



Courthouse News

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A Message from the President

I just had the privilege of hosting a very productive and enjoyable Spring Board Retreat where I was able to show Board members some Baltimore County highlights. Many of my Board colleagues were very pleasantly surprised with my County's beauty and diversity, from our delightful waterfront to our magnificent horse country.

Our horse country tour included a visit to Sagamore Farms, where perhaps our Nation's most famous racehorse, Native Dancer, was stabled and is buried. The rolling acres of pristine pastureland upon which the horses can always be seen grazing are breathtaking. But, it also vividly illustrates the relationship between a vibrant horse breeding industry and land preservation. Our hosts certainly made it clear that this relationship is at risk if the slots referendum fails this November.

While the Retreat included a fair share of fun and camaraderie, as you can see from the articles in this *Courthouse News*, it was mostly business. This business included our continuing "reach out" to the O'Malley Administration and the General Assembly leadership.

Budget concerns unfortunately continue to be a focus of our discussions with much trepidation about the economy and if there will be slots revenues to finalize Governor O'Malley's budget reconciliation plan. But concerns about the looming General Assembly debate on growth management were also a discussion priority.

In speaking about growth management to the Growth Task Force Chair, House Leaders, and the Governor's senior staff representatives, we argued that counties get a bum rap for their growth management efforts and are not Smart Growth ogres. We are fortunate to have Jan Gardner as a MACo representative on the Task Force to carry this message with both a passionate and a most practical perspective.

Appreciation for MACo's collaboration in the tough decisions needed to address the structural deficit was most apparent in our discussions. There is now a true appreciation of county budget stress and an interest to address pressing challenges, such as health

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Promoting County Government through Technology



Annual Summer Conference
August 13-16, 2008
Convention Center - Ocean City

2008 Officers

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Important Dates!

August 13-16, 2008
Summer Conference, Ocean City

October 22-24, 2008
Adm./Attys. Fall Conference, Annapolis

January 7-9, 2009
Winter Conference, Hyatt, Cambridge

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department funding, when the fiscal clouds clear.

The MACo Summer Conference, with its focus on “Promoting County Government Through Technology” is shaping up to be another record-breaker. Please check the website www.mdcounties.org to review the outstanding education and networking opportunities being offered. Staff is proud of the program offerings - the best justification to attend.

The Conference continues to grow with full educational programming scheduled on Wednesday this year. In the recent past, the program did not begin until Thursday afternoon with affiliate sessions. Then, Thursday morning hosted the Academy for Excellence in Local Governance sessions and now Wednesday offers a full day of educational opportunities.

Wednesday begins with an interactive session on using new Internet media, such as YouTube, to engage citizens, presented by an award-winning communications and marketing expert. And the afternoon includes a NACo-initiated program on managing water resources, a primer on legislation impacting human resources, and a BRAC Update, likely featuring Lieutenant Governor Anthony Brown. Please give the Wednesday program a serious look. I think you will find it worthwhile.

David Bliden and I just had the opportunity to attend the MML Convention, which followed the Board Retreat. While I enjoyed the MML conference and appreciated their hospitality, I enjoy even more what I feel is the more casual atmosphere at our Summer Conference.

Commensurate with the MML Conference, David and I had very pleasant county-seat visits with the elected officials from Dorchester, Somerset, Talbot, Wicomico, and Worcester Counties. Our reception was both warm and informative. These visits fuel my confidence in the important contribution MACo makes to county governance. I am looking forward to visiting every county as MACo President.

I know the departure of our wonderful Executive Director, David Bliden, came as a surprise. David has served us with distinction for 17 years, longer than any other Executive Director. He has always exhibited an extraordinary passion for his work and was aptly characterized in a recent Washington Post piece as both “good natured” and an “Annapolis institution.” As I told David, “[w]e don’t like you leaving. It’s hard to envision a MACo without Dave Bliden.”

To ensure a smooth transition, David has agreed to remain with MACo until January, giving the Board the opportunity to conduct both a deliberate search and to still have David on-board for a short period with his successor. That accommodation is appreciated and reflects David’s commitment to MACo.

I am excited about seeing all of you soon at the Summer Conference and look forward to my continuing county visits.

Best wishes,



Jim Smith

President

David Bliden Leaving MACo

17-Year Tenure as Executive Director

David Bliden recently made public his intention to relinquish his position as MACo Executive Director. In his note to the Board of Directors, he stated that

“[I]ast Fall I initiated discussions with the MACo Officers about a transition from my position as MACo Executive Director. Then, it was decided to defer any announcement, so as to ensure my 100% effectiveness for the 2008 Session.

I will have been MACo Executive Director for 17 years on July 1. It has been a most rewarding experience, in large part due to the outstanding persons with whom I work and the support of the dedicated public servants I have been privileged to serve.

At the Officers’ request, I have agreed to remain with MACo into January 2009, to accommodate the transition to a new Executive Director. I am committed to facilitating a smooth and successful transition and to remaining 110% committed to MACo during the remainder of my tenure.

I am particularly grateful to MACo President Jim Smith and his MACo Officer colleagues, who have been so accommodating. When I told Jim of my decision to leave MACo last Fall he said, ‘we don’t

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like you leaving. It's hard to envision a MACo without Dave Bliden.'

Jim's observation was very gratifying. But I am certain that MACo's solid foundation, committed staff, and great leadership will enable it to continue to move forward successfully after I leave."

Mr. Bliden intends to keep working after leaving MACo, but has no specific plans. The process for securing a new executive director will begin this month. The application process will be posted shortly on the MACo website, www.mdcounties.org.

Contact: Ellen Clarke :(

Board of Public Works Makes FY 2009 Budget Reductions

At the close of the 2008 Session, legislation to eliminate the so-called "computer tax" required a re-balancing of the State's FY 2009 budget plan. In addition to fund transfers and added revenues, the General Assembly directed the Board of Public Works (BPW) to identify at least \$50 million in general fund budget reductions to the FY 2009 budget to remain in short-term balance. The Board convened on June 25 and approved a schedule of budget reductions to effect this requested result.

The detailed list of BPW reductions is available at the Department of Management and Budget's website: <http://www.dbm.maryland.gov>

Secondly, the BPW does not have authority to reduce statutory distributions, including those for education, but only those items that are basic budgetary appropriations, and those only up by 25%. Approved BPW budget cuts include agency reductions and savings in health insurance costs, but does not compromise direct county funding formulas or distributions.

One component of the special fund reductions is a decline in funding available through the Cigarette Restitution Fund, used to fund cancer prevention and smoking cessation programs through local health departments. Detailed effect of these cuts is not yet well known.

MACo will evaluate the approved reductions and provide additional insight if county effects are

incorporated within some of the agency reductions.

Contact: Michael Sanderson

Administration Officials Meet with Board

The MACo Board of Directors met with Governor O'Malley's Administration leaders on June 20. The Board held two meetings – the first with Chief of Staff Michael Enright and Legislative and Policy Advisor Joe Bryce, and the second with newly appointed Intergovernmental Affairs Director Israel "Izzy" Patoka, Intergovernmental Affairs Special Assistant Ashley Valis, and Maryland Secretary of the Environment Shari Wilson. The Board thanked the group for their willingness to collaborate and discuss issues of county concern.

Mr. Enright noted that the Administration "probably still sees things the same way that locals see things." Mr. Bryce concurred, noting that, "[we] tried to protect locals from [budget] cuts and were largely successful. We were able to come together on the critical area law. Thank you for working with us."

MACo President and Baltimore County Executive Jim Smith reiterated that MACo did stand with the Administration on the budget reconciliation plan, even though it ultimately meant \$375 million in cuts to counties. He agreed that a collaborative approach has been "beneficial for everybody involved."

Allegany County Commissioner Bob Hutcheson highlighted MACo's satisfaction with protocols between MACo and the Administration, which require the Departments to share legislation that has a potential local impact. He urged for the continuation of the protocols and noted, "[it's] been very good." Mr. Bryce responded that he believed the protocols worked very well.

Charles County Commission President Wayne Cooper expressed disappointment with the failure of the speed camera bill during the 2008 session. Mr. Bryce indicated that they were also disappointed and would talk with the Governor about the bill.

Somerset County Commissioner Sam Boston noted that smaller counties were especially impacted by recent cuts to Highway User Revenue and Program Open Space. Mr. Bryce responded that the Governor

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was aware of the county concerns and was willing to reconsider the issue when the State's budget condition improved. However, Mr. Bryce cautioned that if the slots referendum fails, "the odds are we will be going deep again."

Prince George's County Council Member Ingrid Turner thanked the Administration for its school construction funding commitment but also noted that the county contribution is sometimes overlooked. She inquired about future levels of school construction funding. Mr. Bryce responded that it was important to highlight the county contribution. He noted that future funding levels would be dependent on whether the slots referendum passes. He explained that school construction funding consumes about one-half of the State's capital budget and demands from other areas are becoming more pressing. "The current levels of funding are not sustainable in the long term," he cautioned.

Frederick County Commission President Jan Gardner raised concerns about the direction of the Task Force on the Future for Growth and Development. The Task Force's recommendations will likely play a major role in shaping Smart Growth and land use reform legislation during the 2009 session. Mr. Bryce responded that he hoped the Administration and MACo would work collaboratively as done with the 2008 Critical Area legislation. He noted that no bill had been drafted yet and that the Administration was still "at the discussion stage."

Garrett County Commissioner Fred Holliday reiterated concerns about mounting county costs created by other post-employment benefits (OPEBs) and cost-of-living adjustment (COLA) expenses for local health departments. In both instances, counties pay an increasing share of the costs, which are ostensibly State-funded. Mr. Bryce responded that the Administration would like to address these issues when the budget improves.

Mr. Patoka, who also heads the Governor's Office of Community Affairs, discussed the connection between that Office and Intergovernmental Affairs. He suggested that Growth Task Force recommendations would be helpful to counties and municipalities. "I see lots of common ground to build upon," he explained.

Ms. Valis urged counties to contact the Governor's Intergovernmental Affairs Office when they had issues with the executive branch. "We totally appreciate it when we receive calls to troubleshoot little problems

before they become big ones," she explained.

Secretary Wilson provided updates on several environmental issues. She revealed that the first request for proposals (RFP) for the \$25 million available to local governments and nonprofit organizations for agricultural runoff and nonpoint source pollution projects from the Chesapeake and Atlantic Coastal Bays 2010 Trust Fund was posted on the State's BayStat website. She disclosed that the MD Department of the Environment (MDE) would be significantly upgrading the requirements for fly ash disposal and advised that MDE is also working on legislation to allow State and local reimbursement for costs incurred due to fly ash contamination. The Secretary also stated that climate change legislation would be a major 2009 Session issue. She offered to have MDE form a workgroup with MACo.

Secretary Wilson briefly discussed possible recommendations of the Task Force. "The advocacy community is looking for something and working on something, possibly more of a focus on how the State spends its dollars – I don't know. The State will not be looking to rezone."

Baltimore City Councilmember Rikki Spector raised concerns about unfunded environmental mandates being passed on to local governments. MACo Executive Director David Bliden echoed Council Member Spector's concerns, citing concern about not shifting costs borne by MDE onto the locals by increasing or creating new fees.

Secretary Wilson noted that federal government mandates are passed down to the State, which then passes them down to the counties. "We are very aware of it," she responded. She stated that MDE would never impose a fee that would impact the counties without first consulting MACo. She suggested that MDE, MACo and the Maryland Congressional Delegation work together in seeking federal funding for pressing MDE needs, such as a geological survey, to better determine the State's water supply. President Smith responded that MACo was willing to help.

Contact: Leslie Knapp Jr.

House Leaders Address MACo Board

The MACo Board met with three members of the House of Delegates leadership on June 19. Appropriations Committee Chairman Norm Conway, Environmental Matters Committee Chairperson Maggie McIntosh, and Ways and Means Committee Chairperson Sheila Hixson reviewed key 2008 Session issues and discussed potentially significant issues in the 2009 Session.

MACo President and Baltimore County Executive Jim Smith welcomed the group, thanking them for their access and willingness to collaborate. Chairperson Hixson thanked the Board for the opportunity to speak and said the Ways and Means Committee may invite representatives from each county this summer or fall to hear their opinions on what tax credits or incentives the State can offer in order to stimulate the economy.

She noted that her Committee was focusing on four major issues. The first was the implementation of slot machines, contingent on the slots referendum passing later this year. She warned, however, that if slots did not pass, the State would be looking at additional significant budget cuts. The second was a review of election systems and procedures, including an assessment of the State's switch from an electronic voting system back to a paper-based voting system. Her committee is also reviewing the Heritage Tax Credit that is due for renewal in 2009, and how funds distributed under the Bridge to Excellence in Public Schools Act (Thornton Act) are spent.

Reviewing the 2008 Session, Chairperson McIntosh praised the collaborative approach on the critical area legislation. She hoped that the Environmental Matters Committee "helped out by preventing some bad bills from going through." She viewed the demise of the speed camera legislation as one of the Session's biggest failures and committed to working with MACo on the issue during the 2009 Session. "I still believe a State wide bill is the best policy," she explained, "but we can do it piecemeal [through local bills] if necessary." She remained adamant that any speed camera revenue generated from cameras on residential roads or in school zones stay with the local governments for related public safety projects, while any revenue raised by cameras in work zones go to the State General Fund.

Chairperson McIntosh also stated that growth and

development issues would play a major role in the 2009 Session. She promised to continue to protect local land use autonomy but advised that she believed the State has responsibility in certain areas. She also stressed the need for incentives, rather than penalties, when promoting Smart Growth.

Looking ahead, Chairperson McIntosh noted that water resources will become increasingly important and that five counties have already reported water shortages. She urged the need to work with the Administration and Maryland's congressional delegation to address the issue now.

Chairman Conway explained how the State raised \$1.3 billion in revenues to address the State's budget deficit during the 2007 Special Session. At that time, the Appropriations Committee listed possible reductions totaling \$525 million, some of which would come from local governments. He noted that the Governor used a good portion, but not all of those reductions. Besides raising revenues, the Chair also noted that budget reductions from the 2007 Session and Special Session and the 2008 Session totaled \$1.4 billion.

Chairman Conway cautioned that despite these budget actions, there was still a need to work on balancing the budget ahead, especially if the November slots referendum fails. He warned, "It is incumbent to understand that if slots is turned down, there will be more reductions...Local governments, both counties and municipalities, will have to be part of the solution." He specifically mentioned that the State would pay \$622 million for retirement costs for schoolteachers, community college professors, and librarians in the upcoming fiscal year.

Briefly turning to the capital budget, Chairman Conway stated, "We don't have much more in the way of capacity...Right now we are almost at the ceiling [of what the State can spend]."

County Executive Smith reminded the Committee Chairs that MACo supported the budget cuts, revenue increases, and the slots proposal. "We are willing to collaborate," he concluded, "We hope you can get this message to some of your members. We also thank you for the access that you give us."

Contact: Leslie Knapp Jr.

Growth Task Force Chair Meets With MACo Board

Jon Laria, Chairman of the Task Force on the Future for Growth and Development, met with the MACo Board of Directors on June 19. Board members discussed the Task Force's charges and raised concerns about Smart Growth and the possible recommendations of the Task Force. MACo's representatives on the Task Force are Frederick County Commission President Jan Gardner and Worcester County Planning Director Sandy Coyman.

The Task Force is charged with examining both the State and local roles in land use planning and Smart Growth implementation. The Task Force is required to report its findings to the Governor and General Assembly by December 1. Its findings will likely play a key role in shaping future Smart Growth and land use reform legislation.

In his role as chairman, Mr. Laria stressed that he will not take any party's specific view, but that "MACo has an absolutely essential role in this...Please don't view [the Task Force] as a burden or a threat. Instead, view it as an opportunity to advance land use in the State." He promised that he would not allow any one party "to hijack the Task Force deliberations" and would attempt to build a consensus.

Charles County Commission President Wayne Cooper expressed frustration that counties sometimes get a "bum rap" with their planning efforts. He noted that Charles County has spent \$150 million on roads over the last four years and has voted to preserve 50% of the county's land. "We don't get recognition for what we do – the State doesn't recognize this," he argued. MACo President and Baltimore County Executive Jim Smith concurred and offered to have MACo educate the Task Force about the positive work in Smart Growth being done by the counties.

Mr. Laria responded that there was a need to determine "where are people right, where are they exaggerating, and where are they misinformed. I am hoping to identify these areas and forge an agreement."

Somerset County Commissioner Sam Boston raised concern that since the counties are so diverse, Smart Growth cannot be a "one plan fits all". County Executive Smith also expressed concern that some Smart Growth concepts run counter to State environmental laws and

regulations. Wicomico County Executive Rick Pollitt stressed the need to get citizen "buy-in" on Smart Growth.

Mr. Laria stated that the Task Force needed specific information on Smart Growth concerns and asked MACo to provide the Task Force with details on its issues. Commission President Jan Gardner offered to provide the Task Force a list of specific MACo suggestions.

Contact: Leslie Knapp Jr.

Sheriffs and Police Chiefs Address MACo Board

During its Spring Retreat, the MACo Board of Directors met with Maryland Sheriffs' Association (MSA) and the Maryland Chiefs of Police Association (MCPA) representatives on June 19. The Board discussed the positive relationship that MACo shares with both organizations and future opportunities for collaboration. The Association representatives included Jay Fisher, MSA First Vice-President and Baltimore County Sheriff; Jeff Spaulding, MCPA President and Westminster Police Chief; and Mike Canning, Legislative Liaison for both Associations.

All representatives expressed their appreciation for having the opportunity to meet with the Board and their willingness to continue collaborating on issues of joint interest. They indicated a willingness to partner with MACo on potential 2009 legislation concerning speed cameras, reporting requirements for scrap metal dealers, and enhanced penalties for false alarms. The Board offered to provide information about the availability of interoperability grants to the sheriffs and chiefs.

Contact: Leslie Knapp Jr.

Objection Noted to Federal Collective Bargaining Bill

MACo has written to Senators Ben Cardin and Barbara Mikulski objecting to proposed federal legislation essentially requiring state and local governments to engage in collective bargaining with their public safety employees. See H.R. 980/S. 2123-The Public Safety Employer-Employee Cooperation Act

of 2007. In the May 27 letters, MACo Executive Director David Bliden noted that the bill would essentially federalize collective bargaining by having the Federal Labor Relations Authority (FLRA) determine the appropriate terms of bargaining agreements. He argued that the bill "...would usurp state and local authority to determine whether to utilize collective bargaining and potentially disrupt existing collective bargaining systems."

In expressing its opposition MACo also argued in the letter that:

"[t]he decision as to whether or not to utilize collective bargaining has traditionally been a state and local government decision. Local governments that do choose to use the collective bargaining process often modify the process to fit their unique circumstances and situations. The Act mandates a "one-size fits all" approach, which robs counties of the necessary flexibility to manage their public safety operations in a manner that they choose. The Act also constitutes an unfunded mandate on states and local governments. In this time of budget stress, neither Maryland nor its counties can afford such a potentially expensive proposition."

In responding, Senator Cardin, who co-sponsored the bill, argued the inequity of public safety employees being denied the same rights possessed by private sector workers through the National Labor Relations Act of 1935. He suggested the bill "...strikes a balance between extending collective bargaining rights to employees who risk their lives and the public's right to be protected without fear of strikes, sickouts or any type of labor disturbance that would impair public safety."

The bill passed the House, but the Senate failed to move the bill to a floor vote. It is unlikely that the bill will be considered this term.

NACo is monitoring the bill. Visit www.naco.org for more information.

Contact: David Bliden

Conference Education Program Expands

Full Day on Wednesday

The Annual Summer Conference in Ocean City continues again this year to expand its educational programming choices for county government officials. Scheduled for August 13-16, 2008 at the Roland Powell Convention Center, the conference features, for the first time, a full day of educational sessions on Wednesday at the convention center.

A hands-on, interactive session, *"Engaging Citizens Via the New Internet Social Media: YouTube, Facebook, MySpace & Others"* will be presented by an award-winning communications and marketing expert, Carolyn Sawyer. Session registrants are encouraged to bring laptops to explore emerging media outlets and how they can affect leadership strategies and citizen communication. There is no additional fee for Conference registrants, but pre-registration is required. (See page 11)

Other Wednesday sessions include *"BRAC: 2009 Legislation Implementation for Counties"* in which Lt. Governor Anthony Brown will likely participate. The Chesapeake Bay Local Government Advisory Board, NACo and the U.S. Environmental Protection Agency will host *"Water Resources & TMDLs: Help for Local Governments"*. Finally, the Maryland Chapter of the Public Employer Labor Relations Association is sponsoring a session on *"Legislation Impacting Local Government Human Resources."*

In addition to affiliate sessions on Thursday, a *"2008 Critical Area Legislation Briefing"* is scheduled and county human resources directors are sponsoring a session on *"Firefighters & Police Officers Collective Bargaining: Proposed Federal Legislation/ Continuity of Operations Plans (COOP)."*

Friday and Saturday, General Session morning topics include *"The New Media & Government: Blogs, Bytes & B-Rolls"*, *"Technology & Service Delivery"*, and *"Community Colleges: Accessibility in Learning Through Technology"*. Governor Martin O'Malley is confirmed to deliver the closing address on Saturday morning.

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Affiliate topics on Thursday and Friday afternoons include:

- How Counties Use Technology to Serve Seniors
- Guidelines for Retention of Electronic Info
- Transportation Planning Using GIS
- Motor Vehicle Accidents: Public Health Problem
- Emerging Trends in Senior Care
- 3-D Surveying and Laser Scanning
- Covering the Under and Uninsured for Health Care
- Managing Energy Expenses
- Re-entry Programs in Reducing Recidivism
- Rx in the Recycling Bin
- Special Needs Citizens: Family & In-Home Solutions
- How Land Use Law Fits Together
- No Child Left Inside: Healthy Kids and Recreation
- Interoperability
- Home Detention & Jail Technology
- Env. Toxicants: Water Quality & Community Health
- Social Services in a Shaky Economy
- Dispelling Myths About Synthetic Surfaces
- Employment Issues (Academy Core – Th. am)

Register before July 18 to receive the discounted conference registration rate. You may download and view the registration materials and also view and register on-line at www.mdcounties.org.

Contact: *Ellen Clarke*

Association Staffs Share in Conference Operation

MACo Research Specialist, Michele Dinkel, attended the MML Annual Conference in Ocean City, assisting staff at the Registration Desk. The conference was held in Ocean City at the Convention Center, June 22-25.

The exchange of staff between the two organizations at each other's Annual Conference has become a welcomed tradition. MML President Stewart Cumbo and Executive Director Scott Hancock warmly greeted Ms. Dinkel at the conference, as did many municipal and county officials in attendance.

Jessica Barnes, of the MML staff, will be assisting MACo staff at the upcoming August 13-16, 2008 conference in Ocean City. Visit www.mdcounties.org for more information about the program and registration.

Contact: *Ellen Clarke*

Briefly

Garrett County GIS Awarded

Garrett County GIS has been selected to receive a "Special Achievement in GIS" award at ESRI's 28th Annual User Conference. This award is given to user sites around the world in recognition of their outstanding work in the GIS field. Garrett County was selected to receive this prize from over 100,000 user sites worldwide. The County was one of only some 170 chosen from among the more than 100,000 ESRI user sites worldwide. Specifically, Garrett County's GIS program, managed by a one-person office, was chosen for overcoming the obstacles associated with establishing a GIS System in a rural county and further, creating an enterprise system by which vital geographic data can be shared amongst agencies.

National Green Competitions for Counties

NACo is launching two national green competitions for counties. Visit www.greencounties.org/competitions for information. Winning counties can win 1,000 compact fluorescent light bulbs or 1,000 bottles of fuel additives. More free green government webinars have also been added. Click webinars and upcoming events on the right side of www.greencounties.org <<http://www.greencounties.org/>>. For more information, contact Kelly Zonderwyk, NACo at (202) 942-4224 or kzonderwyk@naco.org

Job Openings

BUDGET TEAM LEADER (MANAGER III) – DEPT. OF HEALTH & HUMAN SERVICES - MONTGOMERY CO. - 401 Hungerford Drive, Rockville. Md. - Requisition #3164 - \$63,411 - \$115,901. Job Summary Description: This position is responsible for providing leadership to the Budget Team. This advanced performance level management work involves the planning, development, oversight and management of the Department of Health and Human Service's \$273 million annual operating and CIP budgets. Duties will include: coordinating and submitting an accurate and timely operating and CIP budget; advocating the department's goals and priorities; collaborating with the Federal Claiming and Cost Allocation team to assure the department receives maximum benefit from new revenues generated; developing and implementing improvements to the Department's capability for grants management; assisting in developing a plan to improve the Department's fiscal management capabilities, including developing financial reports, expanded access to information, specialized staff training and coordinating fiscal management teams with responsibility for oversight and

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problem solving; enhancing the coordination and communication with programs within the department; and providing support to the Chief Operating Officer and the Chief Financial Operations to insure the effective use of the Department's resources in meeting Department priorities. As a manager/supervisor of unionized employees, this position has a responsibility for fostering a positive labor relations environment based on mutual trust, respect, and cooperation. Min.Qual. - Education: Possession of a Bachelor's Degree. Experience: Five (5) years of progressively responsible professional experience in developing, reviewing, analyzing and monitoring government operating and capital budgets. Equivalency: An equivalent combination of education and experience may be substituted. Preferred Criteria: Resumes should include information specific to the preferred criteria listed:

1. Bachelor of Science Degree with Major in Accounting, Finance, or related field;
2. Experience with County and State principles, practices, methods and techniques of budget development, budgeting and program evaluation in accordance with the laws, rules and regulations governing the preparation, review and implementation of operating and capital budgeting for a large governmental Department;
3. Experience performing and leading analytical work and complex processes in a high volume, diverse and politically intense environment;
4. Experience identifying, synthesizing and evaluating complex budget related issues and assignments, bringing together information from a variety of sources, and selecting appropriate analytical approaches;
5. Experience working with various mainframe and PC based budgeting systems; such as County's Finance FAMIS/ADPICS, BPREP, BPS and the internal DHHS JDE system or similar systems;
6. Experience working with or knowledge of Enterprise Resource Planning (ERP) financial accounting software applications as tools for analyzing operating and capital budgets and related matters;
7. Experience planning, setting priorities and organizing numerous work assignments to meet tight and often conflicting deadlines;
8. Experience working with employees, supervisors and managers, as well as with elected and appointed officials and senior staff to accomplish various work assignments;
9. Supervisory experience. If selected for consideration for this position, you may be required to demonstrate and/or provide verification of your possession of the knowledge, skills and abilities indicated in your submission. The selection process for this position will include an evaluation of core leadership competencies such as Customer Service Orientation; Commitment to Diversity; Communication and Persuasion Skills; Teamwork, Cooperation, and Collaboration; and Balanced Risk Taking and Innovation. To apply on-line, visit: www.montgomerycountymd.gov/careers and job posting under "Managerial/Executive." Apply online by COB **July 18, 2008**, EOE 240-777-5000. TTY: 240-777-5126.

PARKS & RECREATION ASSISTANT DIRECTOR -

TALBOT CO. - Professional and supervisory position assists in the management of all operating aspects of the Parks & Recreation Dept. Requirements: Bachelor's degree in P&R Mgmt., or related field; 3-5 years management and P&R work experience; excellent customer service and communication skills. Salary range \$49,371 - \$59,646 and excellent benefits. Send resume to Talbot Co. P&R, 10028 Ocean Gateway, Easton, MD 21601. **Deadline 7/14/2008** EOE

PLANNING OFFICER, TALBOT CO. - Accepting applications for the position of Planning Officer to oversee the operations of the 12 member Co. planning department. The responsibilities are to provide high-level professional guidance, consultation, and advice on complex planning, legal and development issues, procedures and policies, and zoning and subdivision regulations to elected and volunteer officials, and other external and internal customers. This position requires strong writing and communications skills; ability to speak in front of groups including the Planning Commission and County Council; ability to establish professional rapport with other employees, public officials, and customers; and the ability to analyze and give sound judgment and recommendation on planning related issues. Talbot County has over 36,000 citizens and possesses over 600 miles of shoreline on the Chesapeake Bay and a variety of tributaries. The County seat of Easton is rated among the Top Ten Best Small Towns in America, and is located approximately 1.5 hours to either Washington D.C. or Baltimore, and just over an hour to the Atlantic Ocean beaches of both Maryland and Delaware. Talbot County is also host to a variety of other charming small towns including the historic waterfront villages of St. Michaels, Oxford and Tilghman Island, and has an abundance of outdoor activities. For more information on our county and its many attributes, visit our tourism website at www.tourtalbot.org. Min. requirements are outlined in a full job description available at www.talbotcountymd.gov "job opportunities" section. Salary range: \$76,992-\$93,014 with excellent benefits. Talbot County residency is required following appointment. Send resume with cover letter to: Talbot County Government, Administrative Services, 11 N. Washington St., Easton, MD 21601 or via e-mail to tcao@talbotcountymd.gov **Deadline 7/15/08**. EOE.

ASSISTANT INTERNAL AUDITOR - CHARLES CO. - Perform audits of Charles Co. Government practices and procedures, under supervision of the Internal Auditor. Obtain background information for audits; compile and analyze data for accuracy; create work papers to document the audit work performed. Perform cash counts, physical inventories, or other audit procedures. Develop audit recommendations to assist the auditee with improving operations and internal control systems. Handle and maintain confidential and sensitive information. Prepare summary memorandums and draft audit reports. Requires a Bachelor's degree in accounting, two

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years professional auditing experience, and a valid driver's license. Certified Public Accountant or Certified Internal Auditor preferred. Must have knowledge of current accounting and auditing standards, procedures, and requirements. Requires ability to accurately compile data and analyze information; use professional judgment to conduct audit work; and work both independently and as a member of a team. Salary: \$57,783-65,300. Closing date: **7/25/08** Charles Co. offers excellent benefits including a defined benefit pension plan, deferred compensation, generous leave and health care programs. The Charles Co. Employee Pension Plan honors portability of eligible prior MD State and local government service in other defined benefit pension plans. Apply: www.charlescounty.org or submit application and resume to the Human Resources Dept., Charles Co. Gov't. Building, POB 2150, La Plata, MD 20646. Minority and female applicants are encouraged to apply. EOE

DIRECTOR, DEPT. OF PLANNING AND CODES ADMINISTRATION - CAROLINE CO. - Caroline County is currently growing and changing in unprecedented ways,

which will allow the individual hired to have a truly meaningful impact on public policy. This position is responsible for overseeing a 12 member department, responsible for the administration, implementation, and enforcement of a number of ordinances, regulations and codes. This department is also responsible for shaping and writing the local planning policies and laws that will influence the future of the County. Responsibilities include providing high level professional assistance, guidance, and advice on a variety of complex planning, land use, zoning and development issues to the elected and appointed officials. Minimum requirements are a Bachelor's degree in a planning-related area of study and six years experience in the planning field. Master's degree preferred. AICP certification is preferred. Desired attributes include the superior written and communication skills; the ability to work effectively with the public and with groups; excellent analytical and critical thinking skills; comprehensive knowledge of State laws pertaining to county and regional planning, permitting, and codes enforcement; and thorough knowledge of management practices and the principles of supervision and motivation. Starting salary range is \$75,000 - \$100,000; w/excellent benefits. Upon an employment offer, the applicant must submit to a substance abuse test. For more information, visit our tourism website at www.tourcaroline.com <<http://www.tourcaroline.com/>>. Submit completed applications and resumes, Caroline Co. Office of Human Resources, 300 Market Street, Suite 103, Denton, MD 21629. Applications available from this address, or call 410.479.4105 to receive by fax or email, or visit <http://www.carolinecounty.org/governmt/hr/appforms.html>. Application **Deadline: 7/16/2008** or until filled. EOE

ASSISTANT DIRECTOR, FINANCE DEPARTMENT – DORCHESTER CO. (Full time with Benefits) This position will function as a member of the County's management team by assisting the Director of Finance in managing and directing the staff and functions of the Finance Department. This position will assist the Director in managing all aspects of the County's finances including debt issuance and administration, banking services coordination, investments, financial reporting, general ledger, accounts payable, accounts receivable and adhering to fund accounting and generally accepted accounting principles. Minimum Qualifications: Education: An undergraduate degree in Accounting or Finance from an accredited college or university is required. Experience: 5 years of increasingly responsible management experience in fiscal operations is required. Two or more years experience in governmental financial reporting is preferred. Please submit completed county application to Human Resources by the close of business **7/16/08**. Applications may be downloaded at www.docogonet.com EOE

The Maryland Association of Counties

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Carolyn Sawyer
Founder & Chief Strategist
The Tom Sawyer Company
Biography:
[http://tomsawyercompany.com/
team.asp](http://tomsawyercompany.com/team.asp)

Engaging Citizens via the New Internet Social Media: *YouTube, Facebook, MySpace & Others*

Wednesday, August 13
Roland Powell Convention Center, OC

10:00 am - 3:00 pm
(Hour for lunch)

Attend this Wednesday seminar during the MACo Summer Conference to explore the new internet resources available to county leaders and policymakers. We will examine the characteristics of websites such as MySpace, YouTube, Facebook and learn various ways to use this technology. You will learn the best ways to communicate your program, to control your message, and to avoid mistakes that can arise.

We will explore current trends such as blogs and web journals and examine real life examples that currently exist on the websites.

At the end of the seminar, you should have a better grasp of these emerging media outlets and how they can affect leadership strategies and citizen communication.

BRING YOUR LAPTOP to the Session (Charge laptop battery well before Session as there are limited electrical outlets.) A large screen will be provided for those without a laptop.

Wednesday Session - no additional fee for Conference Registrants

Pre-Registration is Required

(Open only to MACo Summer Conference Registrants)

Name: _____

Employer: _____

Day Telephone: _____

Email (to confirm registration): _____

To Register, FAX Form to MACo: (410) 268-1775