



## **DATES TO REMEMBER**

- |                      |   |
|----------------------|---|
| NOVEMBER 11, 2015    | <b>VETERANS' DAY</b>  |
| NOVEMBER 12, 2015    | <b>REASONABLE ACCOMMODATIONS UNDER THE ADA</b><br>A CCAO SECOND WEDNESDAY WEBINAR<br>(DATE CHANGED IN REMEMBRANCE OF VETERANS' DAY) |
| 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   |
| FEBRUARY 20-24, 2016 | <b>NACo LEGISLATIVE CONFERENCE</b><br>MARRIOTT WARDMAN PARK HOTEL, WASHINGTON, D.C.<br><i>NOTE: REGISTRATION OPENS NOV. 9</i>       |

## ASSOCIATION NEWS

### CCAO/CEAO to sponsor food drive at conference

Join CCAO/CEAO at the Winter Conference and give back to Ohio communities by participating in a food drive benefitting the Mid-Ohio Food Bank's network of 20 counties and over 650 partner agencies. Let's help keep the shelves stocked with non-perishable donations this holiday season. Every pound of food = 1 meal and every \$1 = 4 meals. Cash contributions will also be accepted. [Read more...](#)



The conference is just around the corner on Dec. 6-8 and will be held 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. CCAO/CEAO encourages all attendees to [register online](#) – it's fast and easy! The earlybird registration deadline is Nov.16!

[Click here](#) to see "what's new" at the conference and for CCAO and affiliate organization programs.

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. **The room block at the Drury Inn and Suites is full.**

### Countywide issues fared well in general election

The Nov. 3<sup>rd</sup> General Election ballot had 109 countywide levies and misc. issues from 57 counties - resulting in 95 issues passing and 14 failing. Here's a quick summary:

Children Services – 8 pass, Senior Services – 17 pass, Development Disabilities – 16 pass/2 fail, Mental Health/ADAMH – 14 pass, County Drug Abuse Commission – 1 pass, Health – 8 pass/5 fail, Historical Society – 1 fail, Library – 6 pass/1 fail, Parks – 4 pass, Zoo – 2 pass, Soil & Water Conservation District – 1 fail, County Home – 2 pass, County Hospital – 1 pass, OSU Extension – 2 pass, EMS – 5 pass, Countywide Public Safety Communication System – 1 pass and Roads & Bridges – 2 pass.

#### Sales Tax and Misc. Questions:

- Adams County – Sales & Use Tax for the county hospital (0.5%, 4 years, continuation), passed

- Auglaize County – Sales & Use Tax for the general fund (0.05%, 10 years, continuation), passed
- Clermont County – Electric and gas aggregation both failed
- Cuyahoga County - 2 charter amendments passed
- Gallia County - Sales & Use Tax to relocate the county fairgrounds (0.25%, 20 years, additional), failed
- Summit County – 2 charter amendments passed
- Washington County – Electric aggregation failed

[Click here](#) to view the unofficial countywide tax levy results. Contact [Mary Jane Neiman](#), CCAO Public Relations Associate, at (614) 220-7979 or (888) 757-1904 with any additions or corrections.

## **CCAO to discuss ADA reasonable accommodations in webinar next week**

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.

## **ACA reporting deadlines: are you ready?**

With 2016 approaching, employers have new responsibilities resulting from the Affordable Care Act (ACA). New reporting obligations – both to your employees and to the federal government – are looming. CCAO/CEBCO have scheduled this webinar to review these requirements in

response to requests from several counties. *All counties are invited to participate in this webinar.*

Join CCAO/CEBCO for a webinar on “Affordable Care Act Reporting and Update” on Tuesday, Nov. 17 at 9:30 a.m. to hear Marc Fishel of Fishel Hass Kim Albrecht LLC provide expert analysis and insight regarding the latest developments about the ACA. Topics include: reporting requirements, the Excise (“Cadillac”) Tax and how you can manage your program to reduce the impact.

**REGISTRATION:** Webinar participants may pose questions during and after the presentation. To register for this exceptional educational opportunity, please click on this link: <https://attendee.gotowebinar.com/register/5639139322423047682>

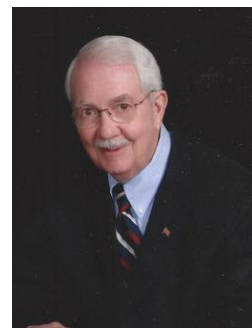
There is no charge to attend the webinar. If you experience difficulty in connecting to the link above and you wish to register for the webinar, please email [Amanda Jones](mailto:amanda.jones@ccao.org), CCAO Program Assistant, and provide her with your name, title, county or organization, and email address.

For additional information regarding the topic for this webinar, please contact [Doug Foust](mailto:doug.foust@ccao.org), CCAO Managing Director of Health and Wellness, at (614) 221-5627 or (888) 757-1904.

“Responding to the Challenge of the ACA for 2016 and Beyond” is one of the “**Express Idea Exchange**” topics to be hosted by CCAO during the Winter Conference on Monday, Dec. 7 at 3:45 p.m. Bring your questions for peer networking opportunities with expert facilitators. [Click here](#) for more CCAO conference program information.

## In Memoriam – John Stevenson

Former Pickaway County Commissioner John A. Stevenson passed away Oct. 29. Born and raised in Pickaway County, John graduated from Circleville High School in 1951 and The Ohio State University in 1955, where he joined the Air Force Reserve Officer Training Corps. In 1955, he was commissioned as a second lieutenant and served as a fighter interceptor pilot flying F-86D jets during the Cold War. After service, John returned to Pickaway County and spent many years farming the family farm. John served his community in many capacities and as county commissioner from 1999 to 2006. [Click here](#) to leave a note of sympathy for the Stevenson family.



## STATE ACTIVITIES

### OhioMeansJobs center operator procurement delayed until July 2017

The Workforce Innovation and Opportunity Act (WIOA) and its proposed regulations require that the one-stop operator (aka OhioMeansJobs center operator) is selected through a competitive process. Based upon these requirements, Ohio has provided the guidance that all

OhioMeansJobs center operators must be procured by the local workforce development boards by June 30, 2016 with an effective date of July 1, 2016.

Recently, the Department of Labor (DOL) has indicated that the requirement to procure the one-stop operator is under review and additional guidance is forthcoming. Based upon the uncertainty of the direction DOL is heading with the procurement of the one-stop operator, the Office of Workforce Development (OWD) has decided to delay the requirement to procure the OhioMeansJobs center operator until July 1, 2017, along with the requirement to procure the career services provider for the adult and dislocated worker program previously announced in a October 19, 2015 memo. This delay does not prohibit any local workforce development board that wants to procure the OhioMeansJob operator and/or career services at this time. The requirement to procure youth program services has not been delayed.

[Click here](#) for a copy a letter from the Office of Workforce Development that discusses the "Procurement of OhioMeansJobs Center Operator and Program Services" and "Workforce Development Board Director and Staff". If you have any questions, please contact [John Weber](#), Deputy Director, Office of Workforce Development.

## Adoption month: we never outgrow the need for family

November is [National Adoption Month](#) and this year the focus is on the adoption of older youth currently in foster care—because "We Never Outgrow the Need for Family." This theme calls attention to the number of older youth in foster care who need loving, safe, and permanent families.

In Ohio, 2,397 children are currently in foster care waiting to be adopted. Of those, 1,420 children are 9 years or older. The average amount of time those older kids have spent in foster care is 4 years and 9 months. Creating lifelong connections for these young people is critical in helping them prepare for successful adulthood.



[Click here](#) for a copy of Governor Kasich's resolution. For more information, please contact [Jennifer R. Justice](#), Deputy Director, Office of Families and Children, Ohio Department of Job and Family Services at (614) 752-0584.

## Dates set for special primary, general election for Boehner's seat

Candidates running to replace U.S. House Speaker John Boehner (R-West Chester) in the 8<sup>th</sup> Congressional District will have to appear twice on the March primary ballot if they want to keep the seat under a schedule set by Gov. John Kasich. Boehner resigned his seat over the weekend, effective at 11:59 p.m. on Oct. 31.

Under the Ohio Revised Code, the governor sets the special election to replace a vacant seat for Congress. Kasich announced that the primary election for the seat would be held on March 15, 2016, the same date as the primary election for other races in 2016, and that the special

election to complete the unexpired term would be held on June 7, 2016. The date was chosen in order to allow time for all the preparations for the special election.

Click on the links below for the Special Congressional Primary & General Elections in Ohio's 8th Congressional District.

[Download Calendar PDF](#)

[Directive 2015-20](#)

[FAQ Document PDF](#)

[Writ from the Governor](#)

## **Supreme Court proposes improvements for court-appointed lawyer selection**

The Ohio Supreme Court is considering a proposal to amend rules for selecting court-appointed lawyers. [Rule 8 of the Rules of Superintendence for the Courts of Ohio](#) currently requires courts to make sure there's an "equitable distribution" when it comes to appointing a lawyer for an indigent criminal defendant. The proposed amendment would define equitable to include a system that would "widely" and "fairly" distribute appointments from a list of pre-qualified lawyers. Also included in the proposed amendment is a set of five factors a court must take into account when making appointments. The Supreme Court will take written comments until Dec. 24. [Read more...](#)

## **Stop signs replace yield signs at some rail crossings**

The [Ohio Department of Transportation](#), in conjunction with the [Ohio Rail Development Commission](#), reviewed nearly 2,000 crossings that do not have flashing lights or gates as a result of a change in state law. Around 1,000 of the crossings will be getting stop signs. The stop signs will replace yield signs already at the crossings.



Local railroad crews have begun the installation process in some communities already. The signs mean drivers must come to a full stop at these locations and can be ticketed if they choose not to obey.

In 2013, the Ohio General Assembly included a provision in the state budget bill that required stop signs at certain railroad crossings, replacing existing yield signs. The intention behind the change in law is to increase safety for drivers and passengers. [Read more...](#)

## **FEDERAL ACTIVITIES**

### **Brown introduces bill to repeal 'Cadillac Tax'**

Efforts to repeal the 40 percent excise tax on employer-sponsored health coverage (sometimes referred to as the "Cadillac tax") recently received a big boost as the Senate introduced two bills to repeal the controversial tax that will impact many counties when it goes into effect in 2018.

[S. 2075, the American Worker Health Care Tax Relief Act of 2015](#) – Introduced by Ohio Senator Sherrod Brown, S. 2075 repeals the tax but includes a non-binding “Sense of the Senate” clause demanding that any repeal include an offset.

[S. 2045, the Middle Class Health Benefits Tax Repeal Act of 2015](#) is bipartisan legislation to repeal the excise tax.

Previously, on the House side two bills were introduced:

[H.R. 2050, the Middle Class Health Benefits Tax Repeal Act](#), which is co-sponsored by Ohio Representatives Joyce Beatty, Marcia Fudge, David Joyce, Marcy Kaptur and Tim Ryan, and

[H.R. 879, Ax the Tax on Middle Class Americans](#), which is co-sponsored by Ohio Representatives Steve Chabot, Bob Gibbs, Bill Johnson, David Joyce, Steve Stivers, Pat Tiberi and Brad Wenstrup. Together, the two House bills have more than 240 co-sponsors.



NACo/CCAO supports all legislative efforts to repeal the excise tax on employer-sponsored health coverage, and encourages county officials to contact their congressional representatives to urge them to do the same.

The tax, a provision in the 2010 Affordable Care Act, will impose a 40 percent excise tax on the amount of employer-sponsored coverage that exceeds statutorily established thresholds. It applies to all employers, public and private, and is projected to significantly impact the health coverage provided to employees as employers implement changes to avoid the excise tax in 2018 and beyond.

To better understand the tax and how it affects counties, see NACo’s publication titled [Excise Tax on High-Cost Employer Sponsored Health Coverage: What Counties Need to Know](#).

Join CCAO/CEBCO for a webinar on “**Affordable Care Act Reporting and Update**” on Tuesday, Nov. 17 at 9:30 a.m. to hear Marc Fishel of Fishel Hass Kim Albrecht LLC provide expert analysis and insight regarding the latest developments about the ACA. Topics include: reporting requirements, the Excise (“Cadillac”) Tax and how you can manage your program to reduce the impact. [Register here...](#)

## **EAC hires new executive director and general counsel**

The [U.S. Election Assistance Commission](#) (EAC) announced the hiring of a new Executive Director and General Counsel for the agency. Brian D. Newby is the agency’s new Executive Director who served as the Election Commissioner in Johnson County, Kansas for the last eleven years. In addition, the EAC announced the hiring of Cliff Tatum of Washington, DC as its new General Counsel. Tatum spent the last four years at the DC Board of Elections serving as Executive Director.

The EAC is an independent bipartisan commission created by the Help America Vote Act (HAVA) of 2002. HAVA was passed by the U.S. Congress to make sweeping reforms to the nation’s voting process, address improvements to voting systems and voter access that were

identified following the 2000 election, and to provide federal funding to states for new voting equipment. HAVA mandates that the EAC test and certify voting equipment, maintain the National Voter Registration form, conduct research, and administer a national clearinghouse on elections that includes shared practices, information for voters and other resources to improve elections. [Read more...](#)

## NACo ACTIVITIES

### NACo Leg Conference registration opens Nov 9

The [NACo Legislative Conference](#) will be held on Feb. 20-24, 2016 at the Marriott Wardman Park Hotel, 2660 Woodley Rd NW, in Washington, D.C. This annual meeting brings over 2,000 elected and appointed county officials from across the country to focus on legislative issues facing county government. Attendees hear from key Administration officials and members of Congress and are offered a myriad of additional educational opportunities addressing current and hot topic issues. A day of lobbying on Capitol Hill the last day rounds out an information-packed conference. Educational offerings will cover cutting-edge solutions to help you lead your county and networking provides valuable interaction and time to share and learn from county peers across the U.S.



## EDUCATION

### Drop the jargon: use plain language to connect with your residents

Since the passage of the [Plain Writing Act of 2010](#), government agencies throughout the country are striving to ensure that communications are clear, concise and focused on the needs of residents. Join the [National Association of County Information Officers](#) (NACIO) on Nov. 10 at 2 p.m. to learn what makes plain language effective, get tips on implementing plain language practices into your workplace, and see several real-world examples of both plain and not-so-plain language. NACIO is an affiliate of the National Association of Counties. [Register here...](#)



### Next Gen NACo Network to discuss regional service delivery

Join Greg Blount, senior manager of local government solutions at the Institute for Building Technology and Safety (IBTS), who will discuss how counties can best use shared regional services on Nov. 12 at 2 p.m. Attendees will learn how their counties will benefit from a regional approach to service delivery. Some counties may lack the resources necessary to provide services such as building department services, floodplain management, stormwater management, disaster response, property maintenance, planning and zoning, business licensing, permitting, GIS services and





public works. When counties come together through a regional service delivery approach, they gain the buying power of needed services. This webinar is sponsored by [Next Generation NACo Network](#). [Register here...](#)

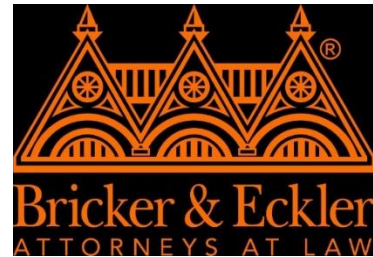
## Stepping up: preparing a plan and tracking progress

Join NACo on Nov. 17 at 2 p.m. for the next webinar in the “[Stepping Up: A National Initiative to Reduce the Number of People with Mental Illnesses in Jails](#)” series to learn about key strategies for preparing a plan, identifying outcome measures and developing processes for tracking progress toward your goals for reducing the number of people with mental illnesses in your jail. As the last of Stepping Up webinars focused on the six steps, this webinar will bring together the knowledge you’ve gained from the previous five webinars to help you develop a plan for moving forward in your county. Attendees are encouraged to review previous [Stepping Up Webinars](#) and [Planning Guides](#) in preparation for this webinar. [Register here...](#)



## 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>