



Idea Exchange
NACo Legislative Conference
Washington, D.C.
Sunday March 4, 2018
2:30 – 5:00 p.m.
Washington Hilton Hotel, Lincoln East

List of Attendees

Name	Organization	Name	Organization
Peter Austin	County of McHenry, Illinois	Susan Muranishi	County of Alameda, California
Jessica Beyer	County of Waseca, Minnesota	Jeff Nielson	Aetna
Bill Bilyeu	County of Collin, Texas	Brian Olson	County of El Paso, Colorado
Tommy Bowers	County of St. Clair, Alabama	Denis O'Neal	USFA/FEMA/DHS
Barry Burton	County of Lake, Illinois	Rita Soler Ossolinski	NACA/ICMA
Roy Brooks	NACo President	Penny Postoak Ferguson	County of Johnson, Kansas
Kevin D. Carunchio	County of Inyo, California	John Saeli	ICMA-RC
Dena Diorio	County of Mecklenburg, North Carolina	Mike Scholes	County of Sedgwick, Kansas
Robert C. Donnan	NACA/ICMA	Sally Shutt	County of Cumberland, North Carolina
Bill Ferguson	SkyTran	Gene Smith	County of Iron, Michigan
Rob Field	County of Riverside, California	Ron Smith	ICMA-RC
Alex Hannah	ICMA-RC	Scott Sorrel	County of Peoria, Illinois
Tim Harper	County of Marion, South Carolina	David Street	County of Loudoun, Virginia
Tim Hemstreet	County of Loudoun, Virginia	Tim Sutton	County of Nye, Nevada
Tonya L. Hoover	USFA/FEMA/DHS	Mary Swanson	County of Kent, Michigan
Christina Iskandar	National Association of Counties	David Tanguay	ICMA-RC
Zach Israel	The Ferguson Group	David Twa	County of Contra Costa, California
Dr. Emilia Istrate	NACo	Al Vanderberg	County of Ottawa, Michigan
George Johnson	County of Riverside, California	Ken Wilson	County of Franklin, Ohio
Gwen Kennedy	County of Loudoun, Virginia	Robert Wilson	County of Cass, North Dakota
Kirby E. Kiefer	USFA/FEMA/DHS	Henry Yankowski	County of El Paso, Colorado
Paul R. Miller	County of Dunn, Wisconsin	Randell Woodruff	County of Pender, North Carolina
Mike Miller	The Ferguson Group	Hannes Zacharias	NACA President
Steve Mokrohisky	County of Lane, Oregon		



Topics

1) County responses to mass shootings: What's being discussed and proposed, including school security

- County A
 - The day after the Las Vegas shooting, the county ran drills and immediately found flaws in their system regarding the flow of communication between departments.
 - Interviews with staff revealed that staff in the Clerk's Office were nervous about heated interactions with the public. While it is difficult to completely secure any facility, they are now looking into a variety of increased security measures like installing secure glass barriers and panic buttons.
- County B
 - After the San Bernardino shooting, the county offered active shooter training to all employees. It is recommended that training sessions are repeated for continued preparedness.
- County C
 - Following a courthouse shooting that injured law enforcement personnel, there was a growing expectation in the community for counties in the area to keep everyone safe.
 - The International Crime Prevention Through Environmental Design (CPTED) Association provides valuable resources on: examining existing policies; examining the culture of your organization; designing programs to observe and recognize behavior and appropriately respond; building changes.
- County D
 - Implemented ALICE (Alert, Lockdown, Inform, Counter, Evacuate) training for staff. ALICE training is a fiscally possible solution for annual training. While it is not a full solution, it is a great first step.
- County E
 - Active shooter training led them to place buckets with supplies (hammers, first aid kits, the bucket itself for waste, etc.) in offices to prepare for building lockdowns.
- County F
 - The county is evaluating their current school resource officers to determine whether they need to employ more. Some schools currently share officers.
- County G
 - Currently, they are looking into mental health training in schools.



- They are also looking into digital mapping technology for first responders to give them the tools necessary to track activities in county buildings.
- County H
 - Due to the widespread nature of county personnel, they created a text alert system that is capable of alerting employees in individual buildings. The system also allows employees to notify the emergency operations center who can then alert all relevant personnel.
- County I
 - In the immediate aftermath of a school shooting, once activity starts to die down, relatives will start driving to the scene. Working with emergency management to quickly establish reunification centers for injured and uninjured persons is important. Getting uninjured persons and their families out of the area as quickly as possible will relieve the congestion around the scene. Emergency managers should also be prepared for how to deal with elected officials who show up at the scene and the national media attention. An extensive plan for the aftermath of a school shooting or similar tragedy is incredibly important.
- County J
 - The county is currently working to finalize a policy that will allow county employees to carry their personal firearms to work.
- County K
 - Employees who are allowed to carry firearms into county buildings are trained to jettison weapons once law enforcement enters the building, so they are not mistaken for offenders.
- County L
 - There is current disagreement between the state and counties regarding the carrying of firearms in county buildings, including courthouses.
- County D
 - The Department of Homeland Security has a video called “Run, Hide, or Fight” that is very useful and free.

2) What managers are looking for in a Chief Fire Officer

- USFA/FEMA/DHS Official
 - The National Fire Academy is beginning a new venture to figure out what CAOs are looking for in a chief fire official.
 - The National Volunteer Fire Council offers a program that is basically a graduate school for senior fire officials. They have the premier emergency response research library and can provide materials upon request.
- County B
 - Formal accreditation



- Technical competency
- Ability to manage multiple employees and subordinate officials
- Understanding of the relationship between career firefighters and volunteer firefighters
- How to deal with elected officials
- Knowledge of the interactions with county government and incorporated municipal governments
- Understanding how to interact with fire marshals
- County C
 - A collaborator – someone with statesmanlike qualities
 - Humility when it comes to pushing policy agendas – understanding of how to work politically and not forcefully with the legislative process
- County D
 - Ability to build trust and work collaboratively
 - Knowledge of the implementation of emergency preparedness
- County E
 - Dealing with unions
- County F
 - Financial management skills
- County G
 - Being well-versed on emergency medical services
- County H
 - Creative problem-solving skills beyond just incidents

3) Best practices for supporting the U.S. Census

- NACo Representative
 - 200 more counties signed up for LUCA than in 2010. The U.S. Census Bureau started sending out LUCA materials and counties have 120 days to return the materials after receipt.
 - NACo.org/census2020 provides a wealth of resources.
 - Outreach to residents in preparation for 2020 is very important to prevent undercounts as ~\$600 billion are allocated based on Census information. Also, district boundaries are drawn depending on the information.
 - Large undercounts, especially for children, lead to major problems once children come of school age – children under 3 are the most likely to be undercounted.
 - A new question on citizenship has led to a great deal of concern about immigrant communities not responding out of fear.
 - County officials should encourage their federal representatives to fully fund the 2020 Census.
- County A



- In the past, they found that low rates of return were evenly spread across socioeconomic populations.
- Families may be unaware of the benefits of responding to the Census.
- County B
 - The U.S. Census Bureau has adjusted the way by which they count military personnel.
- County C
 - Due to current events, the county is having issues getting immigrant populations to interact with or report to the government.
- County D
 - Getting leaders in the community involved can be very helpful.

4) Pregnancy and jails: Getting pregnant women out of jails and back on Medicaid

- County A
 - Pregnant women have special dietary and healthcare needs, which are costly for jails.
 - Their children are oftentimes placed into foster care and end up in the criminal justice system.
 - The University of Colorado founded a program currently piloting with 4 women. It has been successful as the women do not tend to rescind and the program is funded through Medicaid, removing the cost to the county.
- County B
 - Kansas is currently working to suspend Medicaid for criminal offenders rather than terminate coverage so that they can quickly get back on Medicaid upon release. Currently, this can take up to a year. Individuals with mental illness, for example, can lose access to their medications during this current lapse in coverage.
- County C
 - The county is in early conversations about intervening during the pretrial period to reduce recidivism. They are also working on helping individuals regain access to Medicaid upon release in a timelier fashion.
- County B
 - Mental health professionals are being brought in more quickly to engage with people upon release.
 - They are establishing money bail grids so that judges can better assess the appropriateness of the costs.

5) Opioid treatment clinics in county jails as a component of re-entry programs



- County A
 - This sort of program is currently being proposed in the county.
- County B
 - The county has treatment clinics that have had success that could be considered for implementation in jails. They incorporate aggressive pain management programs.
 - They also have education programs for providers to offer alternative therapies to opioids and a prescription monitoring program in place.

6) Processes for onboarding new commissioners

- County A
 - They have 2 half-days of meetings.
- County B
 - They go over all policies, the budget, etc.
- County C
 - They took elected officials to all county departments to meet with all department heads and staffs. The downside was that it took a long time to complete the meetings.
- County D
 - They spend 6-7 hours going through a manual and invite other commissioners to attend so that they can get a refresher course. This is followed by a tour of county departments and a final 5-hour session.
- NACA/ICMA Staff
 - ICMA has just published the *Newly Elected Leaders Toolkit* that contains a wealth of resources that can be shared.
- County E
 - Encourage board members to attend meetings and educational sessions but one must be diplomatic when approaching board members to attend.
- County F
 - They have the routine meetings but implemented the State of the County Address (more of a briefing) after the budget sessions to familiarize new commissioners with the direction of the county. It also allows new and current board members an opportunity to come together on issues.

7) Innovative practices for recommending salaries for elected officials outside of internally setting pay or using a compensation commission

- County A
 - Allowances were included as part of their salary when they restructured compensation.
- County B



- Following some tensions, commissioners' salaries were tied to judges' salaries.
- County C
 - In Colorado, salaries are set by the legislature but delayed until the next election.
- County D
 - Salary increases are set by the legislature, but commissioners cannot receive any increase in material compensation within a term.

8) Open Discussion of Top Issues Facing Counties

- County A
 - The marijuana industry:
 - Illegal growers infiltrating legal markets
 - Increase in babies born with THC in their systems
 - Localities are becoming dependent on marijuana tax revenues
- County B
 - Lawsuits against opioid manufacturers.
- County C
 - Exploring the privatization of public water/sewer systems in a small rural community.
 - County D response:
 - Some communities in the county have privatized water/sewer systems and are currently going through a process of having them join the regional system.
- County E
 - Dealing with unregulated chemicals in water systems.
- County F
 - Labor relations and the upcoming SCOTUS case involving public sector unions that could significantly damage unions financially.
 - County G response:
 - Teamsters in the county have notified the CAO that they would be more aggressive to show their members their worth in preparation for potential damage caused by the SCOTUS case.
- County G
 - Affordable housing and homelessness.
- County H
 - Developing economic opportunity for residents – ability for economic mobility.
- County I
 - Regionalization of mental health care has caused massive issues.
- County J
 - Losses of ground water.