



CIDS

County Information and Data Service

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OCTOBER 7, 2011

DATES TO REMEMBER

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| OCTOBER 12, 2011 | HOW TO COMMUNICATE EFFECTIVELY WITH LEGISLATORS – CCAO 2 ND WEDNESDAY SEMINAR - CANCELLED |
| 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) |
| NOVEMBER 9, 2011 | PERSONAL LIABILITY OF PUBLIC OFFICIALS AND EMPLOYEES – CCAO 2 ND WEDNESDAY SEMINAR SERIES, CCAO OFFICES, COLUMBUS |
| DECEMBER 11-13, 2011 | CCAO/CEAO ANNUAL WINTER CONFERENCE, GREATER COLUMBUS CONVENTION CENTER, FRANKLIN COUNTY (COLUMBUS) |

ASSOCIATION NEWS

2nd WEDNESDAY SEMINAR SERIES: PERSONAL LIABILITY OF PUBLIC OFFICIALS AND EMPLOYEES

CCAO encourages commissioners and other county officials to attend the next CCAO 2nd Wednesday Seminar Series on “Personal Liability of Public Officials and Employees” on November 9, 2011 from 9:30 a.m. to 12:30 p.m. The 2nd Wednesday Seminar Series is held at the CCAO offices, 209 East State Street, in Columbus.

Mark Landes and Derek Haggerty of the law firm of Isaac Brant Ledman and Teetor LLP will provide an in depth discussion of public official liability for public money, the extent of individual liability of public officials to lawsuits, and the limitations of officeholder’s bonds in protecting officeholders from liability. Other topics handled by these experienced lawyers include how audit findings for recovery may expose public employees to the loss of their job, savings, and in limited circumstances their public pension when money has been illegally expended, not collected, misappropriated or stolen; procedures for removal of officeholders from office; and defense and indemnification of office holders. Ginny Shrimplin, Marketing Manager for the County Risk Sharing Authority will discuss insurance options to protect public officials from liability.

The 2nd Wednesday sessions are designed to be very interactive, allowing ample opportunity for attendees to ask questions and have dialogue directly with speakers. All sessions are free and parking is available in the lot

adjacent to the CCAO office. Program details are posted at www.ccao.org Coffee will be served during the morning and lunch will be on your own. Best of all, no registration fee will be charged! To register contact Tanya McComas, CCAO Administrative Assistant, at tmccomas@ccao.org Please include the name and title of those attending and the county, agency or company they represent.

2nd WEDNESDAY ON OCTOBER 12 ON "HOW TO COMMUNICATE EFFECTIVELY WITH LEGISLATORS" CANCELLED

CCAO has decided to cancel the Second Wednesday Program "How to Communicate Effectively with Legislators" originally scheduled for October 12. As of this writing it is unlikely that either house of the General Assembly will be in session or having regular committee meetings during the week of October 10. CCAO encourages commissioners to mark their calendar for the next Second Wednesday program scheduled for November 9 on "Personal Liability of Public Officials and Employees" (Please see other story in CIDS).

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 **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 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

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**
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

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

CCAO/CEAO WINTER CONFERENCE

Join CCAO/CEAO for our 131st 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
- Retirement Happens: Will You Be Ready?
- 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 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 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.***

CCAO SERVICE CORPORATION UPDATE

CONFIDENCE IN THE FACE OF UNCERTAINTY: HOW THE CCAO DEFERRED COMPENSATION PLAN'S NEW GUARANTEED INCOME PRODUCT IS CHANGING YOUR FUTURE

With the market's perpetual mood swings, those entering and those already retired, are faced with constant fear and uncertainty. Fear that they will not have enough money upon reaching retirement and uncertainty as to whether they will run out of money in old age. In recent years, The County Commissioners' Association of Ohio (CCAO) Deferred Compensation Plan has made large gains in addressing these issues by offering an investment management service called Reality Investing®. This service provides prudent strategies to grow and distribute assets. Still, even a properly diversified portfolio is subject to market volatility and offers no guarantee. Consequently, a down market early in retirement can cause someone to run out of money sooner than planned.

As a result, this October the CCAO Deferred Compensation Program is rolling out a new investment option to address this need called SecureFoundationSM. SecureFoundationSM does three things: 1) It protects the you when the market goes down, 2) It allows you to benefit when the market goes up, and 3) It provides a source of retirement income that the participant cannot outlive. Sound too good to be true? It isn't. However, the product is not right for everyone and investors should understand the pros and cons of SecureFoundationSM to make sure it is the right option for them. So, if interested, contact your CCAO Deferred Compensation representative for more information.

STATE ACTIVITIES

WORKERS' COMP BASE RATES FOR PUBLIC EMPLOYERS DECREASING

On September 29, 2011 the Ohio BWC Board of Directors heard a proposal from BWC Administrator/CEO Stephen Buehrer to lower base rates for public employers by an overall five percent beginning January 1, 2012. If approved by the board in October, the reduction could lower premiums by an estimated \$13.6 million for Ohio's 3,900 cities, counties, townships, villages, schools and special districts.

"We understand that public employers at all levels are being asked to maintain superior service with fewer resources, and we're pleased to help them by keeping workers' comp costs in check," said Buehrer. "Through rate reductions and safety education and training services we are helping promote both cost effective government and safe workplaces for public employees."

While the overall rate reduction would average five percent from the current year, several groups within the public sector would see greater overall decreases. Rates for counties and school districts would decrease by an overall six percent; villages by an overall nine percent; and special districts (excluding transit authorities) by an overall 20 percent.

Rates for individual public entities will differ based on several factors. Some employers may experience slight increases while others see decreases based on their own claims history and base rate changes for manual classifications that could be smaller or larger than the rate change indication presented yesterday. The board is expected to review base rates and vote on the proposed overall reduction at its October 28 meeting.

ON-LINE SHARED SERVICE SURVEY TO START OCTOBER 14

The Office of Budget and Management has announced that it will be conducting an on-line shared services survey from October 14-28 CCAO encourages commissioners and other county offices to participate in the survey and we will supply you a link when the survey is live. Shared Services is a collaborative strategy which is fundamentally about optimizing staff, equipment and facilities and other public resources across jurisdictions to improve operational efficiencies and related outcomes. This approach, because of its high marks in the areas of cost reduction, improved services and increased efficiencies, has quickly gained attention and support among policy makers.

In the Governor's proposed budget he proposed the creation of Regional Shared Service Centers as well as the elimination of Ohio statutes that inhibit government entities from working together to cut costs. As passed the budget included several shared services initiatives. For example, the budget bill under temporary law section 267.50.90 requires the Director of the Governor's Office of 21st Century Education to conduct a shared services survey of Ohio's school districts, community schools, STEM schools, chartered nonpublic schools, joint vocational school districts, and other educational service providers & local political subdivisions by October 15, 2011. This survey will be utilized to collect baseline data on existing shared services arrangements as well as to identify where there may be opportunities to do more.

In meeting this requirement to conduct a shared services survey, the Office of Budget and Management has organized a working group that includes CCAO to design and deploy the survey and to collect and analyze the data. Final results will be available in Mid-November. The Administration is working closely with all interested stakeholders to ensure the survey results reflect the current state of shared services and accurately identify new opportunities for collaboration.

Among other uses, the survey will provide information for a study of Ohio's regional delivery system which will culminate in legislative recommendations on the integration of existing providers into a new Regional Shared Service Center System. The Director will recommend educational support organizations to be considered for integration into the new Regional Shared Service Center system including, but not limited to, educational service centers, education technology centers, information technology centers, area media centers, Ohio's statewide system of support, the education regional service system, regional advisory boards, and regional staff from the Department of Education providing direct support to school districts.

The legislatively mandated recommendations must be submitted to the Governor and General Assembly no later than January 1, 2012. The new Regional Shared Service Center system is expected to become operationalized on July 1, 2012.

For more information contact Andy Shifflette at (614) 466-2181 or by email at andy.shifflette@obm.state.oh.us.

GREAT OHIOANS SOUGHT FOR 2012 GREAT OHIOAN AWARD

The Capitol Square Review and Advisory Board and Capitol Square Foundation are seeking nominations for the "Great Ohioan" Award to commemorate special Ohioans who have played a significant role in an event or series of events of lasting significance in World, American or Ohio history. Additional criteria includes being born in Ohio or lived in Ohio for a minimum of five years and at least 25 years have passed since the commemorated event, in which the nominee participated. This award is an opportunity to recognize Ohioans who have made an impact in a number of important areas.

All citizens, including teachers and students, are encouraged to participate in the nomination process. The Great Ohioan award categories include: 1) inventions/medicine/science, 2) literature/journalism/historiography, 3) academics, 4) communications/education, 5) entertainment/sports, and 6) government/military/public service/religion. Nomination deadline: December 2, 2011. The Great Ohioan Award recipients will be announced and recognized in early 2012. A complete explanation of the nomination process and nomination forms can be found online at www.ohiostatehouse.org

OHIO SOIL & WATER CONSERVATION COMMISSION 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/6R563WH> -into your browser to take part in a short survey to assist the Task Force. All elected officials (or the employee(s) with your jurisdiction that have worked with the county SWCD) are encouraged to fill out the survey.

OHIO'S MINIMUM WAGE TO INCREASE JANUARY 1

The Ohio Department of Commerce announced that Ohio's minimum wage will increase on January 1 to \$7.70

an hour and \$3.85 for tipped employees. Currently, minimum wage is \$7.40 an hour and \$3.70 per hour plus tips, respectively. The increase in minimum wage applies to employers grossing more than \$283,000 a year, ODC said. The current minimum-wage standard applies to employers who gross more than \$271,000 annually. A state constitutional amendment approved by voters in 2006 states Ohio's minimum wage shall increase on Jan. 1 of each year by the rate of inflation. State minimum wage is tied to the national Consumer Price Index. Employees at companies grossing \$271,000 or less per year or up to \$283,000 annually after January 1, and for 14- and 15-year-olds, the state minimum wage is \$7.25 an hour. For these employees, the state wage is tied to the federal minimum wage of \$7.25 an hour, which would require a congressional and presidential approval to alter.

AWARDS PROGRAMS

OCMA ANNUAL AWARDS PROGRAM NOMINATIONS DUE

The Ohio City/County Management Association's (OCMA) Annual Awards Program honors communities and their administrators for their creative contributions to professional local government management. The program also strives to increase public awareness of the value of professional local government management. Each year, a panel selects the award recipients from among those nominated by the OCMA membership recognizing the outstanding work performed by elected officials, appointed managers, local government staff, educators, and citizens who work together to address the most pressing issues facing today's communities. The OCMA Annual Awards recognize individual achievement by chief administrative officers or assistant administrators who are in positions of overall management responsibility, and/or local governments and their chief administrators in recognition of their creative and successful programs. Nomination deadline: December 1, 2011. For more information about the nomination process, evaluation criteria, award categories and eligibility, contact Cindy Holodnak, OCMA Annual Awards Program, c/o John Glenn School of Public Affairs, The Ohio State University, 150 Page Hall, 1810 College Rd., Columbus OH 43210 or Holodnak.1@osu.edu

SEMINAR/CONFERENCE

FOOD POWER CONFERENCE

Everybody eats. But what you eat really matters. This means many Americans are looking for healthier food. At the same time, creating healthy local economies is a huge need. Local growers want to expand their distribution networks. What does it add up to? Come find out at the Food Power Conference, a greater Dayton summit on how local growers and eaters can change the economy. After a keynote address by Will Allen about Growing Power, his urban agriculture organization in Milwaukee, breakout sessions will focus on community gardening, food distribution systems and opportunities, how we can all influence food policy, and more! Allen, a noted urban farmer and community gardening advocate and winner of the MacArthur Genius Award, is First Lady Michele Obama's White House garden coach.

The Food Power Conference will be held on Saturday, November 5, 2011 from 8:30 a.m. to 4:30 p.m. at Fairborn High School, 900 East Dayton-Yellow Springs Road (Exit 20 off I-675), in Fairborn. Registration fee: \$25 (includes all materials, lunch, snacks, and parking). For more information, contact Krista Magaw (937) 767-9490 or krista@tecumsehlandtrust.org Visit www.tecumsehlandtrust.org to register.

GREEN PURCHASING 2.0: NO COMPROMISING ON COST & PERFORMANCE

Join NACo on Thursday, October 13, 2011 from 2:00 to 3:15 p.m. for a webinar on "Green Purchasing: No Compromising on Cost & Performance." An increasing number of counties and organizations are using tools to identify and purchase green products. 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 - NACo Green

Government Initiative, at (202) 942-4224 or jlang@naco.org Register online at <https://www2.gotomeeting.com/register/736285922>

AMERICAN CITY & COUNTY MAGAZINE FREE VIRTUAL SUMMIT

American City & County magazine and Microsoft will host the fourth annual State & Local Government Summit on October 11, 2011 from 11:00 a.m. to 5:00 p.m. The theme is "The Real Impact of Lean Government: Proven Approaches to Delivering Services without Compromise." Registration is free. Register here for details: <https://event.on24.com/eventRegistration/EventLobbyServlet?target=registration.jsp&eventid=342684&sessionid=1&key=790234FCC3A62CD5B96FB579FB65E9FE&partnerref=AMCprintad&sourcepage=register>

ATTORNEY GENERAL OPINIONS

SYLLABUS

2011-036

1. A county law library resources board may not donate moneys directly to the county recorder. A transfer of moneys from the county law library resources fund for the benefit of the county recorder, and the subsequent expenditure of those moneys by the county recorder, must be accomplished in accordance with the provisions of R.C. Chapter 5705.
2. A county law library resources board may contract with a vendor and pay for the cost of uploading to a third-party website public land records filed with the county recorder if the county law library resources board determines, in the reasonable exercise of its discretion, that the expenditure furthers the statutory purposes and responsibilities of the county law library resources board and fits within a specific appropriation adopted by the board of county commissioners under R.C. 5705.38. The expenditure also must be consistent with any rule adopted by the county law library resources board pursuant to R.C. 307.51(D)(1)(a).

CLASSIFIEDS

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. 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.

SENIOR TRANSPORTATION/MPO PLANNER

The Senior Transportation/MPO Planner, under direction, is responsible for planning, organizing and directing activities related to the County's transportation planning and its coordination with land use planning, multi-modal transportation planning and implementation; develop coordination activities and funding recommendations; and, provide complex professional assistance to the Department, the Board of Commissioners, planning commissions and boards and others in area of expertise. A professional position responsible for a variety of planning projects involving the collecting, recording, summarizing and interpreting of social, economic, land use, environmental and traffic engineering data, report writing and

information management. The Senior Transportation/MPO Planner will receive supervision from the Director of Planning and Development.

Bachelor's degree in Planning or related field. Two years experience in planning and development with experience in the use of AutoCadArcView. Knowledge of basic transportation and traffic engineering principles and transportation construction and maintenance practices and techniques. Knowledge of government and government bidding procedures. Erie County residency preferred. Pre-employment testing required. Apply at the Department of Human Resources, 2900 Columbus Avenue, Suite 210, Sandusky, OH at www.eriecountv.oh.gov where employment applications and current job postings are available for viewing and/or downloading. A completed Erie County application must be received in the Human Resources Department by 4:30 p.m. October 24, 2011. Applications also accepted at Your Job Store, 5500 Milan Road, Sandusky (operating hours Monday, Wednesday & Friday, 8:30 a.m.-5:00 p.m.; Tuesday & Thursday 8:30 a.m. - 7:00 p.m. and Saturday, 9:00 a.m.-12:00 p.m.). EOE

ASSISTANT PLANT MANAGER

The Maumee River Wastewater Treatment Plant, in Lucas County, seeks an Assistant Plant Manager. Under the direction of the Plant Manager, manages personnel and will monitor the operation of the Wastewater Treatment Plant; ensures effective, reliable plant performance and compliance with permit standards; assists with the management and implementation of the plant maintenance program; develops, prepares and reviews operating records and reports, trains wastewater treatment plant personnel.

Minimum Qualifications: Ohio EPA Class III Wastewater Operators License is required, an equivalent license from another state may be accepted if an Ohio Class III is obtained within one year of appointment to Assistant Plant Manager; Minimum of five years experience as Chief Plant Operator or equivalent; and a valid Ohio Driver's license.

To apply, complete an electronic application at www.co.lucas.oh.us (click 'Apply for a Job') or submit to the Lucas County Human Resources/Personnel Department, One Government Center, Suite 450, Toledo, OH 43604, Attn: Assistant Plant Manager; Required documentation must be submitted in order to be considered. Application deadline: Friday, October 21, 2011 at 4:30 p.m. 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. 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