalent of being run over by a tanker truck in the middle of a cross walk. The difference is in the ability of top leaders to anticipate change and to offer hopeful innovative alternatives, otherwise known as the control of uncertainty.

Not responding to change, not adapting to it, not anticipating it means that our own inertia will take over and produce an outcome which we may very well not like at all.

You get to decide whether it's time for your own independence in terms of thinking and acting in a proactive manner. What's it going to be? Choose wisely.



Phil Rosenberg

The HR Doctor • [www.hrdtr.net](http://www.hrdtr.net)

## Financial Services News

### Improving Retirement Readiness for State, Local Government Employees

The National Association of Government Defined Contribution Administrators, Inc. (NAGDCA) has partnered with the International Foundation for Retirement Education (InFRE) to release a white paper on improving retirement readiness for state and local government employees.

The paper covers what it means to be retirement-ready, how it can be measured and how retirement readiness in the public sector differs from the private sector.

As public employers begin to share more of the responsibility of preparing their employees for retirement, defined contribution plan savings will need to play a greater role in how employees become retirement-ready. Helping employees understand and score their personal retirement readiness status will also motivate them to take necessary action to improve projected outcomes.

The paper suggests public sector employees retiring in the future will be in jeopardy of not having

adequate resources and many may ultimately become somewhat dependent on their former employers in the form of social assistance.

While public sector employers need to continue to use benefit packages as a way to attract and retain skilled workers, they must also find a balance in their communications to inform employees that without personal savings or other income sources, these benefits will likely not be sufficient to meet all of their future retirement income needs. "The combination of changing benefits, retirees that are living longer and increases in medical expenses mean that public sector employers are facing a significant challenge to ensure employees recognize their new retirement readiness responsibilities," said Ralph Marsh, NAGDCA president. A copy of the paper can be found at <http://bit.ly/1qmb1sM>.

*(Financial Services News was written by Kevin Seibert, managing director, International Foundation for Retirement Education.)*

## NACo on the Move

### ► NACo Officers and Officials

• Gila County, Ariz. Supervisor **Tommie Kline Martin** and Grant County, Okla. Commissioner **Cindy Bobbitt** have been appointed to the federal



Cindy Bobbitt

Drought Advisory Council, representing local government. The council, with additional state-level representatives, will advise the National Drought Resiliency Partnership, created by the Obama Administration as part of the president's Climate Action Plan.



Tommie Kline Martin

• NACo Executive Director **Matt Chase** spoke about Why Counties Matter at the New Jersey Association of Counties Board of Directors meeting in Mercer County (Trenton) June 27.

*On the Move is compiled by Christopher Johnson*





# News From the Nation's Counties

► CALIFORNIA

• A group of environmental organizations is asking **HUMBOLDT** and **MENDOCINO** counties to join **SONOMA** and **MARIN** counties in **cutting off contracts** with the U.S. Department of Agriculture's Wildlife Services over treatment of animals. It is the main federal agency tasked with killing wild animals considered to pose problems for human society. The groups are asking the counties' Boards of Supervisors to commit any future agreements with Wildlife Services to a full environmental review process under California state law.

• **Civil asset forfeiture laws** have allowed **SONOMA COUNTY** law enforcement agencies to seize nearly \$8 million from people suspected of unlawful activity, including drug trafficking. FY11-12 brought in a high water mark of \$2.3 million, typically from traffic stops on Highway 101 to Humboldt, Mendocino and **TRINITY** counties, the *Press Democrat* reported.

Sixty-five percent of all assets are handed over to the seizing agency, which must spend a portion of the money on drug and gang prevention programs. The District Attorney's office collects 10 percent, the state gets 24 percent and the statewide prosecutors' association gets 1 percent.

• A civil grand jury said it's OK for the **STANISLAUS COUNTY** Sheriff's Department to **use its helicopter in community events**, such as efforts to help at-risk youths or charitable organizations.

County policies currently do not allow for the helicopter to be used for such non-law enforcement purposes, so the grand jurors recommended that a policy be created with a procedure on how to gain approval before the helicopter is used for something other than a public safety response.

The sheriff's policies list several proper uses for the helicopter, which include assisting other public safety agencies, assisting sheriff's personnel on the ground, capturing suspects or inmates who present a danger, finding a missing person, conducting vehicle pursuits and rescuing a stranded person in a remote area.

Complaints about the helicopter usage came from a resident who alleged a helicopter ride was used as an auction item to benefit a local hospice organization, according to the *Modesto Bee*.

► COLORADO

**Private marijuana clubs** are now legal in **PUEBLO COUNTY**, after

changes to the county's marijuana laws regarding the private clubs.

The clubs must comply with the indoor clean air act — which means smoking marijuana must take place on a patio — the patios must be fenced so the smokers can't be seen from the street. Inside, members will be allowed to use cannabis vaporizers or consume edibles. The clubs can't sell pot. Adults, at least 21, must bring their own stash.

The clubs also can't be owned by anyone with an interest in a marijuana retailer nor can they be connected in any way to a retail or medical marijuana store.

The county's specially appointed law firm that handles marijuana law said the purpose of the clubs is to provide a place for adults who can't or don't wish to consume marijuana in their homes a place to do so, *The Chieftan* reported.

► HAWAII

**HAWAII COUNTY** banned the **sale of tobacco products** to anyone under 21, becoming the fourth local government to do so. Selling tobacco to an underage customer can bring a fine of up to \$2,000, the *Honolulu Star-Advertiser* reported.

► ILLINOIS

The **MCHENRY COUNTY** Board wants to gauge interest among other county governments to **challenging the local prevailing wage** mandated by the state.

Although governments are required to pass an annual ordinance approving the rates set for their counties — McHenry did not — there is no real penalty for not doing so because the state requires the wages to be paid and essentially sets the wage for them, the *Northwest Herald* reported.

The penalty comes in not paying the prevailing wage, and government officials who violate the prevailing wage law are guilty of a Class A misdemeanor. The government can be subjected to significant fines. The prevailing wage law contains a provision in which the wages can be challenged by a hearing.

► MARYLAND

• Diverting people from shelters to keep beds available for those with the greatest need headlines **BALITMORE COUNTY's 10-year plan to reduce homelessness**.

Officials unveiled the plan, four years in the making, which will also include grants to help low-income families pay for security deposits and utilities. The county's homeless services agency will help families find services that can lead to permanent

housing and encourage others to stay with family members when possible, the *Baltimore Sun* reported.

The county wants to create more "permanent supportive housing" units, which provide services such as housing counseling. The county estimates that more than 550 people are in county shelters or on the streets on any given night.

Last year, the county received nearly 6,300 requests to stay in homeless shelters and turned down about 85 percent. Some requests were denied because there were not enough beds, while in other cases the county decided the shelter wasn't the best option.

• After approval by the Legislature, beauty salons in **MONTGOMERY COUNTY** can apply for a beer and wine license so they can **serve drinks during haircuts**, NBC 12 reported. Only businesses that also have a beauty shop permit will be allowed to apply for the beer and wine permits.

• Wayne Curry, one of the country's **first popularly elected black county executives**, died July 2 at 63, the *Washington Post* reported. He served two terms as **PRINCE GEORGE'S COUNTY** executive starting in 1994, and oversaw the first major city or county in the nation to go from majority white to majority black with income and education levels rising instead of falling.

Chairman of NACo's Large Urban County Caucus (LUCC) starting in 1999, Curry urged federal policy makers to respect and protect local decision-making authority at the county level.

He also continued the joint political strategy with the U.S. Conference of Mayors and large urban county leaders after the passage of the Transportation Efficiency Act for the 21st Century (TEA 21) and the "Fair Share Campaign," launched by NACo and the Conference of Mayors.

► NEW MEXICO

According to six measures, **LOS ALAMOS COUNTY** is the **easiest place to live** in the United States. The *New York Times* analyzed education, median household income, unemployment rate, disability rate, life expectancy and obesity to rank 3,135 counties and independent cities.

► NEW YORK

• The state Supreme Court determined 5-2 that **ALBANY COUNTY's law criminalizing**

**cyberbullying** is "overbroad and facially invalid under the Free Speech Clause of the First Amendment."

The county adopted the law in 2010 before the state legislature amended the Dignity for All Students Act in 2012 to prohibit bullying through electronic communication. Albany County Executive Daniel McCoy told *The Enterprise* that he hoped to have a new cyberbullying law in place within four or five months.

• The Patriot's Project, a **transitional housing facility** for homeless military veterans in **ULSTER COUNTY**, has opened.

The home can house up to eight homeless veterans at any one time, but if the demand increases, County Executive Michael Hein said, the third floor will be completed and room for an additional six veterans will be added. Veterans probably will spend up to one year in the home, the

*Daily Freeman* reported. The building is a former state-run group home and its renovation was financed by the sale of the Ulster County Community College president's house.

► NORTH CAROLINA

After spending months putting together a **BUNCOMBE COUNTY** Culture and Recreation Authority (CRA), a government agency authorized by the state General Assembly last year, county workers are **pulling it apart**.

A bill abolishing the CRA got the last approval needed to become law from the state House last week, about less than a year after the General Assembly first approved legislation giving the county authority to create the CRA. The bill initially would have allowed the city of Asheville to put some of its parks facilities under the CRA's

See NEWS FROM page 11

## WORD SEARCH

### New Orleans Facts

S O E R D Y G Y I R M J D R N A P Z S F  
F A Q S M R S Z X Z O W E N O R Z H H J  
M N I X A A A V S I B T U V E D M L A E  
J K K N E H Q N Z C R V C Z L L X Z R C  
R X Z G T X C I R A I V B V O E Z M X N  
D U I Y K S V R U E T L F S P K R A C A  
E B B Y Y J K Q U G B A G M A Z G R H R  
S W Q Y G L H Z P P T X K N Z R H S F  
W T B P B C O R L E A N S P A R I S H F  
B Z C J N R J P D W A N G L N Q W O R O  
A M O E D N I P L S A Q A M S S V N X T  
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P F F F J B J E Q R S R W F B Z U A F E  
O T T J J V K J Z D B N C F Z H Q O J R  
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**BIG EASY** (city nickname)

**FRENCH QUARTER** (known as Vieux Carré, it is the oldest neighborhood in the city)

**JAZZ** (style of music born in New Orleans)

**KATRINA** (deadly hurricane that hit in 2005)

**LOUISIANA PURCHASE** (acquisition of land by the U.S. in 1803 from the French that included New Orleans)

**NAPOLEON** (seized power of France in 1799, acquired Louisiana from the Spanish in 1802)

**ORLEANS PARISH** (coterminous with New Orleans)

**OYSTERS ROCKEFELLER** (famous New Orleans seafood dish)

**PORT** (received military supplies via the Mississippi River in the 1700s)

**REGENT OF FRANCE** (city named after)

**RUBY BRIDGES** (one of six black children in New Orleans to go to an all-white school in 1960)

**SAINTS** (NFL franchise)

**ST BERNARD** (parish east of city)

**ST TAMMANY** (parish north of city)

**SUGAR BOWL** (college football bowl game)

**SUPERDOME** (home of the New Orleans Saints)

Created by Christopher Johnson





# County Innovations and Solutions

Los Angeles County, Calif.

## Signal Synchronization Soothes Traffic

By CHARLIE BAN  
STAFF WRITER

When Randy Newman sings that he was born to ride in "I Love L.A.," he may have been envisioning the synchronized traffic lights that now coordinate driving in 25 cities throughout Los Angeles County.

The region that is renowned for its traffic, in part because of 88 different incorporated cities with

their own traffic signal systems, is getting a little smoother thanks to the Regional Traffic Signal Forum Program, which was formed in 1995 but has recently been picking up steam.

Congested freeways push motorists off into the bordering neighborhoods in search of a smoother route, unleashing a flood of cars onto unsuspecting roads. But then a green light on a road at the end of one city might lead to a red light a

little further down the road in the next. The choppy traffic signals create frustration and wasted gas for drivers.

"The biggest challenge of the program is leading the effort to coordinate approximately 60 different cities into a multijurisdictional program to enable commuters to reduce delays and travel time," said Jane White, county civil engineer.

The key to synchronization is a microprocessor at each intersection

called a Universal Time Base Unit, which coordinates the lights based on the time on an atomic clock. Each intersection involved uses the same schedule.

The 2013 progress on the synchronization, involving 10 projects on 13 routes and covering 273 signals, cost \$12.9 million. This added to work already done to total 135 projects, on 102 routes and 2,670 synchronized intersections. Annual maintenance for the system will cost roughly \$300,000.

Computer modeling pegs motorists' annual savings, thanks to synchronization, at \$468 million in vehicle costs, 31.9 million travel hours and 38.6 million gallons of fuel. Travel times have been cut up to 29 percent, and the reduced frus-

tration and impact to the quality of life for drivers and residents of the impacted cities is immeasurable.

It also leads to a new relationship among independent cities in the region.

"Agencies are no longer working as individual entities, but as an active participant in the regional traffic community," White said. "Public works' efforts [have] united individual cities and established relationships that will endure for years to come. This effort has substantially improved the quality of life for residents coming into and from the Southern California region."

*County Innovations and Solutions highlights award-winning programs.*

## Horse management questions concern Utah counties, state association

NEWS FROM *from page 10*

authority and at one point would have created a way for Buncombe County's other municipalities to participate, as well.

Backers said joint operations would save money, protect libraries and parks from competition for tax dollars with other county needs and help municipalities by spreading the cost of operating their parks to all county taxpayers.

But the issue became linked to debate over the future of the city water system, and the final bill only allowed the county to be involved, the *Citizen-Times* reported.

### ► OHIO

• A charter amendment could turn **CUYAHOGA COUNTY's non-judicial offices nonpartisan.**

Under a proposal by Councilman Jack Schron, a Republican in a Democrat-dominated government, a nonpartisan primary election would send the top two vote-getters to the general election, the *Plain Dealer* reported. Two members of a citizen-led charter review committee last year issued a minority report proposing such a move.

In August, Council will hold final votes on which amendments to send to the November ballot.

Other proposed amendments to the county charter would make the inspector general's office permanent, add a voter rights amendment, require county executive candidates to live in the county for at least two years before being able to file for candidacy and make the county investment

advisory committee part of the county charter.

• A federal magistrate declared that **HAMILTON COUNTY** is the owner of the Metropolitan Sewer District that serves Cincinnati and could **make the rules** governing it.

The sewer district's unusual structure — the county owns it and the city oversees its operations — has led to squabbles over the years as city and county officials debated how best to manage the agency and serve its 800,000 customers.

County officials said the court ruling clears up any confusion over who gets to make the rules: They say the county is now the top decision maker, while the city essentially is a contractor.

U.S. District Court Magistrate Karen Litkovitz's ruling brings more clarity to the city-county relationship and, county officials believe, will have implications that go far beyond the dispute over the responsible bidder rules, which sparked the dispute, the *Cincinnati Inquirer* said.

### ► PENNSYLVANIA

Finding that restrictions were limiting **needle exchange programs** in the city of Pittsburgh to just a few places outside of city parks and cemeteries, the **ALLEGHENY COUNTY** Council voted to lift a rule that those programs could not be located within 1,500 feet of a school, day care or drug treatment facility, the *Post-Gazette* reported.

### ► TEXAS

Texas Rangers will lead an inquiry approved by **BROOKS COUNTY**

to find out who is responsible for **burying dozens of unidentified immigrants** in a local cemetery and to determine if any laws were broken.

Anthropologists have exhumed 52 graves and found remains in body bags and garbage bags, believed to be buried between 2005 and 2009, the *Houston Chronicle* reported.

### ► UTAH

Two counties refuse to round up wild horses and are trying to change the entire horse-management process. **BEAVER** and **IRON counties** want Congress to allow the states to decide how many horses can be on public ranges and what to do if there is an overpopulation.

A resolution to that effect has won support from the **UTAH ASSOCIATION OF COUNTIES**, the *Salt Lake Tribune* reported.

### ► VIRGINIA

**YORK COUNTY's** planning commission is debating whether **performance standards** may be a better way to address new agriculture and aquaculture operations, rather than rezoning.

The planning commissioners said during a June vote the commission would enact standards such as lot size restrictions, among others, that could prevent a commercial oyster or farming enterprise from operating on a small residential lot in a neighborhood, the *Daily Press* reported.

*(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.)*

## Job Market & Classifieds

### ■ COUNTY ADMINISTRATOR – PINELLAS COUNTY GOV'T., FLA.

Salary: \$159,130–\$241,082 annually + excellent benefits; DOQ.

We are seeking candidates for a highly visible position which requires superb management, operations, communications and administrative skills. The successful candidate will be a strong, successful administrator with experience managing and problem-solving in a dynamic, government environment. Must be a strategic thinker with excellent communications and interpersonal skills. The county administrator position is responsible for the day-to-day management for this Charter County which provides a full range of services. The total adopted budget is \$1.7 billion, comprised of \$1.3 billion operating and \$400+ million for capital construction. Pinellas County (population 916,500) is located on Florida's Gulf coast and is home to some of the country's most beautiful beaches.

For information on how to apply and for more information on the position, qualifications, Pinellas County Govern-

ment, and the community please visit the Jobs page at [www.pinellascounty.org](http://www.pinellascounty.org).

A copy of the recruitment brochure is available thru the following link <http://bit.ly/1IVSqSU>. The recruitment will close on July 26. EOE.

### ■ COUNTY ENGINEER – STEVENS COUNTY, MINN.

Salary: DOQ.

Stevens County is seeking to fill the position of County Engineer. Performs complex professional and difficult administrative work relating to the design and construction of engineering projects, maintenance of the County's roads and bridges and inspections of Stevens County's Legal Drainage Ditch System. Go to [www.co.stevens.mn.us](http://www.co.stevens.mn.us) for complete details regarding the position. Submit the application, supplemental questionnaire, resume, cover letter, three professional references and other supporting documentation to the Stevens County Human Resources Department, 400 Colorado Avenue, Suite 302, Morris, MN 56267, or email [jangomer@co.stevens.mn.us](mailto:jangomer@co.stevens.mn.us). Open until filled, first review July 31. EEO/AA

## NACo JOBS ONLINE



Good employees are crucial to getting the job done!

[www.naco.org/programs/jobsonline](http://www.naco.org/programs/jobsonline)







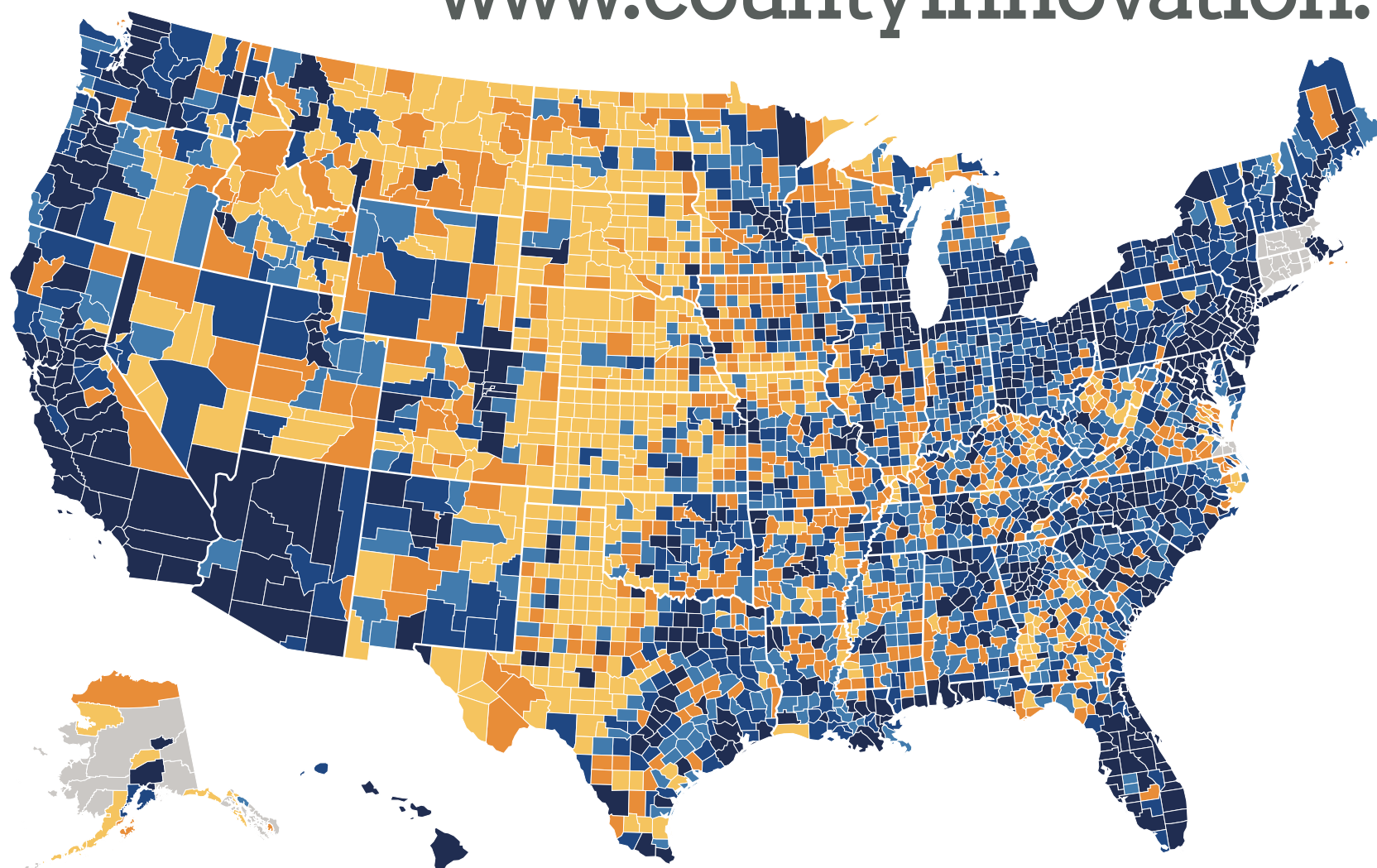
# How well do you know your county?

## NACo County Intelligence Connection (CIC) 2.0

- 66 datasets and over 500 indicators
- Monthly data updates with new datasets and the latest year available
- Updated searches for cities, counties or all counties within a state

[www.naco.org/CIC](http://www.naco.org/CIC)

[www.countyinnovation.us](http://www.countyinnovation.us)



Learn how the CIC 2.0 can be a tool for your advocacy and decision-making at the **NACo Annual Conference workshop on Sunday, July 13 at 2:30p.m. in Room 210 at the Morial Convention Center**. Can't make the workshop? View it live or recorded at [www.naco.org/CICWorkshop](http://www.naco.org/CICWorkshop).

**COMING IN SEPTEMBER:** CIC Data Extraction tool to download additional years of the datasets.