



## **DATES TO REMEMBER**

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|--------------------|--|
| OCTOBER 28, 2015   | <b>CCAOSC ENERGY COMMITTEE ANNUAL MEETING</b><br>CCAO OFFICES, COLUMBUS  |
| NOVEMBER 4, 2015   | <b>CCAO SMALL COUNTY AFFAIRS COMMITTEE</b><br>CONFERENCE CALL  |
| NOVEMBER 6, 2015   | <b>CCAO WATER QUALITY TASK FORCE MEETING</b><br>ALLEN COUNTY FAIRGROUNDS, LIMA   |
| NOVEMBER 11, 2015  | <b>VETERANS' DAY</b>   |
| NOVEMBER 12, 2015  | <b>REASONABLE ACCOMMODATIONS UNDER THE ADA</b><br>A CCAO SECOND WEDNESDAY WEBINAR<br><i>(DATE CHANGED IN REMEMBRANCE OF VETERANS' DAY)</i> |
| NOVEMBER 13, 2015  | <b>CCAO BOARD OF DIRECTORS</b><br>CCAO OFFICES, COLUMBUS   |
| NOVEMBER 17, 2015  | <b>CCAO/CEBCO AFFORDABLE CARE ACT REPORTING AND UPDATE WEBINAR</b>   |
| NOVEMBER 19, 2015  | <b>TOP GUN CONSTRUCTION CLAIMS SEMINAR</b><br>THE CONFERENCE CENTER AT OCLC, DUBLIN  |
| NOVEMBER 20, 2015  | <b>CEBCO BOARD OF DIRECTORS</b><br>CCAO OFFICES, COLUMBUS  |
| NOVEMBER 20, 2015  | <b>CORSA BOARD OF DIRECTORS</b><br>CCAO OFFICES, COLUMBUS  |
| NOVEMBER 26, 2015  | <b>THANKSGIVING DAY</b>  |
| DECEMBER 6-8, 2015 | <b>CCAO/CEAO ANNUAL WINTER CONFERENCE</b><br>GREATER COLUMBUS CONVENTION CENTER<br>COLUMBUS  |

# ASSOCIATION NEWS

## CCAO announces winter conference sessions

Join CCAO/CEAO for our Annual Winter Conference to be held on Dec. 6-8 at the Greater Columbus Convention Center (GCCC), 400 North High Street, in downtown Columbus. All meetings and the trade show will be held at the Greater Columbus Convention Center. Registration materials were emailed to county commissioners, county engineers and their staff, CCAO/CEAO affiliate members, and vendors this week. CCAO/CEAO encourages all attendees to [register online](#).



The conference is designed to help county officials and staff share ideas, gain knowledge and develop new and effective ways to deliver county services. CCAO/CEAO is building on last year's success and incorporating your feedback to host a productive conference.

[Click here](#) to see "what's new" at the conference!

### CCAO Sessions

#### Sunday, Dec. 6

- CCAO Board of Directors Meeting

#### Monday, Dec. 7

- Reducing the Number of Mentally Ill in Jail
- Animal Control: Pound Administration, Working with Humane Societies, Humane Agents and Animal Control Management Structure in Various Counties.
- Helping Counties Have a Strong Workforce
- CCAO Annual Meeting, Election of Officers, By-Laws Committee Recommendations and General Session
- How Will Ohio Update Its Aging Voting Equipment?
- Capital Safety Grants and the Local Government Innovation Council: State Funding Available to Support You with Local Challenges
- Courthouse Security
- Water Quality Task Force Meeting
- Construction Projects: Strategies to Stay On Time & On Budget
- IT Infrastructure: What You Need to Know to Make Smart Budget Decisions & Protect the County
- CCAO Joint Committee on Administration of Elections
- Area 7 Consortium
- Idea Exchange/Roundtable Discussion
  - Responding to the Challenge of the ACA for 2016 and Beyond
  - Current HR Issues
  - County Budgeting
  - JFS Issues and the Move to Comprehensive Case Management
  - Best Practices: What's New and Working for You?

## **Tuesday, Dec. 8**

- From the Courthouse to the Statehouse: Former Commissioners - Now Legislators, Share Insights about Cap Square
- 9-1-1: 101 – An Introduction to the Intricacies of a 9-1-1 Phone System
- OPERS Changes to Retiree Health Care
- Economic Development

Public Records Training (CLE credits pending) – You do not need to register for the conference if you are ONLY attending the public records training. [Register here](#) on the Ohio Attorney General's website to reserve your place for this special training. By registering for the public records training, you are not automatically registered for the conference.

The headquarters hotel will be the [Hyatt Regency Columbus](#), which is connected to the GCCC. The Sunday night reception and entertainment, Monday evening celebration event, hospitality suites and a block of hotel rooms are at the Hyatt. An additional block of hotel rooms has been held at the [Drury Inn](#) (Drury group access code – 2209512). Click on the hotel reservation links above or see the hotel information on the conference registration form.

## **Water Quality Taskforce to meet on Nov. 6**

The CCAO Water Quality Task Force Co-Chairs, Commissioners Pete Gerken (Lucas) and Doug Spencer (Auglaize), have scheduled the next meeting on Friday, Nov. 6 from 10 a.m. to 2 p.m. at the Allen County Fairgrounds, Board of Directors Room, 2750 Harding Highway, in Lima.

The purpose of the meeting is to provide water quality recommendations to CCAO's Board of Directors, review policy recommendations from Lucas County's Moving Forward: Legal Solutions to Lake Erie's Harmful Algal Blooms, review SJR 3 – Proposing bond issue to permit the issuance of general obligation bonds to fund sewer and water capital improvements, and review of the Healthy Water Ohio Report – Recommendation. [Click here](#) for more information.

To help us with an accurate lunch count, please RSVP your attendance by Nov. 1 to [Amanda Jones](#) or [Brian Mead](#).

## **Pay tables for county officials**

CCAO has published a County Advisory Bulletin (CAB) to explain the compensation package for county elected officials and others included in the state fiscal year 2016-2017 budget bill (HB 64 of the 131st General Assembly). CAB [2015-01](#) specifically addresses compensation for county elected officials along with judges and boards of elections members. Any questions should be directed to [Cheryl Subler](#), Managing Director of Policy, who was primarily responsible for the preparation of this CAB.

## CCAO to discuss ADA reasonable accommodations in Nov webinar

The line between what constitutes a reasonable versus unreasonable accommodation under the Americans with Disabilities Act (ADA) is not always clear. The wrong decision can lead to an expensive mistake for the employer or at a minimum require time and expense to demonstrate that the accommodation provided was reasonable. In any case, effective risk management for employers on the front end can limit legal work on the back end.

Join CCAO and employment lawyer Jeff Stankunas of Isaac Wiles for this Second Wednesday webinar on Thursday, Nov. 12 at 9:30 a.m. to discuss recent case law concerning what accommodations have been required and not required of employers to meet the burden under the ADA. Some of the accommodation requests that will be discussed include the following frequent employee requests:

- to work from home and to be excluded from the requirement to be on-call or work overtime;
- to have a new supervisor or to be shielded from dealing with other employees;
- to have the assignment of a particular office or parking space;
- for a scent or irritant free environment;
- for unpaid leave, part-time status, or reassignment;
- for the presence of a "therapy animal."

To register for this exceptional educational opportunity, please click on this link: <https://attendee.gotowebinar.com/register/1288850098468883713>. If you experience difficulty in registering online, please contact [Amanda Jones](#), CCAO program assistant, and provide her with your name, title, employer and email address. For additional information regarding the topic for this webinar, please contact [Brad Cole](#), CCAO managing director of research. [Read more...](#)

\*Date changed due to the remembrance of Veterans' Day on Wednesday, Nov. 11.

## STATE ACTIVITIES

### OPERS contributions for denied salary

The pay adjustments included in the recent state budget bill provide "on paper" county elected officials with a 5 percent increase in 2016 and another 5 percent in 2017, coupled with a compensation class reduction in 2017 where in old classes 1 and 2 move into old class 3. County elected officials will be able to receive these adjustments once they take office on or after Sept. 29, 2015. For most officials, this will be January 2017. Unfortunately, county commissioners and auditors who next take office in 2019 will benefit even later due to the Ohio Constitutional provision prohibiting legislatively enacted adjustments in-term.

Per [Ohio Revised Code Section 145.2916](#), elected officials whose salary is increased during a term of office and who are denied receiving the additional salary by reason of constitutional provision may make additional contributions. The additional contributions will be based on the amount the official and the employer would have contributed had the salary increase been received. Prior to 2013, officials were only required to contribute the employee share, but SB

343 amended the statute to require that the official pay both the employee and employer contributions on the additional salary.

Moreover, SB 343 also restricted when this service time could be purchased. Elected officials who wish to take advantage of this opportunity must begin making the higher contributions at the point that the increased salary is denied. In other words, it must be paid current.

For example, county commissioners “on paper” are to receive an increase in their salary beginning Jan. 1, 2016; if they are denied that increase and wish to make additional contributions, they must have notified their employer (who will then notify OPERS and complete the requisite forms) of that fact by Jan. 1, 2016. If they begin making additional contributions later than Jan. 1, 2016, they may only contribute on the higher salary going forward; they cannot go back and pick up previous months. The rationale is that contributions on this “denied salary” should be remitted at the same time as the member’s regular contributions to avoid any long-term subsidization of this option.

The contributions will increase the official’s earnable salary. On the other hand, in-term pay increases do not count toward health care service credit and cannot be included in earnable salary to make an elected official eligible to purchase 35 percent additional credit for the term during which the pay increase occurred.

If elected officials wish to take advantage of this opportunity, they should contact their employer who will then contact OPERS and complete the appropriate forms. The individual’s only “interface” need be with their employer; however, if they have general questions, they should contact the OPERS Member Services Center at 1-800-222-7377.

## **Ohio counties to get new program to increase employment**

Ohio is about to get a new tool to reduce unemployment. Effective July 1, 2016, the Comprehensive Case Management and Employment Program (CCMEP) will be the statewide operational framework used to deliver integrated, comprehensive case management and employment services across Ohio’s 88 counties. CCMEP takes a coordinated approach to stabilizing individuals and families by addressing factors that may be contributing to poverty and unemployment, including health, housing, education, transportation and child care. The program will work with supportive services to provide access to employment and training services, including career counseling, job placement and services to facilitate job retention.

CCMEP is the result of Section 305.190 of HB 64 (the state budget bill) that transformed the network of human service and workforce programs for low- income Ohioans. Components of the Ohio Works First (OWF) program with Workforce Innovation and Opportunity Act (WIOA) employment programs were incorporated to create a better-coordinated, person-centered case management system.

[Click here](#) for a copy of the cover letter and rules. [Comments](#) will be accepted until Nov. 2.

## Assistance available for water projects

Counties looking to take on a water project may find assistance in the form of the Water Pollution Control Loan Fund (WPCLF) and the Water Supply Revolving Loan Account (WSRLA).

Jointly administered by the Ohio EPA and the Ohio Water Development Authority, WPCLF and WSRLA provide financial and technical assistance for a variety of projects, addressing the quality of Ohio's rivers, streams, lakes and other water bodies. Assistance is offered to both private and public entities.



A public meeting to answer questions and receive comments on the [Ohio EPA's draft program management plan](#) for WPCLF will be held on Monday, Nov. 23 at 10:30 a.m. at the Ohio EPA Central Office, 50 W. Town Street – Floor 7, in Columbus. Written comments may be submitted by Nov. 23 to Ohio EPA-DEFA, P.O. Box 1049, Columbus, Ohio, 43216-1049 or via email to [defamail@epa.ohio.gov](mailto:defamail@epa.ohio.gov).

Eligible projects include new drinking water or wastewater infrastructure construction and existing system upgrades, aquatic habitat restoration, home sewage treatment system improvements and agriculture or forestry best management practices to reduce and prevent water pollution.

[Click here](#) for the director's cover letter and the summary of the 2016 Water Pollution Control Loan Fund Program Management Plan. Please contact CCAO Policy Analyst [Brian Mead](#) at (614) 220-7982 if you have any questions.

## Nearly 223,000 Ohio voters have requested absentee ballots

Ohio Secretary of State Jon Husted announced that with less than two weeks remaining before the Nov. 3 General Election, nearly 223,000 voters have already requested an absentee ballot and more than 61,000 absentee ballots have been cast. In total, 332,543 voters cast absentee ballots in 2013 and 680,656 did so in 2011. There were no statewide questions on the ballot in 2013.



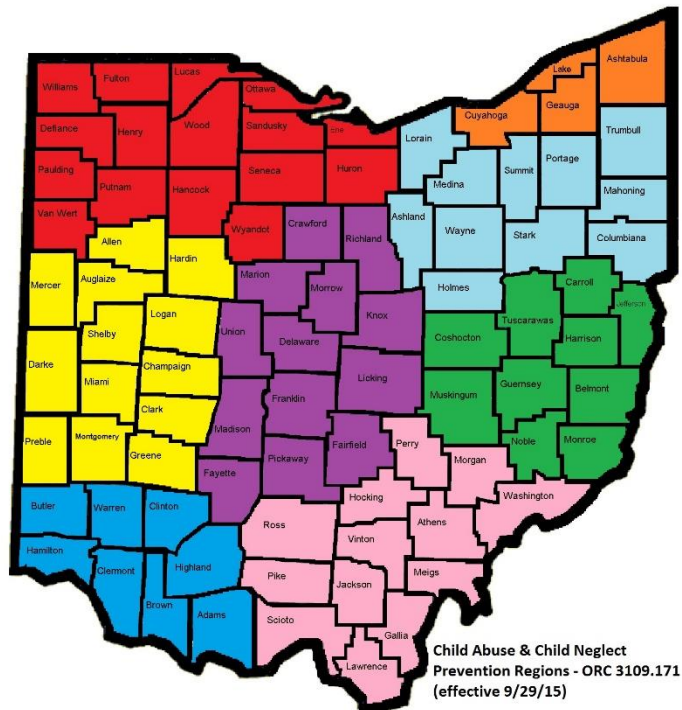
Absentee voting runs through Monday, Nov. 2. Early in person voting over the course of the four-week absentee voting period began on Oct. 6.

[Click here](#) for additional Information on the three statewide issues, local issues and a county-by-county breakdown of absentee ballots.

## Children's Trust Fund regionalization

Language was included in the state budget bill (HB 64) earlier this year to regionalize the operations of the Children's Trust Fund statewide. Specifically, the bill divides the state into eight regions, identified in statute, for the purpose of applying for, receiving, and implementing Board-approved child abuse and child neglect programming and services. In doing so, among other changes:

- Eliminates child abuse and child neglect prevention advisory boards and creates child abuse and child neglect regional prevention councils for each region. In addition, it sets forth the membership and duties of the councils;
- Requires boards of county commissioners that oversee a child abuse and child neglect prevention advisory board to oversee the transfer of advisory board assets and liabilities and to complete, or delegate to a regional council, any pending business of the advisory board; and
- Requires each council to be under the direction of a regional prevention coordinator, who is to be selected through a competitive selection process conducted by the Board.



CCAO is working with the Trust Fund staff and the Ohio Department of Jobs and Family Services staff to provide information materials for counties on this transition and new service delivery model. Stay tuned for more details. In the meantime, you can contact CCAO Staffer [Cheryl Subler](#) at (614) 220-7980 or (888) 757-1904 if you have specific questions.

## Kolbe named to the Ohio Veterans Hall of Fame

Congratulations to former Henry County Commissioner David L. Kolbe as he is inducted into the Veterans Hall of Fame Class of 2015 at 11 a.m. on Nov. 5 at the Lincoln Theater, 769 E. Long Street, in Columbus.

A native of Howard in Knox County, Dave served in the U.S. Army in the Vietnam War. He trained to be a fire fighter and joined the Damascus Township Volunteer Fire Department. At age 33, Dave was elected as Damascus Township Trustee. He resigned his position as a volunteer fire fighter but he continued to support the Fire Department in other ways.



In 1988, he was elected as Henry County Commissioner. Dave worked with a non-profit to build the Henry County Veterans Memorial. He partnered with Bowling Green State University to develop an internship program to offer students the opportunity to gain experience in public service. In 1989, Dave served as commissioner to the American Legion Buckeye Boys State and taught classes on county government to attendants.

Dave has said on more than one occasion, “If you want to help a vet, help them get a job.” He works closely with Helmets to Hardhats, a non-profit organization that helps military service members transition back into civilian life by connecting them with career opportunities in the construction industry. Dave works nationally as the political and legislative director for the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers. He is a 40-year member of Iron Workers Local 55 in Toledo.

The Ohio Veterans Hall of Fame was established in 1992 to recognize the post-military achievements of veterans in community service after their military service ended.

## EDUCATION

### NACo to host cyber security and schools webinar

October is National Cyber Security Awareness Month (NCSAM). In collaboration with the U.S. Department of Homeland Security, NACo will dedicate a webinar each week to a specific theme to bring awareness to cybersecurity and individual cyber hygiene. On Wednesday, Oct. 28 at 2 p.m., NACo will focus on cybersecurity awareness and education in schools at all levels, and how to build a cyber workforce that is ready to meet tomorrow’s technology needs.

[Register here...](#)



### NACo to give update on latest federal regulations

Are you up to speed on the latest federal regulations coming down the pipeline that could impact you and your county? Join NACo on Nov. 4 at 3 p.m. to hear updates on the top regulatory initiatives of concern to counties and what you can do to get involved in the process. The regulatory initiatives to be discussed include:

- Waters of the US (WOTUS)
- Ozone
- Overtime Pay
- Home Affordability
- Affordable Care Act Excise Tax

[Register here...](#)

### NACo to host webinar on the challenges of public life

Join NACo on Thursday, Nov. 5 at 2 p.m. for the fourth presentation in a five-part series on Integrity and Civility, featuring Stu Brody, founder of [Integrity Intensive](#). 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...](#)

## Ohio Dept. of Taxation to offer tax info at virtual tax academy

The [Ohio Virtual Tax Academy \(OVTA\)](#) is a free, half-day webinar designed to provide tax-related information to small business owners or anyone interested in learning how to interact effectively with Ohio’s tax system. OVTA will be held on Wednesday, Nov. 18 from 8:10 a.m. – 12 p.m. There is no cost to attend and the course content qualifies for continuing education credits (3.0 CLE credits and 3.5 CPE credits).

**Ohio**

**Department of  
Taxation**

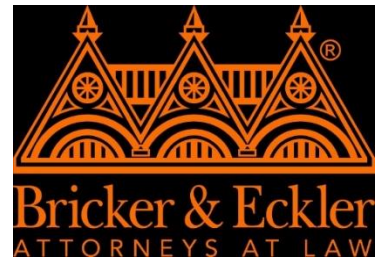
Hosted by the Ohio Department of Taxation, the academy will feature senior staff who will discuss a variety of topics, including changes in personal income tax for tax year 2015, the small business deduction and the flat tax on business income and the basics of employment services and employment placement services.

[Click here](#) for registration and program information.

## Bricker & Eckler to offer construction claims seminar

Bricker & Eckler's Construction Law attorneys will present [Top Gun](#), the 13th Annual premier Midwest construction seminar on Thursday, Nov. 19 at 7:15 a.m. to 4:45 p.m. at the Online Computer Library Center (OCLC) Conference Center, 6600 Kilgour Place, in Dublin.

Topics: Beginning a Project – Decision Points; Strategies for Minimizing Claims – Insurance & Bonds, Project Documentation and Project Schedule; Specific Claims – Unforeseen Site Conditions, Lien & Bond Claims and Errors & Omissions and Defective and Nonconforming Work; and Dispute Resolution



CCAO is a seminar co-sponsor, and our members are eligible for the discounted registration fee. Tuition (includes breakfast, lunch and handout materials): \$239 – standard or \$199 early bird discount – by Nov. 5. Continuing education credits: 7.25 AIA and CLE credits are approved for this program. For more information, visit the [event webpage](#) or contact [Jeanna Packard](#) at (614) 227-8890.

## 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>