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# CIDS

## County Information and Data Service

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SEPTEMBER 30, 2011

### DATES TO REMEMBER

- |                      |  |
|----------------------|--|
| OCTOBER 5, 2011      | CCAOSC NATURAL GAS PROGRAM BOARD OF PARTICIPANTS, CCAO OFFICES, COLUMBUS                           |
| OCTOBER 14, 2011     | CCAO JOBS, ECONOMIC DEVELOPMENT, AND INFRASTRUCTURE COMMITTEE MEETING, CCAO OFFICES, COLUMBUS      |
| OCTOBER 28, 2011     | CCC/EAPA REGIONAL MEETING, JOHNNY APPLESEED METROPOLITAN PARK DISTRICT, ALLEN COUNTY (LIMA)        |
| DECEMBER 11-13, 2011 | CCAO/CEAO ANNUAL WINTER CONFERENCE, GREATER COLUMBUS CONVENTION CENTER, FRANKLIN COUNTY (COLUMBUS) |

### ASSOCIATION NEWS

#### REQUESTS TO CCAO NOMINATING COMMITTEE DUE NOVEMBER 3, 2011

On September 16, 2011, Paula Brooks, Franklin County Commissioner and CCAO Nominating Committee Chair, sent each county commissioner a memo detailing CCAO nominating procedures for 2011. The Committee will nominate individuals for the offices of president, first vice president, second vice president, secretary and treasurer. It will also recommend eight members to serve two year terms on the CCAO Board in 2012 and 2013.

In December of 2010, the CCAO Nominating Committee submitted to the CCAO Board of Directors for approval a resolution that would limit the number of consecutive years a person could serve as either Treasurer (not more than three consecutive years) or Secretary (not more than one consecutive year). They also recommended that persons serving in the offices of Treasurer and Secretary be of different political parties. This was done in an effort to maintain political balance on the CCAO Executive Committee and to give the incoming President greater flexibility in making appointments to the Executive Committee.

The recommendations as submitted by the CCAO Nominating Committee were approved by the CCAO Board of Directors and became effective January 1, 2011. The Board felt the recommendations made sense and would promote continued growth of the Association. The Board also felt that limiting the terms of Treasurer and Secretary would provide a greater opportunity for those Board Members interested in serving as a CCAO

Officer. Before a Board Member can be an officer, he or she must have served on the CCAO Board for one year.

We also want to remind members that in 2010 the membership approved several changes to the CCAO Bylaws, one of which is Article IV, Section 6, that requires each member county to 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 with an elected executive, 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 the member of the legislative authority of any charter county.

A more detailed 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 Home (front) Page of the CCAO Website at [www.ccao.org](http://www.ccao.org) **If you have not already done so, please send a copy of your resolution or letter designating your Official Representative and Alternate to Kathy Dillon, CCAO, 209 East State Street, Columbus, Ohio 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 1-888-757-1904 or at [kathydillon@ccao.org](mailto:kathydillon@ccao.org)

The eight members whose terms to the Board expire this year include: The eight members whose terms to the Board expire this year include: Nick Kostandaras (Summit), Gary Lee (Union), Richard Myers (Henry), Ann Obrecht (Wayne), Otto Nicely (Defiance), Penny Traina (Columbiana), Tom Wheaton (Carroll), and Ronald Wyss (Hardin).

The nine members appointed by President David Dhume whose one year term to the Board expires at the end of this year include: Tony Anderson (Fayette), Steve Arndt (Ottawa), Thomas Graham (Jefferson), David Hartley (Clark), Ralph Jennings (Brown), Ted Kalo (Lorain), Jim Riepenhoff (Jackson), Dennis Stapleton (Delaware), and David Wesler (Preble).

Finally, the CCAO Nominating Committee Request Form and Candidate Questionnaire must be submitted by November 3, 2011 as follows:

PLEASE RETURN BY November 3, 2011 TO:

1. Paula Brooks, Franklin County Commissioner, 373 South High Street, Floor 26, Columbus, OH 43215-6314. **You may email your form to [paula.brooks@franklincountyohio.gov](mailto:paula.brooks@franklincountyohio.gov)**
2. In addition, **mail a copy to CCAO, 209 E. State Street, Columbus, Ohio 43215, in an envelope marked: NOMINATING COMMITTEE – ATTENTION: KATHY DILLON.** You may email your form to: [kathydillon@ccao.org](mailto:kathydillon@ccao.org)

Additional forms may be obtained by contacting Kathy Dillon at (614) 221/5627 or on the CCAO Web Page at [www.ccao.org](http://www.ccao.org)

#### CCA/CEAO WINTER CONFERENCE REGISTRATIONS INFORMATION AVAILABLE

Join CCAO/CEAO for our 131<sup>st</sup> Annual Winter Conference to be held December 11-13, 2011 at the Greater Columbus Convention Center (GCCC), 400 North High Street, in downtown Columbus. Please note that we

have made some changes in the format. In the past, the Conference has ended on Wednesday at noon. To save county officials time away from the office and additional lodging cost, the Conference will end this year after the Tuesday Luncheon & Closing General Session. All meetings and the trade show will be held at the GCCC instead of the Hyatt Regency. Moving the conference venue opens up more opportunities for exhibitors to participate, because there are no load limits in the exhibit hall.

Another change is the hotel room blocks. The headquarters hotel will be the Hyatt Regency. The Sunday night reception, Monday night karaoke reception, hospitality suites, and a block of hotel rooms are at the Hyatt Regency. Additional blocks of hotel rooms have been held at the Crowne Plaza, Drury Inn, and the Hampton Inn & Suites. Hotel reservation information is located on the conference registration form. Please note the Conference format changes when making your hotel reservations.

CCAO/CEAO is pleased to announce that U.S. Senator Sherrod Brown has accepted our invitation to speak at the Monday, December 12 Luncheon and Opening General Session. In addition, Mark Kvamme, President & Interim Chief Investment Officer of JobsOhio, will speak at the Tuesday, December 13 Luncheon and Closing General Session.

### **Monday, December 12**

#### **CCAO Sessions**

- Cost Controls for Local Government: A Presentation by the Auditor of State's Office
- Planning for Your Retirement
- SB 5 – Collective Bargaining (*if the law is not repealed*) or Reducing Workplace Staff Through Layoffs & Other Actions (*if the law is repealed*)
- Energy Conservation
- Wellness Initiative
- Impact of the Great Recession of Property Tax Revenue; Revenue Projections for Counties from Casinos
- HB 66 – Sentencing Reform & Justice Reinvestment
- Government Structure Reform
- Employee Discipline & Best Practices for Workplace Investigations

#### **CCAO/CEAO/Affiliate Session**

- OPERS for Soon-to-be Retirees

**CCAO Annual Business Meeting & Election of Officers** will be held on Monday morning at 11:00 a.m.

**CCAO/CEAO Reception, Banquet & Installation of Officers** will be begin on Monday evening at 5:00 p.m.

### **Tuesday, December 13**

**District Meetings** – NW, SW & SE Commissioners & Engineers and the NE District Commissioners Associations will meet on Tuesday morning.

#### **CCAO Sessions**

- CCAO Legislative Update featuring Ohio Job & Family Services Director Michael Colbert speaking about "Work Participation Rates & a Potential Financial Penalty for Ohio"
- Shared Services: Changing the County Service Model Delivery Through Partnerships
- Oil & Natural Gas Developments: What the Frack are You Talking About? What Shale We Do?
- Working with the Media in Challenging Times

The agenda and registration materials have been posted at [www.ccao.org](http://www.ccao.org) Click on the article on the front page. ***There have been a number of changes in the conference format, so please take some time to read the agenda.***

## COUNTY COMMISSIONERS HANDBOOK CHAPTERS ON THE SHERIFF AND JAILS HAVE BEEN UPDATED

Recently, Chapter 100 – County Sheriff, and Chapter 101 – Jails, of the County Commissioners Handbook were updated. A revised copy has been published on the CCAO website at [www.ccao.org](http://www.ccao.org) > Publications > *County Commissioners Handbook* or click on the *Handbook* button on the front page. For more information about the chapter updates, contact John Leutz, CCAO Senior Policy Analyst, at (614) 220-7994, (888) 757-1904 or [jleutz@ccao.org](mailto:jleutz@ccao.org)

## NO GENERAL GOVERNMENT & OPERATIONS MEETING IN OCTOBER

The General Government & Operations Committee will not have an October meeting, and the next meeting is tentatively scheduled for Thursday, November 17 at 1 o'clock in the CCAO Office.

## **CCAO STAFF NEWS**

### CCAO WELCOMES KARA SANDRIDGE TO THE STAFF

CCAO is pleased to welcome our newest staff member, Kara Sandridge, to the family! Kara is the new Benefit Specialist for the CEBCO program. Kara comes to us from Allied Benefit Systems where she was a Regional Benefit Account Manager. She worked with school consortiums and individual self-insured municipalities. Previous to this she was Provider Services Manager for Quantum Health in Columbus. Kara and her family reside in Dublin. She started her new position on Monday September 19, 2011. You can reach Kara at (614) 220-0650, (888) 757-1904 or [ksandridge@ccao.org](mailto:ksandridge@ccao.org)

## **STATE ACTIVITIES**

### URGENT – IMMEDIATE ATTENTION REQUIRED - DATA REQUEST ON 9-1-1 SYSTEMS

Commissioners need to check with their County 9-1-1 Coordinator to make sure the Coordinator has received and has completed and returned the 2011 Ohio 9-1-1 Council Data Request that was mailed to all County 9-1-1 Coordinators on September 21 from the PUCO. The goal of the data request is to collect vital data about every county's 9-1-1 system, PSAPs, and the disbursement of funding that has been received from the state Wireless 9-1-1 Assistance Fund.

This information is necessary in order for the Ohio 9-1-1 Council to prepare the report it is required to submit by law to the Ohio General Assembly. It is imperative that complete and accurate data is available to the General Assembly as a part of the effort to continue 9-1-1 funding in Ohio and create a stable funding source for 9-1-1 into the future. Inaccurate or incomplete reporting by the counties risks painting an inaccurate picture of Ohio's 9-1-1 system.

Responses are to be returned no later than this **Wednesday October 5**. If your 9-1-1 Coordinator has not received the data request or is having trouble completing the request you should directly contact the Ohio 9-1-1 Coordinator Marianne Townsend at (614) 728-2855 or Lori Sternisha at (614) 644-8060.

## BRING THE BUILDING DOCTOR TO YOUR COMMUNITY

Do old-building owners in your community have questions about how to maintain their historic properties? Consider cosponsoring a Building Doctor clinic to help them with answers. A program of the Ohio Historical Society's Ohio Historic Preservation Office, the Building Doctor clinics include an evening lecture by old building experts followed the next day by visits to ailing buildings.

Inquiries for the 2012 Building Doctor season, typically April through October, are now being accepted. The evening lecture includes topics like roof repair, windows, wood repair, masonry and many other maintenance type issues of interest to property owners of buildings built before 1955. On the second day the "doctors" make the rounds of ailing buildings within five miles of the facility where the seminar is held to examine problems and prescribe cures. The Building Doctors visit all types of pre-1955 buildings including homes, schools, churches, commercial buildings, rental properties and government buildings.

Clinic locations for 2012 will be selected soon. For additional information on sponsorship responsibilities and fees, contact Mariangela Pfister, Ohio Historic Preservation Office, Ohio Historical Society, 800 East 17th Avenue, Columbus, OH 43211-2474, (614) 298-2000 or [mpfister@ohiohistory.org](mailto:mpfister@ohiohistory.org) or [www.ohpo.org](http://www.ohpo.org)

## HAPPY BIRTHDAY, OHIO STATEHOUSE – 150 YEARS OLD!; OHIOANS ASKED TO SEND BIRTHDAY GREETINGS

Local governments, organizations, schools and individuals are being asked to help celebrate the 150th birthday of the Ohio Statehouse by sending a "birthday greeting." In preparation for a special 150<sup>th</sup> birthday event on November 15, the actual day the Capitol Building was completed in 1861, citizens and organizations throughout the state are encouraged to send a birthday greeting to mark the historic occasion. Birthday greetings can be as unique as Ohio's 11.5 million residents. Greetings can be sent in any manageable size, format and/or medium. Creativity is highly encouraged.

Each birthday greeting will be displayed during the "Ohio Statehouse 150th Birthday Celebration Open House and Capitol Artists Fair" scheduled for November 15. The birthday greetings will become part of the permanent collection of the Ohio Statehouse. Plans are in place to preserve each greeting and display them during the Statehouse's 200th anniversary in the year 2061. Birthday greetings must be **mailed by November 8** to: Ohio Statehouse 150<sup>th</sup> Birthday; Ohio Statehouse, 1 Capitol Square, Columbus, OH 43215. Digital greetings must be **emailed by November 8** to: [150@csrab.state.oh.us](mailto:150@csrab.state.oh.us)

## REQUEST FOR INFO: SWCD TASK FORCE SURVEY

With the passage of the State Biennial Budget (HB 153), language within the bill called for the creation of the Ohio Soil & Water Conservation Commission Conservation Program Delivery Taskforce. This workgroup was tasked to look at Ohio's 88 county Soil and Water Conservation Districts (SWCDs) to determine if there are impediments to doing business, duplication of services or other roadblocks that are negatively impacting the state's SWCD's program delivery effectiveness and efficiency.

The Task Force has requested input from local government officials since you may have a direct interest in the programs, funding and effectiveness of the SWCD's. Please cut and paste this web address - <https://www.surveymonkey.com/s/VB56LRL> -into your browser to take part in a short survey to assist the Task Force and maximize the .

Again, please visit <https://www.surveymonkey.com/s/VB56LRL> to take part in the survey. All elected officials (or the employee(s) with your jurisdiction that have worked with the county SWCD) are encouraged to fill out the survey.

The Taskforce appreciates your time and consideration of this request

## **FEDERAL ACTIVITIES**

### **IRS ISSUES GUIDANCE ON EMPLOYER-PROVIDED CELL PHONES**

On September 14, IRS issued guidance to clarify the tax treatment of employer-provided cell phones. Section 2043 of the Small Business Jobs Act of 2010 removed cell phones from the definition of listed property for taxable years beginning after December 31, 2009. As a result, the heightened substantiation requirements that apply to listed property no longer apply to cell phones. In response to additional questions, the IRS issued this guidance to further clarify the treatment of when an employer provides an employee with a cell phone primarily for non-compensatory business reasons. The IRS will treat the employee's use of the cell phone related to the employer's trade or business as a working condition fringe benefit, the value of which is excludable from the employee's income. For further information and to access the notice, <http://www.irs.gov/newsroom/article/0,,id=245741,00.html> or contact Mike Belarmino, Associate Legislative Director, at [mbelarmino@naco.org](mailto:mbelarmino@naco.org) or (202) 942-4254

### **GASB EXTENDS DEADLINE TWO WEEKS FOR SUBMITTING COMMENTS ON PENSION ACCOUNTING AND FINANCIAL REPORTING PROPOSALS**

The Governmental Accounting Standards Board (GASB) has extended the deadline for commenting on the Board's proposals on pension accounting and financial reporting to Friday, October 14. The deadline was previously September 30. In announcing the deadline extension, GASB Chairman Robert H. Attmore said that, in light of when the proposals became available for public review and comments, and in response to requests for additional time, the Board concluded that potential respondents to the proposals should have the benefit of this longer period to complete their submissions. NACo, along with a number of state and local employer groups, had previously submitted a request to extend the field testing and comment period.

Additional information regarding the public hearings and user forums and on providing input to the GASB, as well as the pension proposals themselves, is available on the GASB website at [www.gasb.org](http://www.gasb.org). For more information contact Deseree Gardner, Associate Legislative Director, at [dgardner@naco.org](mailto:dgardner@naco.org) or (202) 942-4204

## **SEMINARS/WEBINARS**

### **THE FIRST CONVENING OF OHIO LAND BANKS**

Join Thriving Communities, Inc. and the Federal Reserve Bank of Cleveland for "The First Convening of Ohio Land Banks" on Wednesday, October 12, 2011 in Cleveland. The Conference starts at 10:00 a.m. and ends at 5:30 p.m. with a reception following. The location will be announced. This conference is intended to provide technical information and strategies to build the capacity of existing county land banks and to facilitate the creation of new ones. Topics that will be covered include acquiring, maintaining and demolishing properties through a county land bank, best practices utilized by existing county land banks, a discussion of existing funding solutions, potential new legislation, data use and collection, and demolition funding after NSP.

Who should attend? Current county land bank practitioners, directors of existing County Land Reutilization Corporations, county officials and staff considering establishing land banks within their counties, and regional decision makers. There is no registration fee.

Feel free to share this invitation with one or two colleagues who may benefit from attending. Space is limited! Please register ASAP at: [http://www.clevelandfed.org/Community\\_Development/events/20111012/index.cfm](http://www.clevelandfed.org/Community_Development/events/20111012/index.cfm)

## GREEN PURCHASING 2.0: NO COMPROMISING ON COST & PERFORMANCE

“No matter the environmental benefits, green products that cost more and perform worse than traditional products are not sustainable.” This is the new mantra working its way through the manufacturing and purchasing fields—resulting in a rethinking of green purchasing. An increasing number of counties and organizations are using tools to identify and source green products. Join NACo for a webinar on Thursday, October 13, 2011 from 2:00 to 3:15 p.m. to learn how you can find these products for use in your county and how NACo’s tools can help you. For more information, contact Jared Lang, Program Manager – Green Government Initiative, at (202) 942-4224 or [jang@naco.org](mailto:jang@naco.org). To register, go to <https://www2.gotomeeting.com/register/736285922>

## OHIO FARMLAND PRESERVATION SUMMIT

“Farmland Preservation: We Mean Business” is the theme of the 12<sup>th</sup> Annual Farmland Preservation Summit to be held on November 17, 2011 from 8:30 a.m. to 4:00 p.m. at the Nationwide and Ohio Farm Bureau 4-H Center on the campus of The Ohio State University, 2201 Fred Taylor Drive, in Columbus. CCAO is a member of the conference planning committee.

Jon Scholl, president of American Farmland Trust, will address key considerations for the 2012 Farm Bill. Dale Minyo of Ohio Ag Net will interview farmers who have protected their family farms in a live broadcast. The day will start with a morning reception with Ohio Department of Agriculture Director Jim Zehringer, former Mercer County Commissioner. Breakout sessions include topics such as energy development and farmland preservation, estate planning, conducting an inventory of your community’s agriculture, growing the farm business, and more. More information on breakout sessions can be found at [http://cffpi.osu.edu/summit11\\_speakers.htm](http://cffpi.osu.edu/summit11_speakers.htm)

Registration fee: \$40 per person. Registration deadline: November 11, 2011. For more information contact Center for Farmland Policy Innovation at (614) 247-6479, [cffpi@osu.edu](mailto:cffpi@osu.edu) or <http://cffpi.osu.edu/summit11.htm>. Register on-line at [www.regonline.com/ohiofarmlandpreservationsummit](http://www.regonline.com/ohiofarmlandpreservationsummit)

## STATE OF OHIO CYBER DAY SEMINAR

In recognition of October as National Cyber-Security Awareness Month, the Ohio Department of Administrative Services’ Office of Information Security and Privacy is offering a free one day Cyber Event on Thursday, October 13 from 9:00 a.m. to 5:00 p.m. at the Ohio Department of Taxation Auditorium, 1980 W. Broad Street, Columbus 43223 for state agencies and local governments. The 2011 Cyber Day Event will include experts from the FBI, state agencies and Gartner. Sessions will include:

- Cloud Computing
- Preserving Electronic Evidence
- Top Security Trends and Takeaways for 2011-12
- HIPAA HITECH – Audits & Enforcement
- eDiscovery Practices
- Ohio Cyber Security Strategy

National Cyber-Security Awareness Month is a collective effort to raise cyber security awareness nationwide and to empower citizens, businesses, governments and schools to improve their cyber-security preparedness and ensure a safe Internet experience.

For more information or to register visit [www.infosec.ohio.gov](http://www.infosec.ohio.gov) Doors open at 8:30 a.m. for on-site registration and check in.

## ATTORNEY GENERAL OPINIONS

### SYLLABUS

2011-034

A person may serve simultaneously as a township trustee and bridge worker in the classified service of a county highway department when the office of township trustee is normally filled by nonpartisan election.

### SYLLABUS

2011-035

1. The repeal of R.C. 3503.20 in Am. Sub. H.B. 224, 129th Gen. A. (2011) (eff. July 27, 2011, with certain provisions eff. Oct. 26, 2011) has no effect if Am. Sub. H.B. 194, 129th Gen. A. (2011) (eff. Sept. 30, 2011) is subject to a stay.
2. Am. Sub. H.B. 224, 129th Gen. A. (2011) (eff. July 27, 2011, with certain provisions eff. Oct. 26, 2011), repeals R.C. 3509.031.
3. Am. Sub. H.B. 224, 129th Gen. A. (2011) (eff. July 27, 2011, with certain provisions eff. Oct. 26, 2011) controls as to the statutes amended therein, provided that, if Am. Sub. H.B. 194, 129th Gen. A. (2011) (eff. Sept. 30, 2011) is subject to a stay, language previously added by Am. Sub. H.B. 194 to the statutes amended in Am. Sub. H.B. 224 is deleted and language previously deleted by Am. Sub. H.B. 194 from the statutes amended in Am. Sub. H.B. 224 is reinserted. Uncodified section 3 of Am. Sub. H.B. 224 does not alter this conclusion.

## CLASSIFIEDS

### HUMAN RESOURCES DIRECTOR

The Licking County Commissioners are seeking a qualified director to provide leadership and direction for the overall operation of Human Resources. This is an unclassified position that reports directly to the Board of Commissioners.

The Director will perform complex professional and administrative work directing all activities of the Human Resources Department to include Employee/Labor Relations, Recruitment, Worker's Compensation and Safety, Administration of Employee Benefits and Compensation plans as well as ensure compliance will all federal, state and local employment laws.

Qualified applicants must possess a Bachelor's Degree and four to six year's experience in human resources, business administration or a related field or an equivalent combination of education and experience which provides the required knowledge, skills and abilities to perform the essential functions of the position. A minimum of two years of supervisory experience is required. Experience in the Public Sector and Certification in Human Resources (SPHR or PHR) are preferred.

Successful candidates will possess an extensive knowledge of Employee and Labor Relations Administration, Self-funded Health Plans (Medical, Dental and Vision) and Retro-Spective Workers' Compensation programs. For a detailed position description and starting salary information, please visit [www.lcounty.com](http://www.lcounty.com) or visit the Human Resources Department.

Final candidates will be subject to Licking County's pre-employment drug screen and background checks. Candidates should submit a cover letter (including salary requirements), resume and completed application no later than **October 3, 2011** to the Licking County Human Resources Department. Applications can be printed



from the web site at [www.lcounty.com](http://www.lcounty.com) or picked up at: Licking County Human Resources Department, 20 South Second Street, 3rd Floor, Newark OH 43055. EOE.

### EXECUTIVE DIRECTOR

Sourcing Office (SO) is a Council of Governments organized under Ohio Revised Code Section 167. As a Council of Governments, SO is governed by a volunteer Board of Directors elected annually by the membership and it is audited by Auditor's Office of the State of Ohio. Sourcing Office is also a 501(c)(3) non-profit. SO offers flexible group purchasing programs to its participants.

The Executive Director, in conjunction with the Board of Directors, is responsible for fulfilling the mission of SO. As the public face of SO, the Executive Director will develop and manage numerous relationships with SO's key stakeholders, representing SO to its members, participants, partners, the public sector, and the community. Additionally, the executive director will develop and manage SO's budget, financial reporting, and ensure compliance with Ohio Law. For more information go to [www.sourcingoffice.org/sourcing\\_office\\_executive\\_director\\_search.aspx](http://www.sourcingoffice.org/sourcing_office_executive_director_search.aspx).

### ASSISTANT COUNTY ADMINISTRATOR

The Board of Clermont County Commissioners is seeking candidates with proven executive management and leadership experience. Position will assist County Administrator with policy development, assessment of managerial and organizational effectiveness, project management and direct authority over assigned group of departments. Successful candidate must have demonstrated ability to analyze complex problems, highly developed communication and organizational skills, excellent judgment and interpersonal skills, experience in preparing and delivering presentations to large audiences and be well versed in management of personnel. Salary (DOQ), Minimum - \$85,966.40. For more information and to download a mandatory application; visit our website at [www.clermontcountvohio.gov](http://www.clermontcountvohio.gov). Send completed application and resume to Clermont County Human Resources, 101 E. Main St., Batavia, Ohio 45103. Contact (513) 732-7110 with any questions. Deadline to apply is **October 21, 2011**. 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. Ads will also be published on the CCAO website at [www.ccao.org](http://www.ccao.org). When submitting your ad to CCAO please provide a link to the job posting online and a deadline. Please provide a 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, by e-mail at [mjneiman@ccao.org](mailto:mjneiman@ccao.org)