

## Major water resources measure passes House

By JULIE UFFNER  
ASSOCIATE LEGISLATIVE DIRECTOR

The next step for a just-passed major water infrastructure bill will be a conference committee, where conferees will hammer out the differences between the House Water Resources Reform and Development Act (WRRDA) and the Senate's Water Resources Development Act (WRDA) passed in May.

The legislation (H.R. 3080), which passed the House 417-3 Oct. 23, includes provisions to streamline environmental per-

mitting, increase funding for the Harbor Maintenance Trust Fund (HMTF) for port maintenance and dredging, deauthorizes \$12 billion of inactive projects (those with no activity for the past five years); allows non-federal partners to contribute funding to move studies, projects and permits, and preserves the inland Waterways Trust Fund.

The Senate's WRDA bill (S. 601), which easily passed the Senate in May by a vote of 83-14, contains many similarities but

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## Flag campaign reaches all Maryland counties

By CHARLIE BAN  
STAFF WRITER

It was an old wound, buried by decades. One that people might not notice anymore if nobody called attention to it. At this point, who would?

Candice Quinn Kelly heard from her local Rolling Thunder chapter about a Charles County, Md. man, Francis DeSales Wills, who was reported missing in action in 1969 while flying a reconnaissance mission in Vietnam, likely shot down over Da Nang.

"They said we should be flying the (prisoner of war-missing in action) flag, and it made sense," said Kelly, who is president of the county board. "I looked into it more and realized Wills was the uncle of one of my good friends."

One email led to the next and before she knew it, Kelly was organizing a special ceremony to recognize Wills, with hopes that it would bring closure to his family.

"We could finally give him the goodbye he deserved," she said. "It would be a nice, quiet occasion for his family."

An appropriately low-key remembrance for a young man who, at 17, walked to a Waldorf, Md. train station from La Plata so he could sign up for Air Force duty and send the money home, eschewing a ride from his family.

See **FLAG** page 7

## Coal export plans stir up dust in Pacific Northwest



Photo courtesy of Tri-City Herald

Madeleine Brown of Richland, Wash. rallies protesters Oct. 1 in Franklin County, Wash. who are concerned about a proposed coal export terminal 180 miles away in Cowlitz County. Later that day, the third of five statewide hearings was held on the Millennium Bulk Terminals project.

By CHARLES TAYLOR  
SENIOR STAFF WRITER

Demand for coal to generate power in Asia is creating an opportunity and a dilemma for the counties in the Pacific Northwest where several coal export facilities have been proposed.

Proponents tout the creation of "family wage" jobs and economic development. Those opposed say that risks to the environment — even hundreds of miles away from the planned sites and thousands of miles from where the coal will be burned — outweigh potential benefits.

Cowlitz and Whatcom counties in Washington and Morrow County, Ore. are all in the midst of efforts by companies to build terminals within their borders. Coal arriving by rail from Wyoming and Montana would move through facilities in Washington

and Oregon, and eventually be shipped across the Pacific Ocean.

In Whatcom County (pop. 201,000), it's an issue that could affect the outcome of the upcoming County Council election on Nov. 5. Four of the county's seven council seats could change occupants, and a new majority could decide the fate of the Gateway Pacific coal terminal, according to Todd Donovan, a University of Western Washington professor and political analyst.

Pacific International Terminals, Inc. has proposed building a "multi-commodity" export facility that could ship up to 48 million tons of coal and would be the biggest facility of its kind on the West Coast. The company says it will create 1,250 permanent jobs when fully operational and generate nearly \$140 million a year of economic

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CountyNews  
Features



# County backs 3-D printing for economic development

By CHARLES TAYLOR  
SENIOR STAFF WRITER

Some Wall Street analysts speculate that the market for 3-D printing equipment and services will see a threefold increase by 2018. If it does, Howard County, Md. businesses will have no excuse for not being prepared.

The Howard County Economic Development Authority (HCEDA) recently launched 3D Maryland to help local and state businesses learn about and use the technology—and

## SpeedRead » » »

- » 3D Maryland launched with \$500,000 provided by Howard County
- » Additive manufacturing is another term for 3-D printing
- » Economic Development Authority to house three 3-D printers available to startups and established companies

give them a competitive advantage. The county has allocated \$500,000 to the EDA over two years to fund staff, equipment and startup costs for the effort.

3-D printing, also known as “additive manufacturing,” creates three-dimensional objects by building layer upon layer using materials such as plastics, metals and even sand.

“I asked our team in economic development, let’s break out of the normal mold of economic development, where typically we give grants or incentives for [businesses] who move to Howard County,” County Executive Ken Ulman said.

“I really challenged the team to say ... where are the gaps that the public sector can come in with some resources, with some tools that would really be a spark for the private sector, and we kept coming back to, among other things, this evolution of 3-D printing and 3-D manufacturing.”

Ulman said companies that aren’t currently using the technology will be able to use county-purchased equipment, housed at HCEDA’s Center for Entrepreneurship, to experiment with the technology, create prototype products and test concepts before taking them to market.

“We think this is really a resource for startup companies in Howard County and throughout the region, and existing companies who may just not be at the point where they can afford to purchase this kind of

equipment on their own,” Ulman said.

Jan Baum, director of Object Lab at Towson University in neighboring Baltimore County, is on loan from the university for two years to direct the 3D Maryland initiative. She said 3-D printing can be done using more than 100 materials, ranging from titanium to a carbon fiber-nylon blend.

The largest commercial-grade printers on the market today are about 3-feet by 2-feet by 3-feet in size. The machines can range in cost from \$25,000 to \$100,000 to print high-end plastics, according to Bill Davidson, CEO and chief engineer at UAV Systems, who serves on 3D Maryland’s steering committee. His company makes parts for unmanned aerial vehicles, aka drones.

Ulman and Baum say it’s a technology that has the potential to help “on-shore” or “re-shore” more manufacturing from abroad.

Baum recalled her involvement in the state’s first Rapid Tech conference last year to cite an example. At the conference, the CEO of a Baltimore City-based foundry that makes military and commercial aluminum and bronze sand castings learned of a Pennsylvania company that could print sand molds within two weeks. “If that company existed in China, he couldn’t have gotten the mold printed that fast and to his



Photo courtesy of Towson University

A student demonstrates how 3-D printed objects come off of a printer’s build platform during an open house at Towson University in Maryland.

foundry,” Baum said, “and turn out his product that quickly.”

This means small businesses and small entrepreneurs could do less outsourcing in the future, Davidson said. His company has invested about \$750,000 in 3-D printing equipment. “It allows them

to turn ideas from drawings into actual parts in hours, as opposed to, say, they sent it to a machine shop, it could take two weeks to a month. They could do it overnight,” he added.

Baum calls the technology “a paradigm-shifter” and “a game-changer.”

“It really does turn economy of scale on its head,” she added. “We’re really hoping to create some synergy and some cross-pollination to really drive innovation.”

Manufacturing makes up about 5 percent of Howard County’s industrial base, according to Larry Twele, CEO of HCEDA, but is a growing sector. He said 3D Maryland eventually will have three 3-D printers and hopes to be able to leverage the downtime of participating companies’ machines.

“We’re trying to make an impact for Howard County companies,” Twele said. “But also, we recognize that the better outreach we can do, the better the regional economy becomes, and that’s good for all the counties including Howard County.”

One local business, Bowles Fluidics, which makes windshield washer nozzles, among other products for the automotive industry, currently has one 3-D printer, according to Al Romack, an engineer who runs the company’s additive manufacturing lab. He also serves on the steering committee for 3D Maryland.

“The ability to get together with folks in Maryland or Howard County who are already doing this kind of

stuff is a great opportunity for us to not try and plow this meadow ourselves,” he said, “but figure out what other people are doing and try make ourselves more competitive because of it.”

## About 3-D Printing



3-D printing and additive manufacturing have become interchangeable terms for the same process, which has been around since the 1980s.

Guided by a computer, 3-D printers convert designs into two-dimensional “slices” that are combined, layer-by-layer, to create three-dimensional objects using plastics, metals or other materials.

Their uses include “design and concept modeling, fit and function testing, patterns for casting, and mold and die tooling,” according to Wohlers Associates, a 3-D printing research firm in Fort Collins, Colo.

Once the province of manufacturers and researchers, 3-D printing entered the public consciousness as printers have become relatively cheaper. Consumer models can be purchased for \$500 to \$2,000, according to Bill Davidson, CEO and chief engineer at UAV Systems in Howard County, Md., but they are neither as precise nor sophisticated as industrial machines. His company prints parts for unmanned aerial vehicles. Production-grade printers can run into the hundreds of thousands of dollars, he said.

3-D printing grabbed headlines earlier this year when Cody Wilson, a University of Texas law student, used 3-D printing to make a gun out of plastic that was capable of firing bullets—and made the computer code available online (the plans were later removed at the U.S. State Department’s request).

Law enforcement officials who have tested prototypes of this and another design have found them to be not very durable and potentially capable of injuring the person firing them. But concerns remain among police agencies locally, nationally and internationally.

*\*For more information about 3-D printing, see this story online at [www.countynews.org](http://www.countynews.org).*

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(202) 393-6226 • FAX (202) 393-2630

Published biweekly except August by:  
 National Association of Counties

Research Foundation, Inc.

25 Massachusetts Ave., N.W.

STE. 500, Washington, D.C. 20001

(202) 393-6226 | FAX (202) 393-2630

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Mail subscriptions are \$100 per year for non-members. \$60 per year for non-members purchasing multiple copies. Educational institution rate, \$50 per year. Member county supplemental subscriptions are \$20 each. Send payment with order and address changes to NACo, 25 Massachusetts Ave. N.W., Washington, D.C. 20001.

**POSTMASTER: send address changes to**

County News, 25 Massachusetts Ave. N.W.,  
 Ste. 500, Washington, D.C. 20001

(USPS 704-620) ■ (ISSN: 0744-9798)

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# NACo, workforce partners push Senate to pass WIA reauthorization

By DARIA DANIEL

ASSOCIATE LEGISLATIVE DIRECTOR



NACo has been working with a consortium of national workforce organizations to advance the Workforce Investment Act (WIA) reauthorization legislation to enhance the nation's workforce development system. NACo signed a WIA reauthorization support letter along with 40 other national organizations and more than 350 state and local organizations — encourag-

ing the Senate to bring the WIA reauthorization bill (S. 1356) to the floor for a vote.

The WIA support letter urges the Senate to move WIA reauthorization legislation forward to help ensure that America's workers will have access to effective job training

and placement services and that America's employers have a skilled workforce to maintain and increase their competitive edge.

The leadership role of elected officials is essential to maximizing WIA's impact in state and local jurisdictions through collaboration

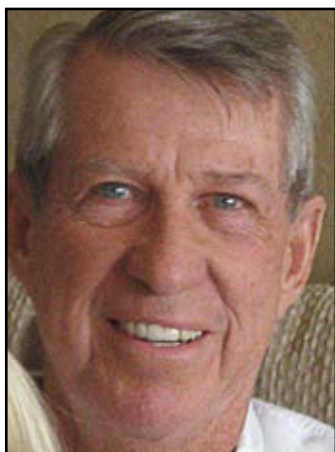
with state and local Workforce Investment Boards (WIB), and setting policy for the workforce system to achieve broader human capital and economic development goals.

The chief elected official (CEO), designated in local operating agreements covering for local workforce

investment areas, plays a key role in WIA, since the vast majority of the funds flow to the local level to be invested in alignment with a local plan. Like the governor, the CEO is liable for these funds,

See WIA page 8

## Former NACo lobbyist dies



James C. Shipman

James C. Shipman, a former NACo lobbyist and leader of several state associations of counties, died Oct. 21 in Arizona at the age of 73.

A native of Washington, D.C., he served NACo as a legislative specialist from 1967 to 1969. He later was executive director of state associations in Minnesota, South Carolina, Florida and Arizona. Shipman's career also included stints as executive director of the Arizona Transit Association and the Washington State Transit Association.

He is survived by his wife, Pam, four adult children and nine grandchildren.

Shipman graduated from Bethesda-Chevy Chase High School in Montgomery County, Md. and earned B.A. and J.D. degrees from American University in Washington.

A celebration of his life will be held in the spring of 2014. Remembrances in his honor can be made to Habitat for Humanity, P.O. Box 814, Williams, AZ 86046 or a charity of your choice.

## Survey Says: Annual Research Uncovers Information about Health of Local Property Markets and Technology Use in County Tax Offices



Each year, Thomson Reuters and the National Association of Counties collaborate on the Local Property Market Survey. Through the survey, Thomson Reuters and NACo engage with tax, assessment and records management officials from counties throughout the United States to learn more about current conditions and identify national trends and patterns.

### Tuesday, November 19, 2 p.m. ET

Join GOVERNING for a live, interactive webinar where you will hear from Thomson Reuters and NACo about the survey results and key findings. County tax officials will be on hand to share their experiences and participate in a conversation about the trends in this area.

### During the webinar you will:

- Hear more about the Thomson Reuters and NACo survey including key trends and patterns that were uncovered about overall activity and health of local property markets
- Engage with county tax officials and hear more about technology systems and operations in their offices

To register, go to [www.naco.org/propertymarketsurvey](http://www.naco.org/propertymarketsurvey)



# County elected office attracts ... and keeps talent

By CHARLIE BAN  
STAFF WRITER

The first vote Travis Nez cast as an adult was for himself.

In April 2012, as an 18-year-old high school senior, he decided he was the best choice to serve Price County, Wis. as a supervisor. Luckily for Nez, so did 63 percent of his county district.

His youth wasn't a weakness. In fact, it was emblematic of his goals for his involvement in county government and his commitment to his cause.

"I want Price County to be a place people can come back and raise their families," he said.

He saw, according to the 2010 census, that his county's borders were a sieve for young people.

"Who could blame them," he said, "there aren't family-supporting jobs here, but we have what's necessary for them. I want to advocate for my community and attract the kinds of jobs that will keep people here."

His friends had similar concerns. The rural north-central county (pop. 14,150) has a wealth of forest land three-quarters of which is public, and an infrastructure to support the timber industry. Year-round work like



Price County, Wis. Supervisor Travis Nez (left) and Concordia Parish, La. Clerk Clyde Ray Webber Jr. approach their jobs with varying degrees of experience, with 18 months and 47 years of service, respectively.

that could supplement the county's healthy tourism scene.

"We have people here who have been logging for a long time and want to be doing it again," he said. "If we can make the pitch to logging companies and demonstrate we have the people who can and want to do the work, I think we can make this a great place to support a family."



Photos courtesy of Nez and Webber

Now 19, Nez balances the demands of county government, his job as a realtor and a hunting and fishing guide, and his coursework 80 miles north at Wisconsin Indianhead Technical College. He plans to graduate this spring with an associate degree in business management before pursuing a bachelor's degree.

His 18 months in office have involved a steep learning curve, but one he feels gets easier to handle with time.

"It takes a while to get up to speed with operations," he said. "There are a lot of different laws that govern personnel and budgeting; it's a lot different from the private sector. This has been a real education."

He has developed a good grasp of issues so far, particularly payment in lieu of taxes, because only 23 percent of Price County land is taxable at the full rate.

"No matter which way you look at the problems — population loss, property value depreciation — we're going to face a budget crunch," he said. "It's hard to budget longer-term, like you do in government, where issuing debt has such a long lifespan."

As he continues his work in the county courthouse, he gets plenty of feedback from his peers, but others who are more experienced in county government recognize his talent for the job.

"I think Travis brings a lot of energy and enthusiasm to county government in Wisconsin, and we need some of that," said Dan Bahr, a legislative associate for the Wisconsin Counties Association. "He's young, but he's showing an ability to articulate issues that affect different generations. He has an understanding that you don't usually see at that age."

In contrast to Nez, Clyde Ray

in terrible shape."

He had help getting up to speed, thanks to other clerks in the state who lent him workers for a week at a time to sort through boxes of unfiled papers.

"Mortgage notes hadn't been cancelled; fees weren't collected; the office had been in disarray forever," he said. "I wasn't sure what I was getting into, but the governor wanted someone to stay and fight the battle against the old regime."

The former clerk took a shot at him in his first election, one to fill out the rest of his appointed term. The next year, he had to run again for a full term. By then he was facing only scant opposition.

"I've served 12 full terms, and I've had opponents maybe five times," he said. "That first election, beating my predecessor, gave me a lot of confidence that I could do the job and that people wanted me here."

In his years in office, "everything has changed," he said. "Everything is computerized," and Webber, toting a tablet computer, has adjusted with the times.

"We've seen a lot more criminal filings, we need two people to handle all of them now, but we also get a judge every day of the week to hear cases," he said. "We used only have one three days a week."

As an ordained minister, he preaches at two Presbyterian churches every week, and also hits a robust speaking circuit, speaking to elected officials, where he leans on humor as his best delivery style.

"I don't try to be serious, I like humor," he said. "People get bombarded with facts and figures, lots of dire consequences. They were ready to laugh and let their hair down, and if I can get them loosened up, I can get a message across to them that they'll remember."

He used that humor to answer the inevitable question he received as he planned to celebrate his 77th birthday party Nov. 1.

"People ask me when I'm going to retire," he said. "I tell them, 'you'll know I'm retired because the house will be backed up to the courthouse.'"

## Profiles in Service



### » Chad A. Blessinger

Justice and Public Safety Steering Committee Member  
Treasurer, Dubois County, Ind.

**Number of years active in NACo:** 5

**Years in public service:** 5

**Occupation:** Treasurer

**Education:** B.S. — elementary education

**The hardest thing I've ever done:** stood with my mother as she battled breast cancer.

**Three people (living or dead) I'd invite to dinner:** my mother, father and Jesus.

**A dream I have is to:** visit Paris.

**You'd be surprised to learn that I:** competed in a mixed martial arts (MMA) event.

**I'm most proud of:** my son.

**Every morning I read:** Yahoo! News.

**My favorite meal is:** nachos.

**My motto is:** take the next right action.

**The last book I read was:** to my son, *What's Wrong Little Pookie?* by Sandra Boynton

**My favorite movie is:** *The Shawshank Redemption*.

**My favorite music is:** classic rock.

## In Case You Missed It

### News to Use From Past County News

#### » NACo Health Reform Toolkit updated with new ACA regulations

With several provisions of the Affordable Care Act (ACA) going into effect in 2014, NACo has updated and revised its toolkit, *Counties as Employers*, to help counties understand the law better and begin taking steps to comply with its new regulations.

The toolkit can be accessed at [www.naco.org/healthreformtoolkit](http://www.naco.org/healthreformtoolkit).



# Counties await Supreme Court ruling on prayers

By CHARLIE BAN  
STAFF WRITER



At the start of every Catawba County, N.C. Board of Commissioners meeting, one commissioner delivers a non-denominational prayer during the invocation.

"We recognize all the issues associated with the invocation," said Kitty Barnes, the board chairwoman. "We've agreed to make the prayers non-denominational and we're very careful to not be specific about favoring one belief over another."

"Our county attorney has advised us, and I don't think having an invocation goes against anything constitutional," Barnes said.

Regardless of that effort, the U.S. Supreme Court may think

otherwise after it hears a case — *Town of Greece v. Galloway* Nov. 7. The case involves two residents who sued a New York town in 2008 when they felt the Christian prayer at a public meeting violated of the First Amendment's protection against the state establishment of religion.

Prayer before public meetings is an issue for many county boards and commissions as they try to navigate tradition and the constitution.

For roughly 30 years, the Sussex County, Del. Council said the Lord's Prayer before its meetings, until a legal challenge in 2011 brought it to an end — a suit in U.S. District Court. The county managed to come to a compromise, the 23rd Psalm would replace the prayer.

Council President Michael Vin-

cent said the prayer's inclusion in the meeting was important because it was central to the way of life in Sussex County.

"While this body represents all Sussex County residents, who come from a variety of faiths and walks of life, we firmly believe it is our right—and our duty—to honor the traditions of the past, and to ask for divine guidance each week as we conduct the people's business," he said in 2012 when the deal was struck.

The year before, a federal judge permanently barred the Pittsylvania County, Va. Board of Supervisors from saying sectarian Christian prayers before meetings.

"It was a tradition of our county dating back hundreds of years," said Tim Barber, a supervisor who served as board chairman. "We'd take turns saying a prayer of our own before meetings; 20 or 30 seconds. People would say things that were personal to their beliefs but we all happened to be Christians—Methodists, Presbyterians, Baptists."

Barber said the county is preparing to file an appeal but will be

watching *Town of Greece v. Galloway* closely.

"I think our case might hinge on that one," he said. "Right now we're having a moment of silent prayer while this all gets sorted out."

Barber said that complaint which led to the suit against the county was the first time he knew of anyone's taking offense to the board's prayer, and that public opinion in Pittsylvania County overwhelmingly supported the practice.

"I feel like I've been muzzled; I think the ACLU ought to represent me," Barber said. "I feel like the judge violated my freedom of speech when he told me I couldn't say Jesus' name."

San Diego County, Calif.'s Board of Supervisors includes a prayer in its invocation, but aside from a few letters from atheist groups, the board hasn't had much resistance.

Allegheny County, Pa. opens its County Council meetings with a moment of silent reflection, though sometimes President Charles Martoni will reference a resident who could use the council's good intentions.

Clark County, Wash. recently introduced invocations at its commission meetings, delivered by clergy from a variety of religious sects, including Buddhist, Jewish, Messianic and Baha'i.

"It seems like a lot of government bodies are moving in the wrong direction," said Commissioner Tom Mielke. "Prayers help provide some wisdom and guidance to the people's representatives and it's an important part of our meetings. This is my way of pushing back, but doing it the right way."

Mielke said so far, the county hasn't heard any complaints about the program, which is open to official representatives of any religion practiced by a Clark County resident.

"We recognize the dangers of having people unhappy, and our legal team did a lot of research on other cases to see what we had to do to stay in the clear," he said. "It's a way to be inclusive, respectful and observant."

*\*Read this story online at [www.countynews.org](http://www.countynews.org) to see Clark County's invocation program guidelines.*

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# Pa. commissioner: 'Stop stealing from our vets'

By CHARLES TAYLOR  
SENIOR STAFF WRITER



Potter County, Pa. Commissioner Paul Heimeel never served in the military, but you'd never know it from his passion for veterans and military causes.

This son of a World War II vet is working to raise awareness about organizations that are deceptively raising funds for military causes that never benefit veterans or their families.

"We have an opportunity to inform people of how to separate the legitimate solicitors on behalf of legitimate veterans' causes from the smooth operators out there who operate either in violation of the law or in a gray area slipping between the cracks to solicit, perhaps not illegally, but unethically," said Heimeel, who serves on NACo's

Veterans and Military Service Task Force.

He said nearly half of 39 veterans charities rated by the American Institute of Philanthropy in a recent report received "F" grades. Many of them failed because of their exorbitant fundraising costs, and the fact that they spend a small percentage of what they collect on charitable services, he added.

As an example, he cited a charity called Veterans Support Organization, which took in \$8.5 million on behalf of veterans in 2011. Only about \$300,000 of that was spent to help veterans, he said, while the organization's president and founder earned a \$255,000 salary.

To get the word out, Heimeel has worked with his state association, the County Commissioners Association of Pennsylvania (CCAP), to raise awareness of shady operators. One result was a statewide cam-

paign called "Stop Stealing from Our Veterans." It created messages and resources that he wants to share with counties nationwide, particularly to those with veterans services officers (VSO).

"Paul raised the issue to the state association," said CCAP Executive Director Doug Hill. "We decided as part of our military and veterans task force that these are the kinds of issues they should be dealing with."

Heimeel worked with CCAP staff, VSOs and county commissioners across Pennsylvania to launch a media blitz to help consumers and to expose the bad guys. "Our County Commissioners Association of Pennsylvania is hoping that other state associations will consider signing on to the public relations campaign, and we'll be happy to help in any way," he said.

The campaign included tips

from the Federal Trade Commission on how to identify legitimate charities. They include:

- Recognize that the words "veterans" or "military families" in an organization's name do not necessarily mean they will benefit from the money you are donating. To check on an organization, visit [militaryonesource.mil](http://militaryonesource.mil).

- Look for an organization's track record. Scam artists follow the headlines and charities can spring up literally overnight in connection with military conflicts and related news stories, and may disappear just as quickly.

- Callers may try to trick you by thanking you for a pledge you didn't make.

- Some phony charities use names, seals and logos that look or sound like those of respected, legitimate organizations. You may see a small difference in the name of

the charity from the one you mean to deal with.

In Pennsylvania, the state's Department of Veterans and Military Affairs also rallied to the cause and issued warnings about scammers.

"We've seen advertisements from businesses that offer veterans assistance in applying for benefits for free, and then end up charging a fee for financial planning services," said Brig. Gen. Mike Gould, the state's deputy adjutant general for veterans' affairs. "We need to get the word out that veterans should never pay for these services."

Although Heimeel, who is in his late 50s, never served, he feels he owes it to the "several members of my family who chose military service" to publicize this issue.

*\*See this story at [www.countynews.org](http://www.countynews.org) for links to resources to combat scams against veterans.*

## County election may affect future of proposed coal terminal

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activity in northwest Washington. The terminal ultimately needs County Council approval of various local permits.

"They're elected to four-year terms, so these are some of the people that will sooner or later be making that call," Donovan said. In 2015, the other three commissioners' terms will end. Final permits for the project aren't expected to be issued until 2016 at the earliest.

Sentiments are running high among the electorate on both sides of the issue. A series of seven meetings that concluded in January on the scope of the project's environmental impact statement (EIS) generated 125,000 comments to the state's Department of Ecology, according to Larry Altose, a spokesman for the ecology department's northwest region.

And intensity of interest in Gateway Pacific has injected an unusually large amount of cash into this election. "Two to four years ago, running for County Council, you might raise \$30,000," Donovan said. "Now you've got candidates, one guy's already well above \$100,000." Contributions from outside the county are "10 times" more than usual for council races, he added.

"We would not normally see national firms coming and investing in these races. So that's just completely off the charts." More than \$1 million has flowed into the races, according to news reports, in which eight candidates are vying for four seats.

The widespread interest in the project is due, at least in part, to the Department of Ecology's broadening the purview of potential impacts to be considered substantially beyond just the host county. It also sought input from counties along the rail lines that will feed the terminals and on issues such as how burning coal in Asia affects the global environment.

"That's a choice that the state of Washington made and not a choice that the two counties have made in doing their environmental reviews," said Eric Johnson, executive director of the Washington State Association of Counties.

"The interest is regional," Altose said, which is why the counties chose to partner with the state in evaluating impacts. Input-seeking "scoping" meetings were held as far away as Spokane County, about 250 miles away, because it's along the likely rail alignment. Federal permits also will be needed.

Whatcom County candidates haven't stated their views on the project, because they've been advised not to stake out public positions on an issue they will have to vote on in a "semi-judicial" role as county commissioners, Donovan said. But he believes "there's probably a majority on the council right now that would be sympathetic to the terminal."

Interest has also been high in Cowlitz County (pop. 102,000), where Millennium Bulk Terminals-Longview LLC wants to build a \$643 million coal terminal along the Columbia River at the site of



Illustration courtesy of Ambre Energy, Inc.

In Morrow County, Ore., Ambre Energy proposes building transfer facilities to move coal 219 miles along the Columbia River to a port about 50 miles east of the Pacific Ocean.

a former aluminum smelter in the southwest part of the state. Scoping meetings for that project have already generated more than 70,000 comments, said Linda Kent, a Department of Ecology spokeswoman for the southwest region, and the comment period doesn't close until Nov. 18.

"This is new," she said. "We've been involved in environmental reviews for large and controversial

proposals that generated significant public interest in the past, but this is the first time we've seen this level of public interest."

Not all such projects planned for the Pacific Northwest, however, have stirred public outcry or opposition. Ambre Energy has selected Morrow County in eastern Oregon, population 10,000, as the site for its Morrow Pacific project. It would receive coal shipments by rail from

the Intermountain West and store it temporarily for transfer to barges for transloading to ships bound for Asian ports.

Residents and the three-member County Court are all for the project, said Carla McLane, the county's planning director. The facility would be built on the site of a coal-fired power plant that's slated to close in 2020, shedding 125 jobs. Morrow Pacific would create 35 family wage jobs, which McLane defined as jobs paying more than \$59,000 a year. Those jobs, like ones at the existing power plant, also go to residents of neighboring Gilliam and Umatilla counties.

"We've looked at the proposal that this company has come forth with, and said they're doing it the Oregon way," she said. "Oregon has always been a green state. We've always kind of embraced this 'protect the natural beauty of Oregon.' Well, they've proposed a project that does that. It's a covered, enclosed system so it protects the environment and it protects people and it provides good jobs."

And since the generating station already receives coal deliveries, that would be nothing new for the county. Further, the alternative is not an attractive one.

"This product is going to get sold, whether it goes through harbors in Oregon or Washington, or in Canada, it's going to get sold to the end purchaser," McLane said. "So why should we give up that revenue, the taxes, and the jobs to Canada, when one way or another this product is going to go to friendly nations in the Pacific Rim?"



# Pet store rating program helps reinforce animal safety

By CHRISTOPHER JOHNSON  
EDITORIAL ASSISTANT

In the fall of 2011, Suffolk County, N.Y. passed legislation that put animal abusers on the nation's first publicly accessible registry. Now another feature of the legislation is coming to fruition.

The Suffolk County Pet Store Rating Board recently started inviting county pet stores to voluntarily join the Pet Store Rating Program.

Known unofficially as the "Puppy and Dog Protection Rating Program," the legislation mandated that criteria be developed and used by a rating board to review pet stores in Suffolk County and reassure the public that those stores are safe and protect the well-being of any animals being offered for sale. In addition, the board ensures that the animals being offered for sale are healthy and fit to be adopted.

"This program is meant for positive reinforcement," said Dr. William Spencer, Suffolk County legislator and rating board member. "We don't force stores to join but when customers see the certificate in their window, they feel a lot better buying a pet from someone who follows the board guidelines."

The guidelines include five sections:

- General/Laws – Are the pet store owners and managers knowledgeable and in compliance with federal, state and local laws and regulations?



## SpeedRead » » »

- » Pet Store Ratings Board follows the implementation of the Animal Abuser Registry in 2011
- » Stores volunteer to be inspected and receive certificate valid for one year if they pass
- » Inspectors are members of the Pet Store Ratings Board

- In-store Care – Do animals have daily access to clean, fresh water? Properly stored fresh food? Are the pets in healthy condition, groomed and clean? Have they received vaccines, worming care? Are they microchipped?

- Housing – Are the animal enclosures large enough to accommodate animals? When confined, are animals secure in climate-controlled areas protected from weather?

- Store Operations – Does the store have the appropriate number of employees to ensure animals are taken care of? Maintain records of animals? Make sure the store is clean and has an appropriate emergency evacuation plan?

- Sourcing of Animals – Where did the animals in the store come from? Is information provided to the customer when a pet is purchased? Does the store maintain official licenses as required by the Animal Welfare Act?

The Pet Store Rating Board consists of five members: the commissioner of the Department of Consumer Affairs or a designee; a representative from the Society for the Prevention of Cruelty to Animals; a representative from the Long Island-based animal welfare organization; a veterinarian appointed by the Long Island Veterinary Medical Association and a representative appointed by the Pet Industry Joint Advisory Council. There are no set terms associated with the appointments.

These are animal experts who have a great deal of experience in taking proper care of cats and dogs. Members of the board are able to conclusively determine that the animals of the county's pet stores are properly taken care of. Stores are inspected by a member of the board.

The inspector can assign four ratings to choose from: yes, needs improvement, no and automatic failure. Once pet stores are found to meet the appropriate standards of care that were set out by the rating criteria, the store will be issued a certificate to display that will be valid for one year from the date it was issued. It will certify that the Pet Store Rating Board has inspected the store and offer official reassurance to the public that it provides proper care for the pets they are offering for sale.

Stores receiving other ratings, depending on the severity of the condition of the issues found, will have a 30-day window of opportunity to fix their problems and get an approval from the board.

"The board is hoping that this effort will educate the public about the practices of the pet stores in Suffolk County," said Sara Davison, Suffolk County Pet Store Rating Board chair. "Our board is looking forward to getting to work."

*\*See this story online at [www.countynews.com](http://www.countynews.com) for more information on the Pet Store Ratings Board.*

# Maryland association helps spread word to other counties

FLAG from page 1



Photo courtesy of Charles County, Md.

The Prisoner of War-Missing in Action Flag flies at the Charles County, Md. courthouse, along with the county, state and national flags.

Instead, as word spread, Charles County wound up with what Kelly said was likely its largest event.

"Hundreds of people showed up," she said. "We ran out of food, so we knew we had a lot of people. I never expected that many people to show up, to care."

Clearly the Vietnam War has not been over long enough for it to take a back seat in Charles County residents' minds.

It was a time in Kelly's life that evaded reconciliation, a feeling she knew countless others shared.

"I was a child of the '70s, and we watched the news on television but it was hard to make sense of it," she said. "These veterans were heroes, but we didn't welcome them home that way. There's an overwhelming sadness we didn't do better for them. Whatever we do now, it's too little too late."

As the flag was raised above the Charles County courthouse, Kelly thought it could go further. Every county in the state could, and should, fly it.

With help from the Maryland Association of Counties spreading word of the effort, Charles County operated an exchange through which Charles County would send a POW-MIA flag in exchange for the other county's flag.

"We have a complete collection now," Kelly said. "Everyone is doing it."

The association's winter conference will include a display of the flags and a roll call of lost servicemen from each of the counties, plus a looped DVD with information about the project.

"We can never make that right, but we can relive moments and give to that family what we all as a county, state and country could have done if we did better," she said.



Photo by Deborah Cox

NACo Executive Director Matt Chase (r) discusses the important role counties play in transportation and infrastructure with the new U.S. Transportation Secretary Anthony Foxx (l). Also at the meeting, Oct. 29, were National League of Cities Executive Director Clarence Anthony (center) and U.S. Conference of Mayors Executive Director Tom Cochran (not pictured).



# House WIA bill limits local authority, consolidates federal programs

WIA from page 3

which can be administered either by local government or by a fiscal agent designated by the CEO. The CEO also appoints the local WIB chair, who is accountable to the CEO for planning and oversight of the public workforce services in the area.

## WIA Movement this Year

The House passed its WIA reauthorization bill (H.R. 803) in March. NACo expressed concerns about this bill because it would undermine the important role of local stakeholders in the administration of workforce development activities and also would reduce access to education and training for the nation's most vulnerable workers.

The bill would consolidate more than 35 existing federal employment and training programs into a single Workforce Investment Fund. It would also eliminate provisions related to automatic designation of local workforce areas, allowing state boards to

designate local areas in consultation with the governor.

In July, the Senate Health, Education, Labor and Pensions (HELP) Committee voted a Workforce Investment Act reauthorization measure (S. 1356) out of committee. The bill has yet to reach the Senate floor for a vote.

The Senate WIA reauthorization bill would:

- maintain local workforce

development systems and local elected officials' role in the administration of WIA

- empower local workforce agencies to tailor their WIA programs to the specific needs of their communities

- maintain the business majority on workforce boards while reducing the overall size of state and local boards and

- apply one set of common

performance measures to each workforce program supported by WIA.

WIA, originally authorized in 1998, is more than a decade overdue for reauthorization. "It is important that the WIA reauthorization bill move through the legislative process in the Senate and proceed to a House and Senate conference," said Denise Winfrey, Will County, Ill. board member.

"While neither bill is perfect, the longer WIA programs remain unauthorized, the more these programs remain vulnerable to further funding cuts." Winfrey is a vice chair of NACo's Community and Economic Development Steering Committee.

*\*For more information about NACo's lobbying efforts in the WIA, see this story at [www.countynews.org](http://www.countynews.org).*

# WRDA gives Corps sole authority over project progress

WATER from page 1

also differs in several respects. For example:

- The Congressional Budget Office (CBO), a nonpartisan arm of Congress that analyzes financial effects of bills, estimated the Senate's WRDA would cost \$12.2 billion over 10 years; the CBO scored the House's WRRDA bill at \$3.5 billion over the first five years and \$4.7 billion over the following five years for an \$8.2 billion total.

- WRDA gives the Army Corps

of Engineers (Corps) sole authority over which projects should move forward; WRRDA establishes a process for project approvals through congressional review, and

- S. 601 establishes state and local grants for levee protection; instead of grants, H.R. 3080 permits the Corps to provide technical assistance to state and local governments.

The White House issued a lukewarm statement of support for WRRDA that said it supports the overall concept of the bill, but asked

that the bill be "improved with additional reforms and modifications of problematic provisions."

House and Senate conferees will be appointed to hash out the differences between WRRDA and WRDA. Assuming the conference committee can resolve the differences, they will issue a conference report, which will then be voted on by House and Senate. House congressional officials expect to see a final vote by the end of the year.

The Water Resources and Development Act (WRDA), upon which WRRDA is based, is a biannual bill last authorized in 2007. As an authorization measure, WRDA does not fund the projects it authorizes. This is done through the annual appropriations process. In general, WRRDA authorizes Corps projects that deal with water resources, environmental, structural and navigation issues, flood protection and hydrology studies. The legislation also contains policy directives.

# PILT presentation provides tool for education, advocacy



NACo has released a new online publication on the Payment in Lieu of Taxes (PILT) program. The highly visual presentation uses text, charts, images and info-graphics to aid in the continuing effort to educate policymakers, county officials and the public about the unique nature of the program, its history and why PILT funding matters to more than 1,850 counties in 49 states.

The PILT program provides payments to counties and other local governments to offset losses in tax revenues due to the presence of tax-exempt federal land in their jurisdictions.

Congress has not yet allocated the \$410 million in mandatory funding for FY14, which has caused much concern for counties that have already begun the budget process for next year. Without congressional action, counties will be forced to implement budget contingency plans — making cuts to critical local government services.

NACo asks county officials to contact their congressional delegations to explain in detail how the elimination of PILT dollars will disrupt county operations and request swift passage of legislation to extend mandatory PILT funding for FY14 and beyond.

*\*See this story at [www.countynews.org](http://www.countynews.org) for a link to the presentation.*

## Quick Takes

### Largest Universities in the U.S.

ENROLLMENT		
Arizona State University —	Maricopa County, Ariz.	58,404
University of Central Florida —	Orange County, Fla.	49,900
Ohio State University —	Franklin County, Ohio	42,916
Texas A&M —	Brazos County, Texas	39,867
Pennsylvania State University —	Centre County, Pa.	38,954

Source: USNews.com, Sept. 2013

## Research News

# Infrastructure Funding Paves Way for Alabama Counties

Alabama counties are tackling the widespread problem of deteriorating roads, highways and bridges through an innovative partnership with the state department of transportation that couples federal highway dollars and local matching funds.

The project, known as the Alabama Transportation Rehabilitation and Improvement Program (ATRIP), began in early 2012 with local governments being given the opportunity to compete for funding of projects emphasizing safety, economic development, congestion and the growing problem of bridges closed to school bus traffic.

Over the following 18 months, three additional application cycles produced applications from every county, scores of cities and universities.

ATRIP was initiated by Gov. Robert Bentley (R) with the support of the Association of County Commissions of Alabama (ACCA) and the Association of County Engineers of Alabama. Using the so-called Grant Anticipation Revenue Vehicle (GARVEE) bond

program authorized in federal transportation legislation, Alabama will issue bonds to cover 80 percent of the program cost and repay the bonds with future federal gasoline tax revenue.

To receive funding, counties and cities submitted applications to the Alabama Department of Transportation (ALDOT). A committee selected by the governor analyzed each proposal and provided him with recommendations. Selected projects were funded at 80 percent through the bond process with the remaining costs paid for by the sponsoring county or city. In addition, ALDOT made available a state-funded Rural Assistance Match Program to provide matching funds for rural counties unable to meet the match requirements. The 25 counties qualifying for this provision received \$5 million in funding without being required to provide a local match.

To highlight the impact of the program and the final round of project announcements, the ACCA and Alabama's counties

coordinated statewide press events in counties in every corner of the state. Approximately 70 percent of the total project funds were awarded to counties and the remaining 30 percent funded city and other local projects. Some examples of selected projects include a project to replace a Limestone County one-lane bridge, road resurfacing projects in Mobile County, and a traffic signalization project in Jefferson County.

Driving on roads in need of repair costs the state's motorists \$855 million a year, and funding for roadway improvements alleviates this burden on Alabama drivers.

Also, funds from the program will help boost the state's economy by creating jobs in construction and related fields. In dealing with crumbling transportation infrastructure, programs like ATRIP prioritize projects and deliver accelerated funding for essential roadway improvements.

*(Research News was written by Kavita Mak, research intern.)*





# County Innovations and Solutions

Clackamas County, Ore.

## County Moves Beyond Engineering to Improve Safety Record

By CHARLIE BAN  
STAFF WRITER



As the 160 deaths and more than 900 serious injuries added up from traffic accidents over four years, Clackamas County, Ore. knew things had to change.

The statistics dovetail with the county's population, both the number of residents and number of fatalities ranked third in Oregon, but there were also striking differences between 2005 and 2009. While 70 percent of accidents were happening in the urban part of the county, 70 percent of fatalities were happening in the rural parts. Fewer cars, fewer people, more deaths.

The county wanted to reduce serious and fatal traffic accidents in half in 10 years, and the best way to do that was to guide a variety of county programs toward that end because it was becoming clear that

the traffic engineering department couldn't do it all itself.

"Part of what we didn't want to do was develop just another engineering plan — we needed something more diverse than that," said Joe Marek, the county transportation engineer who coordinated the plan. "We had transportation consultants, so we pushed them out of their comfort zone a little to address the problem from other perspectives."

Those perspectives included that of the driver, roadway and vehicle. Hitting the goals for the program would mean 16 fewer deaths and 125 fewer serious injuries a year, an ambition that would prove to be a lot harder than adapting an existing safety model to match Clackamas County.

"It turned out other counties didn't have plans for this," Marek said. "We found templates from the state and a province in Canada, but we didn't see any other county plans,

so we were facing a big challenge being the first."

They weren't completely on their own. Troves of data on those crashes over four years revealed the major contributors: aggressive driving, the youth and experience of drivers and roadway departures.

Some solutions were easy — decrease roadway departures by adding guard rails; have law enforcement crack down on drivers. But those measures, especially enforcement, can't be everywhere. The county could, however, effect dramatic change by trying to alter drivers' behavior.

"I had to step out of my engineer's box and solicit support to get to the human side," Marek said. "That meant coordinating with the county's mental health department, social services, sheriff's office. And

we realized there was a better way to try to teach normative behavior."

That was focusing on encouraging it, rather than punishing departures from it.

"We can beat people over the head with statistics about what causes accidents and more often than not, they won't believe they're the problem," Marek said. "When you talk about what they're doing right and how that's making a difference, it's a lot more likely to encourage them to keep it up."

Drivers' education classes and traffic court were natural venues for this.

The final plan, which the county adopted in November 2012, prescribes ongoing feedback among several county departments to find ways to further adjust driver behavior.

The planning process cost a total

of \$125,000, with \$50,000 going to the consultants and \$75,000 for staff time.

The county is partially paying for it from revenue from its justice court, issuing fines for traffic violations, that goes into funding traffic safety measures.

"It's starting to become a dependable revenue stream for the safety program," Marek said.

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

*Clackamas County's Transportation Safety Action Plan was named Best in Category in Planning for the 2013 NACo Achievement Awards.*

*\*Read this story at [www.countynews.org](http://www.countynews.org) to see the final transportation safety action plan.*

## Financial Services News

### Report Helps Counties Gauge Deferred Compensation Plan Success

One of the most important questions a plan sponsor can ask is, "How is our plan doing?" It can also be one of the most difficult to answer.

Nationwide Retirement Solutions has helped meet that challenge through its *Gauging Success* report. This plan-level statistical quarterly allows employers to analyze their deferred compensation plan and compare it to plans of comparable size under Nationwide management.

#### Data That's Easy to Understand

Each quarter, *Gauging Success* presents key plan information through colorful charts and tables. The report makes it easy to pick out data and identify trends so plan sponsors objectively evaluate their plan's performance against their goals as well as against plans of similar asset size and participant base. The report provides:

- **Executive Summary** — quick plan facts and overall market activity of the current and previous four years

- **Plan Participation** — participant counts by status as well as versus peers

- **Plan Demographics** — average deferrals by age and sex, average account balance by age and sex, and participant count by age and status

- **Plan Assets** — totals as well as by type and by investment class

- **Plan Contributions** — totals as well as by type and by investment class, and

- **Peer Comparisons** — how the plan compares with plans administered by Nationwide that are of similar size and participant base.

"We designed the report to help employers see how their plan is performing, where their educational efforts are working, and what areas offer opportunities for additional improvement," said Eric Stevenson, vice president of sales, Nationwide Retirement Solutions.

As part of its summary, the report offers ideas and suggestions

See FS-NEWS page 12

## What's in a Seal?

» Tulsa County, Okla.  
[www.tulsacounty.org](http://www.tulsacounty.org)



Tulsa County was established in 1907, one of 77 counties created by the Oklahoma Constitution as the former Indian Territory merged with Oklahoma Territory to become the 46th state of the Union.

The county is named for the county seat, Tulsa, and ultimately for the original Native American settlement here, Tallasi, meaning "old town" in the Creek Indian language.

As Tulsa County entered its second century, county elected officials and graphic designers in the administrative services department collaborated to develop a new-century symbol to represent Tulsa. The chosen logo combines stylized Native American feather motifs and Southwest colors with sleek, modern geometric lines and lettering that evoke Tulsa's famed Art Deco architectural designs.

The seal thus unites in a single image Tulsa County's historic past and its aspirations for the 21st century. These themes are also reflected in the motto often displayed with the logo: "Tulsa County: Where History and Progress Meet."

*(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).)*

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Federal News for the Nation's Counties

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# News From the Nation's Counties

## ► CALIFORNIA

The Rural County Representatives of California (RCRC), which includes 36 counties, is asking the state for \$17 million in **payment in lieu of taxes** on land that has been placed under wildlife management by the Department of Fish and Wildlife.

The payments stopped FY01-02. **BUTTE COUNTY**, for example, would have received close to \$100,000 annually since 2001, the *Chico Enterprise-Record* reported.

RCRC sent the request last week, asking that the full amount to counties be paid retroactive to the 2014-2015 state budget, and to have the payments resumed for the future.

## ► FLORIDA

• The **ORANGE COUNTY** Commission opened the door to some fast-kicking, low-scoring action when it voted to **pitch in \$20 million in tourist taxes** to a new 18,000-seat soccer stadium in downtown Orlando.

The \$84 million stadium's approval all but guarantees that the city will win a Major League Soccer franchise, the *Orlando Sentinel* reported. The Orlando City Soccer Club has been in discussions with MLS executives, who said a new franchise would come if a soccer-specific stadium were built. This stadium is set to open in summer 2015.

• Starting in January, **SARA-SOTA COUNTY** will charge **\$500 per kayak per year** for the dozen or so commercial outfitters who use a county park as their launching site.

Parks staff estimate that the tax will raise \$76,000 a year, which will go toward hiring a person to check registrations and ensure that private users have adequate access among the commercial enterprises, the *Herald Tribune* reported.

## ► IDAHO

**BONNER COUNTY** commissioners have declared a **financial emergency** to allow the county to use money from a contingency account to fend off a federal lawsuit.



Photo courtesy of Erie County, N.Y. Sheriff's Office

Erie County, N.Y. Sheriff Tim Howard faces reporters at the launch of his jail's new unit for military veterans. Also pictured (l-r) are John Lahood and Mike Messina of the Department of Veterans Affairs' Buffalo-regional office.

## ► NEW YORK

Incarcerated veterans often have unique needs, and now they'll have their own designated housing unit at the **ERIE COUNTY** jail.

The Sheriff's Department recently unveiled a special **area for veterans at the Erie County Holding Center**. Officials say that on any given day, about 22 veterans are being detained. Many of them suffer from ailments such as post-traumatic stress disorder, *The Buffalo News* reported.

The unit will be staffed with deputies who are also veterans. Similar programs are being run at jails in Virginia, Georgia, Florida and California.

Commissioners made the decision so the county can use money in the justice fund. The county budgeted \$400,000 in the current fiscal year and will now have another \$450,000 for a total of \$850,000.

Developers of an upscale, fly-in housing development sued the county in May 2012 contending they had not been treated fairly. Commissioner Mike Nielsen said that an adverse judgment could cost taxpayers up to \$26 million, the *Associated Press* reported.

The lawsuit seeks unspecified damages greater than \$10,000 and a jury trial. Nielsen said a trial is planned in federal court in the spring.

## ► KANSAS

• A new law that allows appropriately licensed gun owners to carry

**concealed weapons** into most public buildings was a major focus of the **Kansas Association of Counties** meeting in Wichita late last month, according to *cjonline.com*.

The KAC's 38th annual conference opened with overview of the law that allows concealed-carry license holders to take their weapons in public buildings unless those buildings have extensive screening measures to ensure that only authorized security personnel are entering with guns.

The law went into effect July 1, but counties were permitted to institute a six-month delay to study the costs and feasibility of installing security measures like guards and metal detectors versus allowing concealed carry.

• Several counties are prepared to sue the state, charging it with **unlawfully withholding money**.

In big oil- and gas-producing counties in western Kansas, the amount at stake is in the six figures per county. Overall, an estimated \$7.4 million that should have flowed to oil and gas counties in recent weeks remained in Topeka, the *Hutchinson News* reported.

Seven years ago, the Legislature created the Oil and Gas Valuation

Depletion Trust Fund to cushion the blow for counties facing smaller tax bases as their mineral resources became depleted.

Revenue flows to the county to be saved in a trust fund. A mathematical formula determines when a county — with state approval — can access money in the trust fund. But Gov. Sam Brownback's (R) budget for fiscal year 2014 proposed "eliminating the pattern" of sending severance tax revenues to the Oil and Gas Valuation Depletion Trust Fund. He recommended that the \$14.7 million go instead to the state general fund.

## ► MARYLAND

• One of three companies vying for a lucrative casino license in **PRINCE GEORGE'S COUNTY** has promised to **donate its first 15 years of profit** to the county.

Penn National profits would go to the county's hospital system, a county-wide teacher retirement fund and community organizations in one county district, WTOP radio reported.

• As **hookah lounges** gain popularity, **BALTIMORE COUNTY** is considering ways to rein in their proliferation. The County Council recently directed the county planning board to develop recommendations to regulate them.

The General Assembly passed a smoking ban in 2007, which affected bars and restaurants. Hookah lounges are exempted from the state law because the sale of tobacco was deemed their "primary activity."

Throughout Maryland, no specific laws regulate hookah lounges, which often fall outside zoning rules. There's little or no regulation in terms of health department oversight, alcohol consumption or hours of operation. Lounges are typically BYOB.

**BALTIMORE CITY** passed its own indoor clean air act in 2007, which allows smoking inside a smoking bar that is licensed to serve alcohol and derives at least 50 percent of its revenue from non-cigarette tobacco products. The city, however, has no laws specifically for hookah lounges, according to the *Baltimore Sun*.

## ► MISSISSIPPI

Two counties in south Mississippi are cleaning up **inflated voter rolls** after being sued by a conservative group that said the county failed to purge the names of people who had died, moved away or been convicted of disenfranchising felonies.

In a recent consent decree filed in federal court, **JEFFERSON DAVIS COUNTY** said that by Jan. 31, 2014,

it will identify people on the rolls who are no longer eligible to vote. **WALTHAM COUNTY** agreed to do the same in September.

The American Civil Rights Union, a conservative group based in Alexandria, Va., sued the counties in April, saying that both, at the time, had more registered voters than residents who were at least 18. The lawsuits said that under the National Voter Registration Act of 1993, better known as Motor Voter, counties have an obligation to keep accurate voter rolls for federal elections.

The *Associated Press* reported in October 2008 that 29 of the 82 counties had more registered voters than residents 18 or older. That is now down to 10 counties, according to the secretary of state.

## ► NORTH CAROLINA

**MECKLENBURG COUNTY** commissioners recently voted 6-3 to add **protections for transgender employees** to the county's non-discrimination policy.

They added the phrase "actual or perceived gender as expressed through dress, appearance, or behavior" to the equal employment and non-discrimination policy for county workers, goqnotes.com reported. The last update to the policy was in 2005, when sexual orientation was added.

Supporters said the revision is meant to comply with federal regulations. In 2012, the federal Equal Employment Opportunity Commission ruled that discriminating against persons on the basis of their gender identity constituted illegal sex discrimination under Title VII of the Civil Rights Act of 1964.

## ► NORTH DAKOTA

Counties and cities in the state's Oil Patch increasingly are **turning to private engineering firms** to meet their oil-boom-related infrastructure needs, *The Dickinson Press* reported.

**MCKENZIE COUNTY** Engineer Suhail Kanwar said the county has contracted out infrastructure projects for at least a decade, but is working with more companies since the boom began. He said heavy truck traffic is damaging roads, shortening their lifespans.

"We are managing chaos honestly," he said. "There's no way we can be proactive. We have been trying very hard to get there."

## ► SOUTH CAROLINA

The state Supreme Court recently ruled it would not stop a

## NACo JOBS-ONLINE

### LOOKING FOR QUALITY STAFF?

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## The H.R. Doctor Is In

# Human Logistics Trump Electronic Security Efforts

I dictate this article from the lobby of a luxury hotel on Miami Beach—not the kind of place I usually frequent. There is an HR Doctor keynote presentation coming up in about an hour. The presentation is to a national audience of security company executives. The conference theme is security through electronic technology. The HR Doctor, however, will be presenting security and protection from a different perspective.

That perspective is based on the reality that security is derived from human behavior and assisted by, but not dominated by, technology. In fact, most security failures, according to *USA Today* and the HR Doctor's own experience, result from human error rather than technological failure. That was validated by reading today about two convicted murderers serving life sentences in Florida.

They used forged papers to convince prison officials that a judge had ordered their immediate release.

The prison officials, probably not wanting to annoy a judge, escorted them to the prison gate, waved goodbye, likely telling them to live productive and honest lives. Very likely they were also given money and new clothes. A major manhunt was undertaken to find these two; they are now resting comfortably back in prison.

The idea that human behavior trumps electronic capacities in the world of security will be a reminder to the audience that no matter how many alarm systems or high-definition video cameras are installed in a client's facility, it is really human logistics that will govern successful security.

Having doors controlled by smartcard access will provide only the illusion of security if the corporate culture involves one employee kindly holding the door open for another person who politely says "I forgot my card." No hospital newborn nursery using high-tech kidnap protection devices such as



electronic bracelets on the newborn and monitors embedded in the doorways will be successful without regular and random system testing to make sure that the fancy system is in a continuous state of operation.

The extent of our electronic addiction was brought home as

the HR Doctor sits in this beautiful hotel lobby watching high-powered executives and cancer specialists attending another conference at the hotel walking around apparently oblivious to the entire universe as they speak into the headsets connected to their smartphones.

Smartphones are rather remarkable devices—the latest advance in a continuing long line of communication improvements which began with Neolithic grunts and hand signals aiding our ancestors in trapping animals for later consumption. The 19th century breakthroughs of wired communication helped give us rotary phones and pay phones.

Smartphones represent an evolutionary development freeing

humans more and more from being tethered to a fixed-location communication infrastructure. We are also no longer connected by wires, no matter how long the wires stretch, in order to communicate. We are no longer tethered to books because our smart phones give us access to a worldwide library, complete with graphics, sound and high-definition movies.

We can communicate onboard a cruise ship in the middle of the ocean. We can have a chat with orbiting astronauts on the International Space Station or with relatives or colleagues who may be deep underwater onboard submarines.

See H.R. DOC page 12

## NACo on the Move

### » NACo Officers, County Officials

- NACo First Vice President **Riki Hokama** spoke about NACo and its legislative priorities at the Missouri Association of Counties Annual Conference in Camden County Oct. 22.

- NACo President **Linda Langston** spoke about NACo and its legislative priorities at the Kansas Association of Counties Annual Conference in Sedgwick County Oct. 30.



Riki Hokama

### » NACo Staff



Hadi Sedigh

- **Hadi Sedigh** has been promoted to associate legislative director in the Legislative Department. Previously a legislative assistant, he will focus on workforce development and pension reform issues.

- **Paul Beddoe**, deputy legislative director, presented on what policy makers need to know and do about the Affordable Care Act (ACA) at a seminar on the ACA sponsored by the North Carolina Association of County Commissioners

in Orange County Oct. 15.

- **Daria Daniel**, associate legislative director, moderated a workshop on Demystifying Green Building Certification at the National Association of County Community and Economic Development Annual Conference Oct. 21 in Pima County, Ariz.

### » Coming Up

- **Andrew Goldschmidt**, director, membership marketing, will be exhibiting on behalf of membership recruitment and retention at the Virginia Association of Counties Annual Conference in Bath County Nov. 10–12 and the Iowa State Association of Counties Annual Conference Nov. 13–15.

*On the Move is compiled by Christopher Johnson.*

## Cowlitz County, Wash. creates guidelines for smoke-free rental housing

NEWS FROM *from page 10*

Nov. 5 referendum on extending **FLORENCE COUNTY's** penny sales tax. Its proceeds are used to fund capital projects.

The state's attorney general and the Department of Revenue sought an injunction saying a proposed referendum to extend the tax was illegal because projects in the 2006 original tax haven't been completed, WPDE-TV news reported.

The referendum would extend the tax for another seven years after the current tax expires in April 2014.

### ► VIRGINIA

**STAFFORD COUNTY** is being eyed for a possible **Legoland theme park** that would be only the third of its kind in the nation, *The Free Lance-Star* reported. Others are in California and Florida. The busy Interstate 95 corridor runs through Stafford County.

"Please know that Stafford is the right place for this development, and we intend to become an extension of your team as you mobilize on this important project," County Administrator Anthony Romanello wrote in a "confidential" letter obtained by the newspaper.

County officials said they are in the early stages of considering possible incentives to attract the kid-oriented theme park.

A spokeswoman for U.K.-based Merlin Entertainments Group, which owns and operates Lego-

themed parks, said: "We would never comment on any project until it is finally approved by our own Board, and we have obtained agreements with all key stakeholders. No plans are at that stage for **LEGOLAND** in the USA."

Other U.S. sites reportedly are also being considered.

### ► WASHINGTON

- **COWLITZ COUNTY's** Health and Human Services departments have created a guide to **smoke-free rental housing**. It's available to the general public as well as property managers, landlords and tenants.

The guide was developed with support from the Community Transformation Grant (CTG) program. A free resource, it can be used by county residents who are exploring the idea of creating smoke-free housing options and also during the implementation process. It's available online at [www.co.cowlitz.wa.us/DocumentCenter/View/4450](http://www.co.cowlitz.wa.us/DocumentCenter/View/4450).

- The group American Freedom Defense Initiative (AFDI) has sued **KING COUNTY** over the county's refusal to run a **poster of wanted terrorists** on the sides of its Metro buses, *The Seattle Times* reported.

The posters are almost identical to ones the local FBI's Joint Terrorism Task Force ran last summer but voluntarily pulled after complaints from area Islamic leaders.

Pamela Geller, AFDI executive director, alleged in the federal civil rights lawsuit that the county violated the First Amendment when it refused to run her organization's posters.

The FBI posters were part of the State Department's Rewards for Justice program and showed pictures of 16 wanted international terrorists — all with Islamic or Middle Eastern names.

- **SPOKANE COUNTY** commissioners say they're not quite ready to **open county roads to all-terrain vehicles**, in spite of a new state law allowing it. State lawmakers approved ATVs on roads with speed limits of 35 mph or slower but left the decision to local governments, *The Spokesman* reported.

Enthusiasts of the off-road vehicles are pushing for increased access to roads in unincorporated Spokane County.

Bob Brueggeman, county engineer, advised commissioners against it, saying riders might damage infrastructure and raise maintenance costs. He added that riders going up and down ditches and embankments could cause erosion and other problems.

*(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](mailto:ctaylor@naco.org) or [cban@naco.org](mailto:cban@naco.org).)*



## Communication involves direct engagement

H.R. DOC from page 11

Being freed from communication constraints however does not ensure that better, more accurate communications will take place or that we will evolve into better humans.

In my upcoming speech, the HR Doctor will be describing to this unlikely audience the growing concern that technology is not the answer to everything in the security business. Nor is it the answer to improving the business of living a great life. It is also not the answer to a more humane social integration and human development — including raising amazingly great children.

Books should always be ingrained in our individual and community souls. As much fun as a visit to the local Apple store may be, it will never replace the enjoyment of wandering through the county library or a bookstore seeking out some new discovery to read.

Most readers of the HR Doctor articles have been in restaurants watching other families including those with tiny children sitting at a table with each member of the family texting or talking into a

**Being freed from communication constraints however does not ensure that better, more accurate communications will take place or that we will evolve into better humans.**

smartphone. They may be speaking to people on other continents or old friends from high school, but they are not speaking to each other. That is, however, unless they happen to be texting to their sibling right across the table. How ironic that the mastery of technology to communicate with anyone around the world actually hinders communications where it may be most important. OMG!

That greatest component of communication involves direct engagement with other people, especially those you love, to enrich relationships and to provide the kind of advice, praise and critique that is best done between parents and children, friends or colleagues

at work. Being able to look directly into the eyes of the child you are speaking with is not well replaced by being able to instant message them. As amazing as Skype or Face Time may be, they are not anything like holding the hand of someone you care about.

So, dear readers, master the technology that keeps changing and spreading throughout the world (whether we may like it or not). Become adept and comfortable at it, and realize that the latest smartphones and the interactive robots coming soon are simply the 21st century version of No. 2 pencils.

Engage in that mastery but do not let it master you. Take a daily dose of hugs and handshakes and direct eye contact with people you care about, and strangers who could become good friends. Do the same thing when you arrive home and are greeted by that most loyal and wonderful canine friend who has been hoping you'd be home early to go on a walk. He knows a thing or two about effective communication.



Phil Rosenberg  
The HR Doctor • [www.hrdr.net](http://www.hrdr.net)

## Gauging Success report tailored to each plan

FS-NEWS from page 9

for how sponsors can use its information to help participants be more successful through the NACo Deferred Compensation Program. "Our *Gauging Success* report is just one of the ways that we work with you to understand both your needs as an administrator and your employees' needs for planning for their retirement," Stevenson added.

*Gauging Success* is tailored to each plan and therefore may be accessed only after the plan sponsor logs into their plan account at [www.nrsforu.com/plansponsor](http://www.nrsforu.com/plansponsor).

Information about tools for sponsors of the NACo Deferred Compensation Program is available from the county's Nationwide representative or via a toll-free call to 877.677.3678.

To learn more about the NACo Deferred Compensation Program, and how promoting deferred compensation can benefit county employees, contact Lisa Cole at [lscole@nacorma.org](mailto:lscole@nacorma.org) or 202.942.4270.

(Financial Services News was written by Bob Beasley, CRC, Communications Consultant, Nationwide Retirement Solutions.)

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