



## **DATES TO REMEMBER**

- SEPTEMBER 30, 2015      **CORSA CYBER SECURITY SEMINAR**  
MUSKINGUM COUNTY WELCOME CENTER, MUSKINGUM  
COUNTY (ZANESVILLE)
- OCTOBER 5, 2015      **CORSA REGIONAL TRAINING PROGRAM FOR PEACE  
OFFICERS AND CORRECTIONS**  
HOLIDAY INN ROBERTS CENTER, CLINTON COUNTY  
(WILMINGTON)
- OCTOBER 6, 2015      **CORSA REGIONAL TRAINING PROGRAM FOR PEACE  
OFFICERS AND CORRECTIONS**  
FOP HALL, ALLEN COUNTY (LIMA)
- OCTOBER 7, 2015      **CORSA REGIONAL TRAINING PROGRAM FOR PEACE  
OFFICERS AND CORRECTIONS**  
MUSKINGUM COUNTY WELCOME CENTER, MUSKINGUM  
COUNTY (ZANESVILLE)
- OCTOBER 8, 2015      **CORSA REGIONAL TRAINING PROGRAM FOR PEACE  
OFFICERS AND CORRECTIONS**  
THE GALAXY RESTAURANT, MEDINA COUNTY  
(WADSWORTH)
- OCTOBER 12, 2015      **COLUMBUS DAY**
- OCTOBER 16, 2015      **CCAO JOBS, ECONOMIC DEVELOPMENT AND  
INFRASTRUCTURE COMMITTEE**  
CCAO OFFICES, COLUMBUS
- OCTOBER 21, 2015      **COUNTY LAND BANKS: ARE THEY A GOOD FIT FOR US?**  
A CCAO SECOND WEDNESDAY WEBINAR  
(WEBINAR TOPIC AND DATE HAVE CHANGED)
- OCTOBER 22, 2015      **CCAO TAXATION AND FINANCE COMMITTEE, CONFERENCE  
CALL**
- NOVEMBER 11, 2015      **VETERANS' DAY**

NOVEMBER 12, 2015

**REASONABLE ACCOMMODATIONS UNDER THE ADA**  
A CCAO SECOND WEDNESDAY WEBINAR  
(DATE CHANGED IN REMEMBRANCE OF VETERANS' DAY)

DECEMBER 6-8, 2015

**CCAO/CEAO ANNUAL WINTER CONFERENCE**  
GREATER COLUMBUS CONVENTION CENTER  
COLUMBUS

## **ASSOCIATION NEWS**

### **CCAO creates sample resolutions to support for State Issue One and Two and oppose State Issue Three**

At the CCAO Board of Directors meeting on Sept. 12, the Board adopted positions in support of State Issue One and Two and in opposition to State Issue Three. CCAO has been asked by members to provide sample copies of resolutions in line with the positions taken by the Board. Three sample resolutions that counties may use are linked below.

CCAO recommends that you do the following with respect to any resolution that you adopt.

1. Send a copy of any resolution you adopt to the local print and broadcast media
2. Send an electronic copy of your resolution to Andrew Johnson, CCAO communications coordinator, at [ajohnson@ccao.org](mailto:ajohnson@ccao.org)
3. Send a copy of your resolution to the following statewide contacts:

State Issue One – Abe Jacob, director of communications, Fair Districts for Ohio,  
[abejacob70@hotmail.com](mailto:abejacob70@hotmail.com) 419-789-2516

State Issue Two and Three – Reid Vineis: [vineis@sppgrp.com](mailto:vineis@sppgrp.com), cell: 614-654-1123, and  
Terry Donelon: [tedonelon@gmail.com](mailto:tedonelon@gmail.com), cell: 216-970-9222

If you have questions regarding the resolutions, contact Brad Cole of the CCAO staff at [bcole@ccao.org](mailto:bcole@ccao.org).

[Issue One Sample Resolution](#)

[Issue Two Sample Resolution](#)

[Issue Three Sample Resolution](#)

### **CCAO nominating committee appointed**

The CCAO Board of Directors approved the appointment of a five-member nominating committee that will be chaired by Debbie Lieberman, Montgomery County Commissioner. Other members of the Committee include:

1. Bob Corbett, Champaign County Commissioner
2. Kerry Metzger, Tuscarawas County Commissioner
3. Otto Nicely, Defiance County Commissioner
4. Daniel Troy, Lake County Commissioner

It is the responsibility of the committee to recommend a slate of officers and board members to be elected at the Annual Business Meeting on Monday morning, Dec. 7, during the CCAO/CEAO Winter Conference. Nominations will also be accepted from the floor. The committee will be nominating candidates for the offices of president, first vice president, second vice president, secretary and treasurer. In addition, eight members will be nominated to serve on the Board of Directors for two-year terms. The Nominating Committee will also fill any vacancies that may exist where members elected to a two-year term will not be returning to office or where a member forfeits office for non-attendance.

The Nominating Committee is also governed by a Board resolution adopted in 2011 that limits the number of consecutive years a person can serve as either treasurer (not more than three consecutive years) or secretary (not more than one consecutive year). Also, persons serving in the offices of treasurer and secretary must be of different political parties. In addition, in order to be eligible to be nominated as an officer, an individual must be from a member county and have served a term of at least one-year on the CCAO Board of Directors.

The eight members whose terms to the Board expire this year include: Tony Anderson, Fayette County Commissioner; Bob Corbett, Champaign County Commissioner; Lenny Eliason, Athens County Commissioner; Bob Glaser, Greene County Commissioner; John Love, Putnam County Commissioner; Otto Nicely, Defiance County Commissioner; Ann Obrecht, Wayne County Commissioner; and Brian Stewart, Pickaway County Commissioner.

The nine members appointed by President Halleck whose one-year term to the Board expires at the end of this year include: Kathleen Chandler, Portage County Commissioner; Mike Crabtree, Scioto County Commissioner; Janet Weir Creighton, Stark County Commissioner; Carl Davis, Monroe County Commissioner; Pat Geissman, Medina County Commissioner; Gary Merrell, Delaware County Commissioner; Glenn Miller, Henry County Commissioner; T.C. Rogers, Butler County Commissioner; and Barb Queer, Ashland County Commissioner.

The CCAO Bylaws also provides the six most recent past presidents who still hold the office of county commissioner, elected executive or member of the legislative authority of any charter county or any county organized under an alternative form of county government and who elect to serve as a member, a seat on the Board of Directors. In 2015 those individuals will include: Mike Halleck, Columbiana County Commissioner; Nick Kostandaras, Summit County Council Member; Gary Lee, Union County Commissioner; Deborah Lieberman, Montgomery County Commissioner; David Dhume, Madison County Commissioner; and Paula Brooks, Franklin County Commissioner.

The Committee must make its recommendations no later than Nov. 18. The report will then be published in Counties Current and an individual copy of the report will be sent to each commissioner.

On Sept. 18, CCAO sent to all county commissioners, executives and council members a CCAO Officer/Board Member Request Form and a Nominating Candidate Questionnaire. Both forms must be returned no later than Oct. 30 to the committee chair: Debbie Lieberman, Montgomery County Commissioner, P.O. Box 972, 451 W. Third Street, Dayton, OH 45422-1110 or you may email your form to [ObererT@mcoho.org](mailto:ObererT@mcoho.org).

In addition, mail a copy to CCAO, 209 E. State Street, Columbus, OH 43215, in an envelope marked: NOMINATING COMMITTEE – ATTENTION: KATHY DILLON or you may email your form to [kathydillon@ccao.org](mailto:kathydillon@ccao.org).

If you have any questions, feel free to contact Deborah Lieberman at (937) 430-4509, or call CCAO Executive Director Suzanne Dulaney at (614) 221-5627 or (888) 757-1904.

## **Voting procedures for annual business meeting**

The CCAO Bylaws requires each member county designate an official representative and alternate when voting at the Annual Meeting or any special meeting of the Association.

The designation of the official representative and alternate for a county organized under the statutory form of county government is by resolution of the board of county commissioners. In the case of a county organized as a charter county, the elected executive designates, by a letter signed by the executive, the official representative and an alternate. Please note in designating the official representative and alternate, a member county may only name a county commissioner, elected executive or a member of county council.

A memo explaining the process along with a sample Designation of Official Representative and Alternate Resolution and a sample letter for county executives can be found on the front page of the CCAO website at [www.ccao.org](http://www.ccao.org). **If you have not already done so, please send or email a copy of your resolution or letter designating your official representative and alternate to Kathy Dillon, CCAO, 209 East State Street, Columbus, OH 43215 or at [kathydillon@ccao.org](mailto:kathydillon@ccao.org) so that we may maintain a record of the names in our files for voting purposes.** Should you have any questions or to confirm that we have received a copy of your resolution or letter, please contact Kathy Dillon at (888) 757-1904 or at [kathydillon@ccao.org](mailto:kathydillon@ccao.org).

## **CORSA training for peace officers/corrections**

CORSA and the Buckeye State Sheriffs' Association, along with Public Agency Training Council, have scheduled regional one-day training seminars on the following dates:

- Oct. 5 – Holiday Inn Roberts Center, 123 Gano Rd., Clinton County (Wilmington)
- Oct. 6 – FOP Hall, 750 W. Robb Ave., Allen County (Lima)
- Oct. 7 – Muskingum County Welcome Center, 205 N. Fifth St., Muskingum County (Zanesville)
- Oct. 8 – The Galaxy Restaurant, 201 Park Centre Drive, Medina County (Wadsworth)

Topics to be discussed:

1. Emerging Trends - why are we getting sued?
2. Case Law Update
3. Body Worn Cameras - on the road and in the jail
4. Jail Classification & Medical Screening: what's the liability and why are jails getting sued?
5. Policy Updates - the need to know

Registration begins at 8:30 a.m. The class begins at 9 a.m. and ends at 3 p.m. Lunch will be provided. CORSA member counties attending these sessions will receive credit toward their

county's annual premium discount. Registration fees: CORSA member counties – FREE; non-CORSA counties - \$25.00 per person. [Register here...](#)

If you have any questions, please contact [Ken Hilty](#), CORSA Risk Control Law Enforcement consultant, at (614) 357-6966. [Read more...](#)

## Safe destruction of old computers survey – due Oct. 8

CCAO has compiled a [quick survey](#) on how counties dispose of old computer, smart phones, tablets, etc. Would you please forward this survey to the appropriate person in your county and ask that they respond no later than Oct 8? As always, thank you for your assistance. If you have any questions, please feel free to contact CCAO Executive Director [Suzanne Dulaney](#) at (888) 757-1904 ext. 301.



## County Land Banks: Are They a Good Fit for Us? – CCAO 2<sup>nd</sup> Wednesday Webinar

CCAO is pleased to offer a one-hour “County Land Banks: Are They a Good Fit for Us?” webinar on Oct. 21 at 9:30 a.m. Emerging in response to the foreclosure crisis, land banks serve as a way to strategically acquire properties, return them to productive use, reduce blight, increase property values and improve the quality of life for residents. Effective Sept. 29, 2015, the state budget permits any county to establish a land reutilization corporation, also known as a land bank. Prior to this change, land banks were required to have a population of at least 60,000. This webinar will provide basic information about how to form and operate a successful land bank and if the fit is right for your county. Topics include:

- What is a county land bank?
- 10 reasons you need a land bank
- Reasons not to create a land bank
- How to operate a county land bank

Jim Rokakis, Esq., vice president of the Western Reserve Land Conservancy and the director of the Thriving Communities Institute, and Robin Darden Thomas, Land Bank program director for the Thriving Communities Institute, will present on the topic.

Registration: Webinar participants may pose questions during and after the presentation. To register for this exceptional educational opportunity, please click [here](#).

There is no charge to attend the webinar. If you experience difficulty in connecting to the link above and you wish to register for the webinar, please email [Amanda Jones](#), CCAO program assistant, and provide her with your name, title, county or organization, and email address.

For additional information regarding the topic for this webinar, please contact [Brad Cole](#), CCAO managing director of research. [Read more...](#)

## OSU EXTENSION

### Roger Rennekamp tapped to lead Ohio State University Extension

COLUMBUS, Ohio – Roger Rennekamp, the associate dean for Outreach and Engagement at Oregon State University, has been named the next director of Ohio State University Extension.

Rennekamp will begin his duties on Jan. 4, 2016, replacing Keith Smith, who retired June 30 after 23 years in the position.

“Roger brings a great deal of experience at all levels of the Cooperative Extension System, and is known for building collaborative relationships and partnerships,” said Bruce A. McPheron, Ohio State’s vice president for agricultural administration and dean of the College of Food, Agricultural and Environmental Sciences.



“I am honored to renew my relationship with one of the nation’s premier land grant universities,” said Rennekamp about his return to Ohio State. “The need for Extension is as great as any time in its hundred-year history. Extension of the next century must remain true to key principles of community engagement and responsiveness while embracing approaches and technologies that will increase its reach and impact.”

Before taking on his current role in Oregon State’s College of Public Health and Human Sciences, Rennekamp led Oregon’s 4-H Youth Development program. He served as an Extension specialist in program and staff development and as a program specialist for 4-H at the University of Kentucky. He earned his bachelor’s from the University of Kentucky, his bachelor’s from Morehead State University and his Ph.D. from Ohio State.

## STATE ACTIVITIES

### Workers’ comp billing changes coming; seminars and webinars available

Starting Jan. 1, 2016, the [Bureau of Workers’ Compensation’s](#) (BWC) process for billing public employer taxing districts for premiums is changing. BWC is adopting prospective billing, which means payment will be required before coverage is extended.



To help public employers better understand the upcoming change, BWC is hosting free, two-hour seminars around the state to discuss process changes, timelines and the transition credit. These seminars also include information about workplace safety and can satisfy training requirements for certain BWC programs.

If you can't attend a seminar, free webinars about prospective billing are available. This condensed version of the program does not include the additional safety training component and does not qualify for training credit for BWC programs.

For more information about prospective billing seminars and webinars, visit the [prospective seminars](#) and [webinars](#) pages, both on [bwc.ohio.gov](http://bwc.ohio.gov). **BWC has confirmed that attending one of the in-person seminars includes one hour of the required safety training for Group and Group Retro members.**

There are several benefits to prospective billing, including a reduction in rates. BWC staff recently proposed a nine percent cut in local government rates, thanks in part due to prospective billing, which accounts for 3.9 percent of the proposed overall reduction. BWC's board of directors is expected to vote on the issue Sept. 24. In addition, BWC is providing a premium credit to all public employers of 50 percent off the 2015 and 2016 premium due. This allows BWC to transition the public employers without double billing them.

## **OPERS discusses re-employed retirees and their health care options, stresses no loss of coverage for re-enrollment**

The Ohio Public Employee Retirement System (OPERS) held an educational session designed to dispel rumors that re-employed OPERS retirees were losing health care coverage because of their re-employment status. OPERS explained what their health care coverage options will be in 2016 and beyond. OPERS re-employed retirees may choose from the following retirement options:



### **Medicare eligible re-employed retirees (Age 65+)**

- Select their employer's coverage if the employer offers it, which is a requirement under current Ohio law.
- Enroll in the Humana Interim Plan (OPERS' re-employed retiree health care plan). This plan is very similar to the current OPERS Medicare supplemental group plan with premiums that will average around \$50 a month for the OPERS member.
- Select a health care plan through the OPERS Medicare Connector, without the Health Reimbursement Arrangement (HRA) allowance while they are re-employed. There are plans available that offer premiums as low as zero dollars per month that could make this option attractive.

To continue OPERS-sponsored coverage, Medicare eligible members must complete their open-enrollment form.

### **Non-Medicare re-employed retirees (under the age of 65)**

- OPERS will continue to offer a separate medical and prescription drug plans that are nearly identical to the plans currently offered.

For more information about OPERS re-employment retirement and health care, click the links below.

- 1) [Re-employed Retirees and Health Care](#)
- 2) [Re-employment and Health Care Coverage Fact Sheet](#)

## Tansill leading Dept. of Veterans Services

On Monday, Col. Chip Tansill (U.S. Army, retired) began his leadership of the [Ohio Department of Veterans Services](#). Tansill served as executive director of the Franklin County Veterans Services Commission and replaces Col. Tim Gorrell, who recently stepped down as director.



Tansill began his military career in 1982 when he joined the United States Army Reserve. Tansill was deployed to the Persian Gulf in 1990. In 2011, he was named chief of staff for the Ohio National Guard. His awards and decorations include Legion of Merit, Bronze Star, the Meritorious Service Medal with five oak leaf clusters and the Army Commendation Medal with three oak leaf clusters. Tansill retired from military service earlier this year.

Tansill received a bachelor's degree in criminal justice from Fairmont State College. He holds master's degrees from Trident University and the U.S. Army War College.

The Ohio Department of Veterans Services works to actively identify, connect with, and advocate for veterans and their families. Ohio law gives the department the responsibility to partner with county veteran service commissions and the U.S. Department of Veterans Affairs, in order to "serve those who have served."

## State MLK Commission seeks nominations for awards

Nominations are being sought for awards honoring Ohioans who carry on the legacy of Dr. Martin Luther King, Jr. Awards honoring such individuals and organizations will be given at the 2016 Ohio Dr. Martin Luther King, Jr. Commemorative Celebration being held Jan. 14, 2016, at Trinity Episcopal Church in downtown Columbus. The award ceremony is sponsored by the [Ohio Dr. Martin Luther King, Jr. Holiday Commission](#), which is a part of the Equal Opportunity Division of the Ohio Department of Administrative Services (DAS). Nominations are due to the commission by Oct. 7. [Read more...](#)



## FEDERAL ACTIVITIES

### House passes bill to help newborns suffering from opiate dependency

The Protecting Our Infants Act of 2015 ([H.R. 1462](#)), legislation that takes proactive steps to help hospitals diagnose and treat newborns suffering from opiate dependency, has passed the U.S. House. The bill was sponsored by Representatives [Steve Stivers](#) (Dist. 15-Hilliard) and Katherine Clark (MA).



Over the years there has been a significant rise in the abuse of opiates, which has led to an alarming increase of babies born with Neonatal Abstinence Syndrome (NAS). NAS is a collection of symptoms that infants can experience as a result of prenatal exposure to drugs such as heroin, methadone and prescription painkillers. Upon being born, this exposure to the drug ends and the babies begin to suffer from withdrawal.

The Protecting Our Infants Act of 2015 is a targeted effort to make NAS a national priority by bringing together the appropriate experts and data to develop a coordinated response. The bill requires the Department of Health and Human Services to develop a best practices handbook for dealing with NAS and designate an agency to collect NAS data.

Other Ohio Representatives signing on as co-sponsors include Joyce Beatty (Dist.3-Columbus), Marcia Fudge (Dist.11-Warrensville Heights), Bill Johnson (Dist. 6-Marietta), David Joyce (Dist. 14-Painesville), Marcy Kaptur (Dist. 9-Toledo), Tim Ryan (Dist. 13-Warren), Pat Tiberi (Dist. 12-Columbus), and Mike Turner (Dist. 10-Dayton).

The bill now heads to the U.S. Senate where Majority Leader Mitch McConnell (R-KY) and Senator Bob Casey (D-PA) have introduced companion legislation. [Read more...](#)

### USDA to expand new farmer education

The [U.S. Department of Agriculture \(USDA\)](#)

announced that \$2.5 million in grants is now available for projects to educate new and underserved farmers about more than 20 U.S. Department of Agriculture (USDA) Farm Service Agency programs that can provide financial, disaster or technical assistance to the agricultural community. The grants will be awarded to nonprofits and public higher education institutions that develop proposals to improve farmer education on topics such as financial training, value-added production, recordkeeping, property inheritance and crop production practices.



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USDA will conduct four evaluation periods to review applications. Additional information is posted on the Web at [www.fsa.usda.gov/outreach](http://www.fsa.usda.gov/outreach). [Read more...](#)

## NACo activities

### 2016 culture of health prize

The Robert Wood Johnson Foundation (RWJF) has issued a Call for Applications for the [2016 RWJF Culture of Health Prize](#). The Prize will be awarded to up to 10 jurisdictions for outstanding achievements in improving the health of their community. Those jurisdictions that are selected as prize winners will receive \$25,000 cash and a number of opportunities to highlight their work across the country through presentations, webinars and conferences. Counties are eligible to apply by Nov. 12 at 3 p.m. Since its inception in 2013, counties have been featured among the winning jurisdictions each year. NACo is a national partner on the [County Health Rankings & Roadmaps](#) program, which is supported by RWJF. [Read more...](#)

## EDUCATION

### NACo's integrity and civility webinar to discuss the pitfalls of decision making

Join NACo on Oct. 1 at 2 p.m. for "The Pitfalls of Decision Making," the third presentation in a five-part series on integrity and civility. The webinar will feature Stu Brody, founder of [Integrity Intensive](#).



The practice of integrity is plagued by a variety of perceptual deceptions: the illusion of intuition, the invisibility of self-interest, the myth of objectivity and the rigidity of belief, to name a few. Attendees will gain insight on how to avoid common self-deceptions that deflect sound public decision-making. The series probes beyond common understandings of integrity and civility and teaches distinct skills—a "practice"—for tackling the complex ethical and interpersonal challenges of public life. [Register here...](#)

### Stepping Up: effective strategies for connecting people with mental illnesses to services after release from jail

Join NACo on Oct. 8 at 2 p.m. for the next webinar in the Stepping Up series to learn about key strategies for connecting people with mental illnesses to community services in preparation for release from jails. As the last of three webinars focused on Module 3 of Stepping Up, county corrections and behavioral health practitioners will share policies, practices and programs they have established to better connect people to services and the impact they have had on the number of people returning to their jail.



Attendees are encouraged to [review the first webinar](#) in this module before watching this one. The second webinar in this module focused on effective law enforcement and diversion strategies for reducing the number of people with mental illnesses who enter jails. [Register here...](#)

## Cyber security day conference

The annual Cyber Security Day Conference will be held on Thursday, Oct.15 at the Ohio Department of Agriculture, 8995 E. Main Street, in Reynoldsburg. The [Ohio Department of Administrative Services' Office of Information Technology](#) sponsors this opportunity for cyber security professionals to network with peers and industry experts.

Conference objectives:

- Stay current on cyber security threats, vulnerabilities, exploits; and industry developments
- Capitalize on peer networking opportunities
- Find the professionals that can help with an array of information security issues

Who should attend? Technology leaders, CIOs, CISOs, IT administrators, security and other IT staff. There is no registration fee. Lunch is on your own. [Register here...](#)

## OSU Extension to host Energy Infrastructure Workshop

Communities and individuals across Ohio are impacted directly by the energy boom – through shale horizontal drilling, related business growth and by pipelines crisscrossing all parts of the state.

To help Ohio communities make sense of the energy boom, OSU Extension is holding a one-day Energy Infrastructure Workshop on Oct. 27 from 9 a.m. to 4:30 p.m. at the Nationwide and Ohio Farm Bureau 4H Center on The Ohio State University campus, 2201 Fred Taylor Drive, in Columbus.

The workshop is targeted to help local leaders and Extension professionals answer questions and address issues of concern being raised in their communities. Highlights include:

- The future of the shale oil and gas industry and the impact for Ohio,
- Pipeline and infrastructure development across the state and how will this effects individuals and communities,
- Regulation of pipelines – who is responsible and how are they involved,
- Understanding landowners and community's rights

Sessions of general interest will be held in the morning. Afternoon breakout sessions will follow two tracks: Community issues and landowner issues. Community issues will address public official's roles, responsibilities and jurisdiction, working with pipeline companies, economic opportunities and challenges, and preparing for social, environmental and economic changes as well as other key topics. Landowner issues will address good agricultural practices for pipeline development, financial management, legal aspects of leases, and buying and selling leases as well as other key topics.

The registration cost for the full day event, including lunch and breaks, is \$30.00. To register, click [here](#).

For more information, please contact Myra Moss ([moss.63@osu.edu](mailto:moss.63@osu.edu)) or Chris Penrose ([penrose.1@osu.edu](mailto:penrose.1@osu.edu)).



## SERB academy

The [State Employment Relations Board \(SERB\)](#) will be hosting the SERB Academy on Thursday, Nov. 12-13 at the Crowne Plaza Columbus North, 6500 Doubletree Avenue, in Columbus. This two-day conference is for newcomers to public-sector collective bargaining. New managers or new employee organization officials, staff, and those who are or will be working in positions where they need to know how Ohio's law governs labor relations in the public sector.



SERB Academy is an intensive review of representation, dispute settlement and unfair labor practice matters, covering the law, the administrative rules and the day-to-day procedures of the agency. Presentations are by administrators and staff who speak from the perspective of daily experience. Materials are designed to give you easy access to the provisions of the law and the rules you need to consult.

Registration fee: \$275 (includes all sessions, course materials, continental breakfast and lunch). [Read more...](#)

## CLASSIFIEDS

CCAO publishes classified ads on our [website](#) free of charge as a service to counties. Ads will be published until the application deadline. When submitting your ad to CCAO, please provide a link to the online job posting and a deadline date. Email your classified ad to [Mary Jane Neiman](#), CCAO Public Relations Associate.

<http://www.ccao.org/classified-ads>