



CIDS

County Information and Data Service

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DATES TO REMEMBER

AUGUST 4, 2006	AREA 7 CHIEF ELECTED OFFICIALS CONSORTIUM, DELAWARE COUNTY (DELAWARE)
AUGUST 5, 2006	CCAO RECEPTION AT THE NACo CONFERENCE, CHICAGO HILTON, COOK COUNTY (CHICAGO), IL
AUGUST 4-8, 2006	NACo ANNUAL CONFERENCE, COOK COUNTY (CHICAGO), IL
AUGUST 25, 2006	CORSA ANNUAL MEETING, CONCOURSE HOTEL AND CONFERENCE, COLUMBUS, OH
AUGUST 30 & 31, 2006	COUNTY COMMISSIONER DAYS, ERIE COUNTY
SEPTEMBER 11, 2006	NW DISTRICT COMMISSIONERS & ENGINEERS QUARTERLY DISTRICT MEETING, HENRY COUNTY (NAPOLEON)
SEPTEMBER 22, 2003	CCC/ESAO REGIONAL MEETING, HANCOCK COUNTY AGRICULTURAL SERVICE CENTER, HANCOCK COUNTY (FINDLAY)
OCTOBER 6, 2006	CCC/ESAO REGIONAL MEETING, ROSS COUNTY SERVICE CENTER, ROSS COUNTY (CHILLICOTHE)
OCTOBER 27, 2006	CCC/ESAO REGIONAL MEETING, MONTGOMERY COUNTY

ASSOCIATION NEWS

CCAO RECEPTION AND CAUCUS AT THE NACo CONFERENCE - AUGUST 5

CCAO will be hosting a reception during the National Association of Counties (NACo) Annual Conference held in Cook County (Chicago), IL. The **CCAO reception and caucus** will be held on **Saturday, August 5 from 4:00 to 6:00 p.m. in the PDR 4**

Room on third floor at the Chicago Hilton. There is **no charge** to attend the reception. Attendance is open to all Ohio conference registrants and their traveling companions.

In addition to meeting with your colleagues at the reception, CCAO will caucus after hearing from the following candidates for NACo 2nd Vice President:

- Teresa Altemus, Gloucester County (VA) Supervisor

- Valerie Brown, Sonoma County (CA) Supervisor
- Joe Fuller, Rapides Parish (LA) Police Jury Member
- Harry Montoya, Santa Fe County (NM) County Commissioner

Each Ohio county that has paid their NACo dues and has at least one paid registration to the Annual Conference will have an opportunity to vote. NACo determines the number of votes based on the dues a county pays (i.e., 1 vote per each \$500 in dues.) Information about "**NACo General Voting FAQs**" was e-mailed to all conference attendees this week.

The "**CCAO Procedures for Voting for NACo Candidates**" and the "**Procedures for Voting on Issues or Other Questions that Arise on the Floor of the Conference**" was also included with the e-mail.

Ohio has always been a leader at NACo. Ohio conference attendees are encouraged to attend the caucus to hear from the candidates and let us know which candidate is supported by your county!

Please contact Mary Jane Neiman, CCAO Public Relations Associate, at (614) 220-7979 or (888) 757-1904 if you have any questions. See you in Chicago!

2007 WORKERS' COMP GROUP DEADLINE

August 15, 2006 is the deadline for eligible counties to join the 2007 CCAO Workers' Comp Group. Packets were mailed out to all eligible counties the week of June 5th. As of July 25th, we have not received documents from the following eligible counties: Allen, Ashtabula, Clinton, Columbiana, Coshocton, Delaware, Fairfield, Fayette, Gallia, Geauga, Guernsey, Hancock, Hocking, Licking, Madison, Medina, Miami, Muskingum, Noble, Paulding, Richland, Scioto, Van Wert, Vinton and Wood. **Don't wait until the last minute!** The estimated total group savings for 2007 is \$1.8 million, with an average savings of 10.19% for each member. For additional information, contact Beth Miller at emiller@ccao.org.

CCAO PREPARES CANDIDATE BRIEFING BOOK

CCAO has prepared a Candidates Briefing Book for the 2006 statewide and legislative candidates. Entitled "Enhancing the Partnership: Addressing the Challenges Facing State & County Governments to Meet the Need of Our Constituents," the document is designed to assist the candidates with their understanding of county government and the unique partnership that exists between the state and its county governments. The briefing book outlines the importance of a cooperative and collaborative working relationship between the state and county governments; identifies the CCAO's top ten policy objectives; and discusses the structure and finance of county government.

The candidates for governor/lieutenant governor, auditor, attorney general, secretary of state and treasurer, along with each candidate running for the Ohio Senate and the Ohio House of Representatives, were mailed a copy of the Briefing Book this week. Commissioners will be receiving copies in the mail next week. The document has also been put up on the CCAO web site at www.ccao.org.

COUNTY WALKWAY PROJECT; HERITAGE GARDEN PATH TO RECONOGIZE OHIO COUNTIES

In the last six years the grounds at the Governor's Residence have undergone a major transformation. Each year, nearly 10,000 people visit the Residence and Heritage Garden where they learn about the artistic, industrial, political, horticultural and geologic history of Ohio through artifacts and plants. These visitors want to know what is at the "people's house" from their part of the state and are delighted to learn what other parts of Ohio have to offer.

The Residence and Heritage Garden would like to carry this concept of representing all parts of Ohio one step farther and have something that represents each of our 88 counties. To do this, the CCAO has agreed to work with the Residence staff to encourage each county to provide a rock, stone or paver brick bearing the county's name for a walk in the Heritage Garden. For example, it could be an old cobblestone from an early road, a paver brick made

in your county, a piece of local sandstone or limestone, or a flat rock from the local river.

Guidelines

1. **Name of the County:** The stone or brick must arrive with the county name already cut into it (i.e., Adams County, etc.)
2. **Smallest size:** 8"X 4" (regular brick size)
3. **Largest size:** 12" X 12" (oval, square or rectangular)
4. **Surface of the stone/brick:** The stone or brick does not have to be perfectly smooth since they will be used to build the 2' soldier course on each side of the walk.
5. **Quality:** The stone or brick should be able to withstand the harsh winters and foot traffic of the 10,000 annual visitors at the Governor's Residence and Heritage Garden.

We hope you will want to add to the beauty, interest, and educational value of the Residence by donating a stone or brick with your county's name cut into it and a three-sentence story about its history or why it was selected. The presentation and the stone's story will be posted on the website, www.governorsresidence.ohio.gov, and all donors will be invited to a reception on September 8th. Please contact Mary Jane Neiman, CCAO Public Relations Associate, at (614) 220-7979 or mjneiman@ccao.org or Julie Stone, Residence Facilities Manager, (614) 644-7644 or jstone@gov.state.oh.us by **August 1** to let them know when you would like to bring your stone or brick to Columbus with a county delegation and have a special tour of the Residence and Heritage Garden.

The Residence staff is also working with OSU Extension Agents and Master Gardeners from each county to try to get a native plant from a prepared list for the Heritage Garden, too. Perhaps your county delegation can work together to get both the native plants and stone or brick for your county.

Rick Stanforth, Residence Horticulturist and former Clinton County Commissioner, will be creating this 'walk' and would be happy to discuss this project with

you. He can be reached at (614) 644-7644 or rstanforth@gov.state.oh.us.

ERIE COUNTY TO HOST COUNTY COMMISSIONERS' DAYS - AUGUST 30-31

Mark your calendars and plan to attend County Commissioners' Days to be hosted by Erie County Commissioners Sparky Weilnau, Nancy McKeen and Thomas Ferrell and OSU Extension on August 30-31, 2006. Registration, sessions and luncheons will be held at the Sawmill Creek Resort and Conference Center. Information has been distributed to all Boards of County Commissioners and the Summit County Executive and County Council by your county extension agent. A wide variety of events has been planned by the host committee. Erie County suggests casual attire and comfortable shoes. Here are the highlights - see the conference registration form for housing information and more details!

Wednesday - August 30

- CCAO Board of Trustees meeting (9:30 - 11:00 a.m.) - The meeting is open all county commissioners and staff members. If you would like to address the Board, please contact Kathy Dillon, CCAO Office Manager, by August 16.
- Opening Luncheon
- County Tours: Rocks, Fins & Feathers; Vegetables & Vineyards; Fruits, Flowers & Clippin's; and History & Culture.
- Cedar Point Dinner & Entertainment

Thursday - August 31

- Educational Sessions 1: Demographic, Agricultural & Economic Trends for Ohio & Counties; Emerald Ash Borer; Food Safety Education as a Risk Management Strategy; Managing Land Use Change in Ohio; Water use & Air Quality on Ohio Livestock Farms.
- Educational Sessions 2: Citizen Engagement; Estate & Later Life Planning; Linking Land Use & Lake Erie; Regionalism; Benefits & Costs of Wal-Mart to Local Communities.
- Closing Luncheon

Registration deadline: July 28. Registration fees: before July 28 - \$89 both days or \$75 - Wednesday

or \$25 - Thursday or after July 28 - \$99 both days or \$80 Wednesday or \$30 Thursday.

For more information please contact your county extension agent or Vicki Myers at myers26@ag.osu.edu or Cheryl Fischnich at fischnich1@ag.osu.edu (330) 263-3831 at the OSU Extension North Central Region, 1680 Madison Avenue, Wooster, OH 44691.

CCAO STAFF

CEBCO WELCOMES TWO NEW EMPLOYEES

The staff at CCAO is pleased to announce two new employees in the CEBCO Program, Debbie Burnette and Wendy Dillingham. Debi Burnette was hired for the Enrollment and Billing Specialist position and Wendy Dillingham was hired as the new Benefit Specialist.

Prior to joining CCAO, Debi worked as a Sales Support Specialist in the Employee Benefits Department at Hilb Rogal & Hobbs (HRH). Her responsibilities included service & support for Middle Market & Key Accounts, sales and service of individual health insurance plans, and maintaining the Brokerage Builder database. Prior to HRH, Debi worked 8 years at EDFUND in Sacramento, CA as a Benefits Administrator. Her role included the administration and recordkeeping of employee benefit plans, including medical, dental, vision, life insurance, AD&D, long-term disability, flexible reimbursement accounts, administration of the 401(k) plan, and strategic benefit planning.

Debi received her Bachelor of Arts degree from The Ohio State University and her Master of Arts degree from California State University – Sacramento. She is a member of World at Work and obtained the Certified Benefits Professional designation in 2005, and her Health, Life & Annuities License in 2006.

Debi currently lives in Reynoldsburg with her husband Greg and their children, Madison & Riley. They are building a new house in the country near Buckeye Lake. Debi enjoys spending time with her family, reading, scrapbooking, watching reality television, and walking.

Our additional Benefit Specialist, Wendy Dillingham has been employed in the Health Insurance field for over fifteen years. Her experience includes development of Managed Care Networks, Account Management and creation of Benefit Education materials. Wendy has traveled the U.S. for her most recent position in Corporate Training and Development. In addition, Wendy has served as a Project Manager for a Market Research firm; with an emphasis on Health Care Research and product placement.

Ms. Dillingham received her education at Ohio University and is an avid Bobcat fan. Wendy volunteers for Habitat for Humanity of Franklin County and is currently training to participate in a Walking Marathon. Wendy also is the mother of three children.

CCAO extends a big welcome to our newest team members!

SERVICE CORP UPDATE

CCAO FLEXIBLE BENEFITS PROGRAM

The Flexible Benefits Program enables counties to offer employees the opportunity to pre-tax qualified employee benefit premiums that they contribute to health, dental, and life insurance. Flexible benefits are authorized under IRS Section 125. The law also authorizes the same pre-tax advantages for other qualified medical and dependent care expenses. The program is administered by Colonial Supplemental Insurance.

The county may offer a Premium Only Plan, in which employees could pretax any deductions now made from the employee for health, dental and life insurance coverage provided by the county. Under this type of plan, there is no ability to use a flexible spending account for medical and day care expenses.

Counties that also wish to offer flexible spending accounts for medical and day care expenses may offer employees the opportunity to establish Health Care Flexible Spending Accounts and Dependent

Care Flexible Spending Accounts. By establishing medical and dependent care reimbursement accounts, employees can pay for, on a pre-tax basis, medical and day care expenses that are not reimbursed. These plans are more complex to administer and require additional employee education, but do provide additional significant tax benefits for employees and counties. The additional education and administration tasks are completed by Colonial Supplemental Insurance.

Colonial Supplemental Insurance will work with the commissioners and county auditor in establishing the program, and will provide necessary administrative services. If the Health Care and/or Dependent Care Spending Accounts are offered, there may be a cost for the administrative services if the county is not capable of administering the reimbursement program with current staff. These costs are nominal and usually are offset with the tax savings to the county with their Section 125 program.

Under the agreement with CCAO, Colonial is also authorized to market the following products to county employees on a payroll deduction basis: disability income protection; accident insurance; cancer insurance; critical illness insurance; hospital intensive care protection; hospital income protection; whole life insurance; and term life insurance. All of these Colonial insurance programs are available to family members on a stand-alone basis. This means that a county employee need not purchase an insurance product in order to insure a family member.

Over 40 Ohio counties are currently active in the program. For additional information, please contact Chuck Mers, Public Sector Manager at Colonial Supplemental Insurance, at (800) 272-5025, (614) 882-9307, or chuck.mers@coloniallife.com.

STATE ACTIVITIES

DEPARTMENT OF TAXATION RELEASES LOCAL GOVERNMENT FUND ESTIMATES FOR CALENDAR YEAR 2007; COUNTY-BY-COUNTY LISTING IS INCLUDED WITH THIS ISSUE OF CIDS

Included with this issue of CIDS for county commissioners is a printout recently released by the

Department of Taxation to county auditors listing by county the amount of local government fund revenue that counties can expect to receive in calendar year 2007.

The estimates include projected disbursements from the Local Government Fund (LGF), the Local Government Revenue Assistance Fund (LGRAF) and the Library and Local Government Support Fund (LLGSF), as well as from the dealers in intangibles tax.

The estimates for the LGF, LGRAF, and LLGSF are based on "frozen" distributions for the period from January through July 2007 and permanent law distributions for the time period from August through December 2007.

Commissioners and administrators are urged to use caution in reviewing these estimates because no one yet knows how the three local government funds will be treated in the 2008-2009 state budget, which will be crafted in the first six months of calendar year 2007. Permanent law may stay as it is, the freeze could be extended once again, or some other types of changes may be made to the funding mechanisms.

FEDERAL ACTIVITIES

SENATE APPROPRIATIONS PANEL IN D.C. REJECTS BILLION DOLLAR CUT TO COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM

The Senate Appropriations Committee has rejected the Bush administration's effort to cut the Community Development Grant (CDBG) program by \$1.2 billion, opting instead to fund the program for federal fiscal year 2007 at \$4.2 billion, with \$4.1 billion allocated to CDBG formula grants.

The action came as the committee marked up the FY 2007 Transportation, Treasury, Judiciary, Housing & Urban Development and Related Agencies Appropriations (TTHUD) bill. The House also has allocated \$4.2 billion for CDBG overall, but with only \$3.9 billion allocated to formula grants. The difference in the formula grant amount is expected to be resolved in House-Senate conference committee

later this year. The formula funding level in FY 2006 was \$3.8 billion.

SENATE APPROPRIATIONS COMMITTEE RESTORES SSBG AND CSBG FUNDING; REDUCES WIA ADULT TRAINING FUNDS

The Senate Appropriations Committee approved the FY 07 Labor/HHS bill, the largest domestic spending bill, July 20th. The bill is not expected to go to the Senate floor any time soon, and may actually be postponed until after the November elections.

The Committee rejected the President's proposal to reduce the Social Services Block Grant (SSBG) from \$1.7 billion to \$1.2 billion and to eliminate the Community Services Block Grant (CSBG). Instead, they funded SSBG at \$1.7 billion and CSBG at \$630 million, which is current funding. The House also funded SSBG at \$1.7 billion, but reduced CSBG by \$200 million.

Programs for the Department of Health and Human Services (HHS) totaled over \$64 billion in the FY07 Labor, HHS, Education spending bill recently passed by the Senate Appropriations Committee. Community Health Centers were given an increase of \$145 million over last year for a total of nearly \$2 billion. The Senate, recognizing the importance of improving the availability of well-trained health care professionals serving in underserved areas, funded health professions at \$304 million which is \$9 million more than the President's request.

The National Institutes of Health received an increase of \$220 million over last year's numbers and \$200 million over the President's request for a total of \$28.5 billion. The Ryan White AIDS Programs also received increases for a total of over \$2 billion. Additionally, two up and coming issues received attention in the Senate bill with provides \$119 million for recurring costs related to pandemic preparedness at the Centers for Disease Control and Prevention (CDC) and Health Information Technology (Health IT) received over \$113 million which is \$2 million over its FY06 appropriation.

On the job training side, the bill has \$1.476 billion for

dislocated workers, \$800 million for adult training and \$935.5 million for youth training. The adult training level is \$64 million less than current funding and \$54 million less than the House. Since the full committee report is not available yet, there is no way of knowing whether the Senate also included the any rescissions in current year funding for the dislocated worker program similar to the House bill.

Some education programs did not fare as well as in previous years. Both the Title I Grants to Local Education Agencies and the Special Education Grants to States received the same funding level as last year, \$12.7 billion and \$10.5 billion. The House bill has the same level of funding for Title One, but has 11.6 billion for special education. The Committee rejected the President's proposal to eliminate the vocational education, and funded the program at \$1.3 billion, which is the same as the House bill.

LEGISLATIVE ACTIVITIES

UPCOMING EFFECTIVE DATES OF ENACTED LEGISLATION

HB 363 (Wagner R-Sycamore) - Allows the board of trustees of a law library association to choose to pay the entire compensation of the law librarian and assistant law librarians at the county law library despite the fact that the payment of this compensation is now a joint responsibility of the law library association and the board of county commissioners. Also removes any requirement that a board of trustees of a law library association or a board of county commissioners pay findings for recovery issued by the Auditor of State because the law library paid the entire compensation of the law librarian and assistant law librarians and deems any findings of recovery based on such an action as resolved under ORC 9.24.

Also modifies the payment schedule for boards of county commissioners and law library associations with regard to space, utilities, furniture and fixtures for the law library. Extends the deadline for the report of the Task Force on Law Library Associations to October 31, 2007.

Amends ORC section 3375.48 and section 503.06 of temporary law in House Bill 66 of the 126th General Assembly. **Effective date: August 3, 2006.**

CONFERENCES/SEMINARS

OHIO STATEWIDE FLOODPLAIN MANAGEMENT CONFERENCE WILL BE HELD AUGUST 30-31 AT MARRIOTT NORTH IN COLUMBUS

The Ohio Statewide Floodplain Management Conference will be held on Wednesday August 30 and Thursday August 31, 2006 at the Columbus Marriott North hotel. The conference is being coordinated by FEMA, ODNR and the Ohio Floodplain Management Association (OFMA).

The conference agenda has been pre-approved for 12 continuing education credits from the Association of Statewide Floodplain Managers (ASFPM). Six hours of credit will be given by the Board of Building Standards. The Certified Floodplain Manager (CFM) Exam will be given in conjunction with the conference on August 29.

August 8 is the cutoff date for overnight accommodations at the Columbus Marriott North. Room rates and availability cannot be guaranteed beyond this date. The registration cancellation deadline is August 15. Refund and cancellation deadline is August 24.

For more information contact Alicia Silverio at (614)265-1006 or alicia.silverio@dnr.state.oh.us.

FARMLAND PRESERVATION SUMMIT WILL BE HELD NOVEMBER 2 IN REYNOLDSBURG

The Ohio Department of Agriculture will host the seventh annual Farmland Preservation Summit on November 2, 2006 at its offices in Reynoldsburg in Franklin County.

The meeting is co-sponsored by the American Farmland Trust, the Ohio State University's C. William Swank Program in Rural-Urban Policy and Center for Farmland Policy Innovation.

The meeting will run from 9 a.m. to 3:30 pm. at the Department of Agriculture's office at 8995 East Main Street, Reynoldsburg.

Highlights will include a panel of experts from Maryland, New Jersey, Pennsylvania and Massachusetts and Ralph Grossi, president of American Farmland Trust, as the keynote speaker.

For more information contact Kelly Carneal at (614) 728-6210 or kcarneal@mail.agri.state.oh.us

HEALTH LIFESTYLE SUMMIT SCHEDULED FOR FEBRUARY 2007 IS SEEKING COUNTY PARTICIPATION

The Ohio Coalition for Physical Activity is sponsoring a Health Lifestyle Summit on February 6, 2007. This summit is a kick off for statewide wellness initiatives. We are looking for county representatives to participate in the summit and also represent their county on an on-going basis at the regional meetings to build a statewide plan.

For additional information please contact Michelle Park at the Ohio Parks and Recreation Association mpark@opraonline.org or 614-895-2222 or one of the CEBCO team: (888)757-1904: Melissa, extension 150 or Maggie, extension 146.

CLASSIFIEDS

EMERGENCY MANAGEMENT DIRECTOR

The Wood County Commissioners are accepting applications until **4:30 p.m. on August 16, 2006**, for a Director for the Emergency Management Agency (EMA).

This position directs and manages the EMA staff, plans and develops the countywide emergency management program, and coordinates activities of all local agencies having emergency management responsibilities. Ideal candidates will possess management experience related to planning and developing programs, creating and maintaining a budget, coordinating emergency response efforts and strong computer skills. Specific examples of

duties include staff training and evaluation, and maintaining positive working relationships with elected officials and department heads. Salary: Pay Grade 11 -- \$45,741.10 Minimum (FLSA Administrative Exemption)

Minimum Qualifications: Advanced training and/or education in public business administration and public relations. Two and one half years training and/or experience in emergency services planning and civil defense preparedness, of which one year was in a supervisory or administrative capacity or equivalent. Must have basic computer skills, preferably in Microsoft Office software. Must possess a valid Ohio driver's license and reside within a three-mile radius of Bowling Green, or upon the approval of the Wood County Commissioners.

Information packets and applications are available from the Commissioners' Office, 5th Floor, County Office Building, One Courthouse Square, Bowling Green, Ohio 43402, Monday through Friday, from 8:30 A.M. to 4:30 P.M., or visit the County's website at www.co.wood.oh.us. EOE.

RADIO SYSTEMS MANAGER IN THE TELECOMMUNICATIONS

Job Responsibilities: Under general direction, oversees the planning, maintenance, management, and operations of the Warren County Multi-site Simulcast Trunked Digital and Analog Radio & Paging Systems, including towers, site facilities, licensing, microwave systems, path studies, microwave coordination, system design, antenna system design, FAA filings & compliance, FCC filings & compliance propagation studies.

Qualifications: Completion of secondary education or an equivalent combination of college level course work in basic electronic theory; five years experience in the maintenance and repair of communication or related electronic equipment; four years experience in radio systems engineering or maintenance, or equivalent combination of training and/or experience which evidences a thorough knowledge of radio system maintenance and operation to include but not limited to electronic test equipment, microprocessor

control systems, synchronous and asynchronous point to point and multi drop data and voice circuits. Must possess supervisory/management experience. Pay Range: \$39,772.00 - \$66,301.00

Application Process: A Warren County Application for Employment must be completed. Please visit Warren County's website, www.co.warren.oh.us.com, to download an application. Please send application and resume to: One Stop, 300 E. Silver Street, Lebanon, OH 45036. Applications must be received by 5:00 p.m. on **August 4, 2006**. Please contact Susan Spencer, Personnel Officer with any questions at: (513) 695-1747.

LUCAS COUNTY SANITARY ENGINEER

Pre-Treatment Coordinator: Responsible for administration of the County's industrial pre-treatment and bio-solids management programs.

Minimum Requirements: Bachelor degree with major in chemistry, environmental science, or related science; or an associate's degree and two (2) years experience in industrial pre-treatment or laboratory analysis. Must have Wastewater Class II license or be able to obtain one within three (3) years. Valid Ohio driver's license. Salary: \$41,121.00 Excellent benefits

Accepting applications/resumes until position is filled. Please send resume with a copy of your Class II Wastewater Operator License and transcript to: Lucas Human Resources Department, One Government Center, Suite 450 Toledo, Ohio 43604-2259, Attn: WWTPM. Applications/resumes also accepted at the Source, 1301 Monroe Toledo, Ohio (419) 213-JOBS. Visit our website at www.co.lucas.oh.us or www.lucascountyoh.gov/SanitaryEngineer. EOE

CLASSIFIED ADS

CCAO publishes the County Information and Data Service (CIDS) weekly. Classified ads will be published free of charge as a service to counties. Ads will run for two weeks if space is available. Please provide faxed or e-mailed copy of the classified ad by 5:00 p.m. on Wednesday of each week. Transmit the copy to Mary Jane Neiman, CCAO Public Relations Associate, via fax at (614) 221-6986 or e-mail mjneiman@ccao.org.

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