

“There she stands, proud in all her glory.”

Missouri County Record

Spring 2021



Bates County Courthouse Butler, Missouri

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On the cover

Bates County

Dennis Weiser

Missouri Courthouses: Building Memories on the Square

In 1821, the United Foreign Missionary Society, a religious organization, established Harmony Mission, the first village in what was to become Bates County. The purpose of the settlement was to introduce the English language and customs to the members of the local Osage tribe.

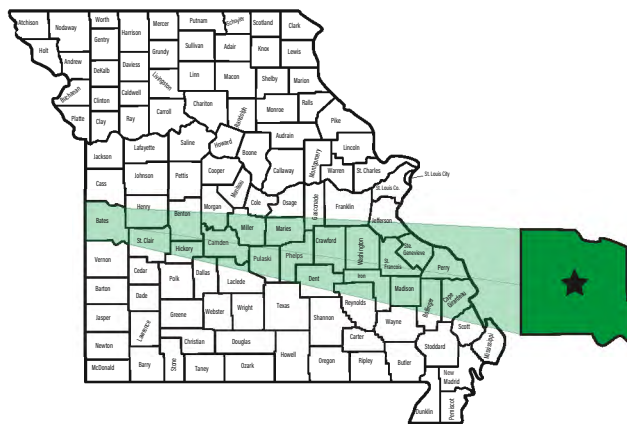
In 1841, the Bates County commissioners selected Harmony Mission as the first county seat when Bates was separated from Cass County. In 1847, Papinville, a town three miles southeast of Harmony Mission, became the new county seat. The county's first courthouse was built there in 1855.

That same year, the legislature separated Vernon from Bates County and Papinville lost its central position. In 1856, the county seat moved once again,

this time to Butler, where the county build another courthouse. The Butler building burned in 1861 – a consequence of Civil War violence.

The Civil War's disruption of the county government necessitated the relocation of the court and administration services to several different communities during the conflict. After the war, citizens rebuilt the devastated town of Butler and patched together a temporary courthouse and county clerk's office.

In 1869, with Reconstruction well under way, county officials built a three-story courthouse that featured the second empire style, which served for 30 years before being declared unsafe in 1899. The present courthouse became home to county officials in 1902.



**Bates County
Butler**



Missouri County Record

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The Missouri Association of Counties, founded in 1972, is a nonprofit corporation and lobbying alliance of county elected and administrative officials who work to improve services for Missouri taxpayers. The board of directors meets on the third Wednesday of designated months in Jefferson City to promote passage of priority bills and monitor other legislation before the state General Assembly and the United States Congress. The Missouri County Record is produced four times annually by the association staff. Subscription rates for non-association members are \$15 per year prepaid. Rates for association members are included in membership service fees. All articles, photographs and graphics contained herein are the property of the association and may not be reproduced or published without permission. Advertising rates are available upon request.

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MAC Executive Board for 2021



“After a difficult and trying year, my hope is our communities can begin their journey back to normalcy as fast and as safe as possible. As president of this great association, I want to remind all our members that our voice continues to be heard inside the Statehouse and in Washington D.C., with a number of members serving at the national level. I thank all of you for the hard work you have done for your communities during this pandemic and I hope to see all of you this fall as our association celebrates its 50th Annual Conference.

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County governments in Missouri will receive a another round of COVID relief funds

Missouri counties and the City of St. Louis are set to receive another round of COVID-19 relief funds after President Biden signed the American Rescue Plan Act of 2021 into law in March.

The new law provides approximately \$130.2 billion to be divided between counties and municipalities. Missouri counties and the City of St. Louis are projected to receive nearly \$1.65 billion.

The U.S. Department of Treasury will oversee and administer payments to local governments, and every county is eligible to receive a direct allocation, as well as municipalities with populations over 50,000. Cities, towns and villages with populations less than 50,000 will have the funds distributed by their states.

Counties will receive \$65.1 billion in population-adjusted payments, and will receive the funds in two installments – with 50 percent 60 days after the law’s enactment and the remaining 50 percent no earlier than 12 months from the first payment.

Funds allocated to county governments will need to be expended by Dec. 31, 2024 and in accordance to the guidelines established in the American Rescue Plan.

These funds can be used for:

- Responding to or mitigating the public health emergency with respect to the COVID-19 emergency or its negative economic impacts, including assistance to households, small businesses, and nonprofits, or aid to impacted industries such as tourism, travel, and hospitality. These examples are intended to clarify that these activities are eligible, but local activities are NOT limited only to these activities;
- Providing government services to the extent of the reduction in revenue due to the public health emergency;
- Making necessary investments in water, sewer, or broadband infrastructure;
- Transferring the funds to a private nonprofit organization, a public benefit corporation involved in the transportation of passengers or cargo or a special-purpose unit of State or local government; and
- Responding to workers performing essential work during the COVID-19 public health emergency by providing premium pay to eligible workers of the county that are performing such essential work, or by providing grants to eligible employers that

have eligible workers who perform essential work. “Premium pay” means an additional amount up to \$13 per hour that is paid to an eligible worker for work during the COVID-19 pandemic. The law imposes a cap of \$25,000 for any single eligible worker.

No funds shall be deposited into any pension fund. Any local government, including counties, that fail to comply with the federal law and related guidelines shall be required to repay the federal Treasury.

Counties and metropolitan cities will not be required to complete certifications to receive allocated funds, but will be required to provide “periodic reports” providing a detailed accounting of the use of funds.

The law provides an additional \$77 million for the Government Accountability Office and \$40 million for the Pandemic Response and Accountability Committee for oversight and to promote transparency and accountability.

For more information and the new law and other resources available for counties, visit NACo’s COVID-19 Recovery Clearinghouse at naco.org/covid-19-recovery-clearinghouse.





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Here are the estimated allocations Missouri counties and the City of St. Louis will receive from the American Rescue Plan Act of 2021.

Adair	\$4,915,119	Dallas	\$3,273,384	Livingston	\$2,953,183	Randolph	\$4,799,722
Andrew	\$3,435,133	Daviess	\$1,605,467	Macon	\$2,931,849	Ray	\$4,464,199
Atchison	\$997,453	DeKalb	\$2,433,413	Madison	\$2,344,393	Reynolds	\$1,216,028
Audrain	\$4,923,846	Dent	\$3,020,287	Maries	\$1,686,730	Ripley	\$2,577,126
Barry	\$6,941,056	Douglas	\$2,557,150	Marion	\$5,533,218	Saline	\$4,414,356
Barton	\$2,279,616	Dunklin	\$5,649,778	McDonald	\$4,429,096	Schuyler	\$903,778
Bates	\$3,136,460	Franklin	\$20,163,759	Mercer	\$701,495	Scotland	\$950,713
Benton	\$3,770,850	Gasconade	\$2,852,138	Miller	\$4,968,647	Scott	\$7,424,170
Bollinger	\$2,353,121	Gentry	\$1,274,405	Mississippi	\$2,556,180	Shannon	\$1,583,745
Boone	\$34,999,688	Greene	\$56,842,225	Moniteau	\$3,128,702	Shelby	\$1,150,087
Buchanan	\$16,943,710	Grundy	\$1,910,347	Monroe	\$1,676,451	St. Charles	\$77,969,691
Butler	\$8,238,347	Harrison	\$1,619,819	Montgomery	\$2,240,245	St. Clair	\$1,822,490
Caldwell	\$1,749,373	Henry	\$4,232,630	Morgan	\$4,000,480	St. Francois	\$13,035,935
Callaway	\$8,677,629	Hickory	\$1,851,000	New Madrid	\$3,311,785	St. Louis County	\$192,819,937
Camden	\$8,980,570	Holt	\$853,935	Newton	\$11,294,514	Ste. Genevieve	\$3,470,431
Cape Girardeau	\$15,296,545	Howard	\$1,939,632	Nodaway	\$4,284,607	Stoddard	\$5,629,220
Carroll	\$1,683,239	Howell	\$7,780,445	Oregon	\$2,042,035	Stone	\$6,196,894
Carter	\$1,160,172	Iron	\$1,963,681	Osage	\$2,640,545	Sullivan	\$1,180,924
Cass	\$20,515,380	Jackson	\$136,344,654	Ozark	\$1,779,241	Taney	\$10,846,891
Cedar	\$2,782,900	Jasper	\$23,530,818	Pemiscot	\$3,065,282	Texas	\$4,925,786
Chariton	\$1,440,227	Jefferson	\$43,653,074	Perry	\$3,711,309	Vernon	\$3,988,067
Christian	\$17,182,455	Johnson	\$10,484,992	Pettis	\$8,211,388	Warren	\$6,913,904
Clark	\$1,318,236	Knox	\$767,824	Phelps	\$8,644,659	Washington	\$4,796,231
Clay	\$48,475,875	Laclede	\$6,928,256	Pike	\$3,549,560	Wayne	\$2,496,639
Clinton	\$3,953,933	Lafayette	\$6,343,515	Platte	\$20,251,228	Webster	\$7,678,625
Cole	\$14,884,220	Lawrence	\$7,438,716	Polk	\$6,235,101	Worth	\$390,409
Cooper	\$3,434,551	Lewis	\$1,895,995	Pulaski	\$10,202,804	Wright	\$3,547,039
Crawford	\$4,639,137	Lincoln	\$11,445,208	Putnam	\$910,760	St. Louis City	\$517,639,525
Dade	\$1,466,409	Linn	\$2,311,811	Ralls	\$1,999,367	Totals	\$1,649,661,027



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- Clark County
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- Hickory County
- Howell County
- Jasper County
- Jefferson County
- Knox County
- Lawrence County
- Lincoln County
- Livingston County
- Macon County
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- Marion County
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MAC Trust hands out awards recognizing achievements in excellence and safety

At their winter Board Meeting, the MAC Trust Board of Directors elected to create two new awards to recognize those members who have completed a fiscal year without a reportable injury or illness and also identify those members who have made significant reductions in their total incurred costs.

With sound risk management programs in place, it's been proven that a county can complete a year or even multiple years without having a work-related injury. The board also recognized that for some members this can be difficult, so we want to encourage those members to make improvements in their safety/risk management program that can reduce their overall costs.

The two new awards are:

- Risk Management Excellence Award – No recordable injuries or illness during the fiscal year. This recognizes those members that have not reported an incurred claim/loss during the fiscal year.
- Risk Management Safety Achievement Award – The member with the largest decrease in incurred loss by classification.

This recognizes the member with the lowest incurred cost over the previous year by county classification. Awards will be given to those members with the largest decrease in total incurred cost in the classes. 1st Class, 2nd & 4th Class combined and 3rd Class. For a total of 3 annual awards.

Members who lower their total incurred losses can represent significant cost savings not only to their county, but also to the entire Trust. These framed Risk Management Awards will help recognize those members who have achieved such success in reducing their work-related injury costs.

Sean McGonigle, Risk Manager for the Trust, will present each winner with a framed certificate of achievement, during his regular visits throughout the year. Along with being mentioned in the Missouri County Record magazine, award winners will also be recognized during the MAC Trust Board Meeting at the fall MAC Annual Conference.

For 2020, the first recipients are:

Risk Management Excellence Award Winners

- Caldwell County Health
- Chariton County

- Chariton County Health
- Dade County
- Dunklin County
- Gentry County
- Grundy County
- Henry County
- Knox County Health
- Macon County Health
- Monroe County Health
- Oregon County
- Oregon County Health
- Pike County Health
- Putnam County
- Shelby County
- Vernon County Health
- Worth County

Risk Management Safety Achievement Award Winners

- 1st Class Counties – Cape Girardeau County
- 2nd & 4th Class Counties – Lincoln County
- 3rd Counties – Madison County

If you have any questions regarding this new program, please contact Sean at 573-634-2120 or SMcGonigle@mocounties.com.

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County classification thresholds continue to rise

County classification thresholds continue to rise in accordance to state law.

In 2010, House Bill 1806 tied the assessed valuation thresholds for classification to the Consumer Price Index (CPI), which is a measure of the average change over time in prices paid for consumers goods and services.


The State Auditor's Office began applying the CPI to the base thresholds in 2012. If the annual CPI is above zero, the thresholds will increase for that year.

Currently, the threshold for a Class 3 county to become a Class 2 county stands at \$714.2 million, while the threshold for a Class 2 county to move toward becoming a Class 1 county is at \$1.07 billion.

According to the Auditor's Office, no counties are in a holding pattern for moving into a new classification.

Here are the 2020 assessed valuations for all Missouri counties and the City of St. Louis, as provided by the State Auditor's Office.

County name	Class	2020 Assessed Val	County name	Class	2020 Assessed Val
Adair	3	\$343,591,504	Christian	1	\$1,366,153,138
Andrew	3	\$292,533,402	Clark	3	\$124,004,009
Atchison	3	\$158,900,494	Clay	1	\$4,969,572,679
Audrain	3	\$409,216,740	Clinton	3	\$321,411,355
Barry	3	\$556,578,177	Cole	1	\$1,499,701,231
Barton	3	\$195,265,065	Cooper	3	\$269,495,149
Bates	3	\$238,623,899	Crawford	3	\$345,233,876
Benton	3	\$274,297,969	Dade	3	\$127,570,637
Bollinger	3	\$148,064,545	Dallas	3	\$190,688,101
Boone	1	\$3,121,797,111	Daviess	3	\$144,754,427
Buchanan	1	\$1,414,859,761	DeKalb	3	\$212,540,840
Butler	3	\$639,915,705	Dent	3	\$175,153,494
Caldwell	3	\$177,152,755	Douglas	3	\$155,705,224
Callaway	2	\$925,048,172	Dunklin	3	\$306,459,170
Camden	1	\$1,754,246,108	Franklin	1	\$2,095,926,087
Cape Girardeau	1	\$1,440,230,338	Gasconade	3	\$255,554,054
Carroll	3	\$243,658,862	Gentry	3	\$100,166,452
Carter	3	\$75,223,615	Greene	1	\$5,360,663,293
Cass	1	\$1,927,048,272	Grundy	3	\$130,859,035
Cedar	3	\$184,152,317	Harrison	3	\$131,078,656
Chariton	3	\$252,368,968	Henry	3	\$361,422,903



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County name	Class	2020 Assessed Val
Hickory	3	\$130,996,214
Holt	3	\$152,498,019
Howard	3	\$133,551,574
Howell	3	\$498,572,858
Iron	3	\$227,886,750
Jackson	1	\$12,234,303,359
Jasper	1	\$1,818,108,542
Jefferson	1	\$3,561,436,065
Johnson	4	\$687,164,039
Knox	3	\$101,826,463
Laclede	3	\$462,009,359
Lafayette	4	\$481,060,083
Lawrence	3	\$507,130,002
Lewis	3	\$159,848,992
Lincoln	2	\$922,532,887
Linn	3	\$171,754,430
Livingston	3	\$199,477,001
Macon	3	\$257,063,295
Madison	3	\$128,647,426
Maries	3	\$145,936,356
Marion	3	\$466,453,601
McDonald	3	\$296,911,040
Mercer	3	\$81,188,739
Miller	3	\$454,940,844
Mississippi	3	\$172,843,664
Moniteau	3	\$221,428,606
Monroe	3	\$144,274,547
Montgomery	3	\$236,037,874
Morgan	3	\$546,074,157
New Madrid	3	\$438,891,159
Newton	2	\$933,470,220
Nodaway	3	\$360,083,303
Oregon	3	\$107,731,481
Osage	3	\$222,869,775
Ozark	3	\$122,617,164
Pemiscot	3	\$198,257,131
Perry	3	\$378,276,609
Pettis	4	\$656,468,757
Phelps	3	\$635,431,638
Pike	3	\$296,471,761
Platte	1	\$2,994,848,880
Polk	3	\$366,571,492
Pulaski	3	\$523,625,754
Putnam	3	\$99,294,843
Ralls	3	\$267,229,870
Randolph	3	\$518,512,594
Ray	3	\$367,198,371
Reynolds	3	\$174,709,419
Ripley	3	\$104,839,055
Saline	4	\$381,176,045
Schuyler	3	\$74,279,737
Scotland	3	\$82,919,895
Scott	3	\$511,808,972
Shannon	3	\$85,414,275
Shelby	3	\$133,624,996
St. Charles	1	\$9,804,694,656

County name	Class	2020 Assessed Val
St. Clair	3	\$121,879,413
St. Francois	1	\$851,777,598
St. Louis	1	\$27,888,330,456
Ste. Genevieve	3	\$493,179,371
Stoddard	3	\$487,313,566
Stone	3	\$697,617,792
Sullivan	3	\$100,692,397
Taney	1	\$1,149,239,644
Texas	3	\$258,837,298

County name	Class	2020 Assessed Val
Vernon	3	\$265,468,702
Warren	3	\$642,679,093
Washington	3	\$274,381,893
Wayne	3	\$148,238,767
Webster	3	\$462,170,564
Worth	3	\$33,919,681
Wright	3	\$197,827,509
St. Louis City		\$4,985,167,758
Totals		\$118,918,883,729

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MAC holds first in-person meeting in six months

The Missouri Association of Counties held its first in-person board meeting in more than six months as board members came together for the regular February board meeting at the Capitol Plaza Hotel in Jefferson City. Some member also were able to attend through a virtual option. Board members met virtually in January and also held a virtual Annual Conference in November due to the pandemic..





New commissioners come together for training

Newly elected county commissioners traveled to Jefferson City in March for training at the Millbottom, an event center that used to operate as a power plant for the Missouri Power and Light Company. The in-person and virtual hybrid training session allowed new commissioners to hear from current commissioners about best practices for commissioners, responsibilities, planning budgets and other issues that they could face in their new role as county commissioners.





Submit your ideas for MAC's 50th Annual Conference

We would like to hear from you! Please suggest speakers and topics of interest for this year's 50th Annual Conference

Planning for our 50th Annual Conference is getting started. Join us in celebrating 50 years of serving Missouri's counties. Last year, we were not able to meet in person due to the coronavirus pandemic. This year we are planning to celebrate our golden anniversary in style by finally having an in-person annual conference. We will take any steps necessary to ensure the safety of our members and sponsors.

Our conference is an important event for county elected officials to see new innovations, meet with vendors and hear about issues that may affect county government. Your input is a valuable resource in making sure that our conference continues to provide our members with the information and tools they need in order to be successful leaders in their communities.

If you have any ideas on how to celebrate our 50th Annual Conference or have suggestions on topics or speakers, please fill out the form below and send it back to MAC before Sept. 1, 2021. Forms may be sent to:

Attn: 2021 MAC Annual Conference ideas
Missouri Association of Counties
P.O. Box 234
Jefferson City, MO 65102

You may also email them to Carah Bright at cbright@mocounties.com.



**Submission form
deadline: Sept. 1, 2021**

Conference Ideas Submission Form

Name _____

Title _____

County _____

General Session — presenter/topic suggestions

1. Topic _____

Speaker _____

2. Topic _____

Speaker _____

3. Topic _____

Speaker _____

4. Topic _____

Speaker _____

Breakout Session — topic suggestions

1. Topic _____

Speaker _____

2. Topic _____

Speaker _____

3. Topic _____

Speaker _____

4. Topic _____

Speaker _____



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The NACo County Tech Xchange is an online portal designed to connect county CIOs, IT Directors, CISOs, and other IT leadership. This portal provides valuable resources in a central location which counties can use to improve their overall technology infrastructure.

WHAT'S IN IT FOR YOU AND YOUR COUNTY

- A rich community of interaction with other county IT professionals
- An online library of technology policies, job descriptions, request for proposals, best practices as well as toolkits
- Monthly IT newsletters
- Technology webinars presented by speakers from the federal, state, local and corporate communities
- Valuable external resources that county IT staff can leverage to improve their county IT infrastructure
- Surveys garnering county feedback on technology opportunities such as technology software and services aggregate agreements

This is the type of information that we have been missing.

- Mark Curtis, IT Director, Stevens County, WA

Great opportunity here to interconnect all of the Counties across the US to the resources we need access to!

- Phillip Walter, MS, Chief Information Officer, Adams County, PA

I really love the way the Tech Xchange is coming along. Good work!

- Christopher Nchopa-Ayafor, CIO, Tarrant County, Texas

For more information, please contact:

Rita D Reynolds

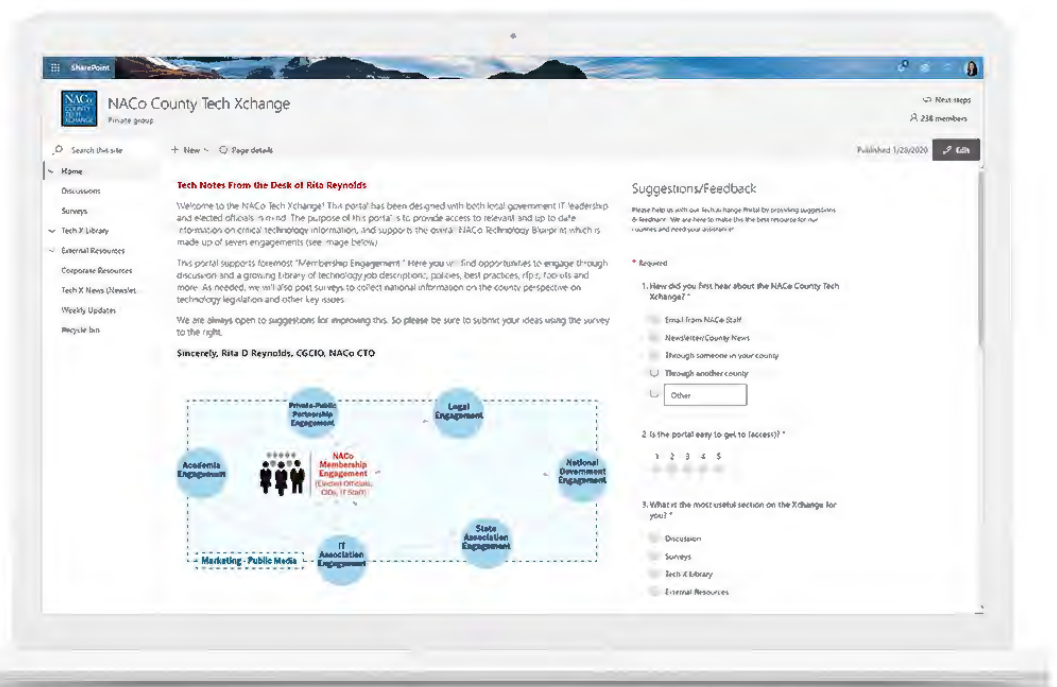
Chief Technology Officer

rreynolds@naco.org

Ashley Gallagher

Technology Programs Specialist

agallagher@naco.org





A shopping center sits vacant after closing down, which has become a reoccurring theme across the country as shoppers continue to flock online to shop. The ‘dark store’ theory is an increasingly used tactic by chain retailers, which bases a property’s value on the sales price of comparable vacant stores, regardless of whether the property in question is being sold. A county in Indiana finally got a victory in court.

Indiana county notches ‘dark store’ victory

By Charlie Ban
NACo County News

Boone County, Ind. ended 2020 on a high note, with a favorable New Year’s Eve ruling from the Indiana Tax Court that represented a rare win for a county against the “dark store” theory of tax assessment.

The court affirmed an Indiana Board of Tax Review’s decision that had increased the assessed value of a Meijer Stores Limited Partnership grocery store for 2014-2017, roughly twice of its original assessment. It was a \$500,000, multi-year legal gamble that could have long-reaching consequences for assessments.

“We came to understand that we would not just be fighting for us but for counties near and far,” said Boone County

Council Member Elise Nieshalla. “We knew it was going to be expensive, but when we learned what was at stake and that there were 300 pending cases based on the dark store theory before the Board of Indiana tax revenue, that made it that much more important we win this.”

The dark store theory is an increasingly used tactic by chain retailers, which bases a property’s value on the sales price of comparable vacant stores, regardless of whether the property in question is being sold. If successful, the argument lowers the property’s tax value and its contribution to the county’s tax coffers, which would benefit from the property being assessed at its “best” use.

In Boone County’s case, the store opened in 2014, the first of four years of valuation at question — \$7.19 million — as

fresh of a property as possible. But Meijer challenged that assessment, arguing that a combination of the land and construction costs, minus some depreciation, was the more accurate way to measure value.

"The store was brand new, located in one of the fastest-growing communities in the state," Nieshalla said. "They had exactly what they wanted from this site."

Recent changes in state statutes had introduced market segmentation that helped draw a stricter stratification on how to value new stores, according to David Bottorff, executive director of the Association of Indiana Counties. That put new stores more in line with other new stores.

Boone County Assessor Lisa Garoffolo said Meijer balked at sharing its internal numbers in arguing for a lower valuation, but once it was compelled to do so, two days before the hearing, the tax review board raised the assessed value by more than double to \$14.45 million.

"It was not an easy case for them to make," Garoffolo said of Meijer's challenge. "If you have something to show us, show us. If not, that means our assessment is too low."

"We came to understand why they lost, and if we did things 'X,Y,Z' rather than 'A,B,C,' we could win this thing," Nieshalla said. "We were counseled that we were in the best position to turn the tide on this."

Although Meijer has until Jan. 31 to

appeal to the state Supreme Court, the Association of Indiana Counties was skeptical that the court would hear the case.

Winning the case in state tax court gives counties a stronger position in the future, Nieshalla said. "The power of the ruling is that it is much stronger and sets a stronger precedent.

"It was important

to stop this now, and I hope this keeps others from what we've gone through," she said. "This could easily spread to warehouses. Who wouldn't want to

continued on page 22

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continued from page 21

compare their operating warehouse with one that's been vacated years ago?"

Bottorff said the next step would be to have comments from the tax court decision put into law.

"It might reduce the number of appeals that we have to review, which would save money," he said. "It's very expensive to try new cases and it takes a few years," to play out in court.

Boone County had some backup on its \$50,000 legal bill — the town in which the store is located contributed \$150,000 toward legal costs and the Association of Indiana Counties and Indiana County Councils Association each added \$25,000.

"There were a lot of deliberations and we took the decision with great solemn thought," Nieshalla said. "A potential legal bill of \$500,000 was a lot to commit to with taxpayer money,

but it was an investment in ultimately protecting our taxpayers. Now Meijer is paying its fair share and we can tell the county, the town, the library that

that ruling will make them stronger."

This article was published in a January issue of the NACo County News and was reprinted with permission.

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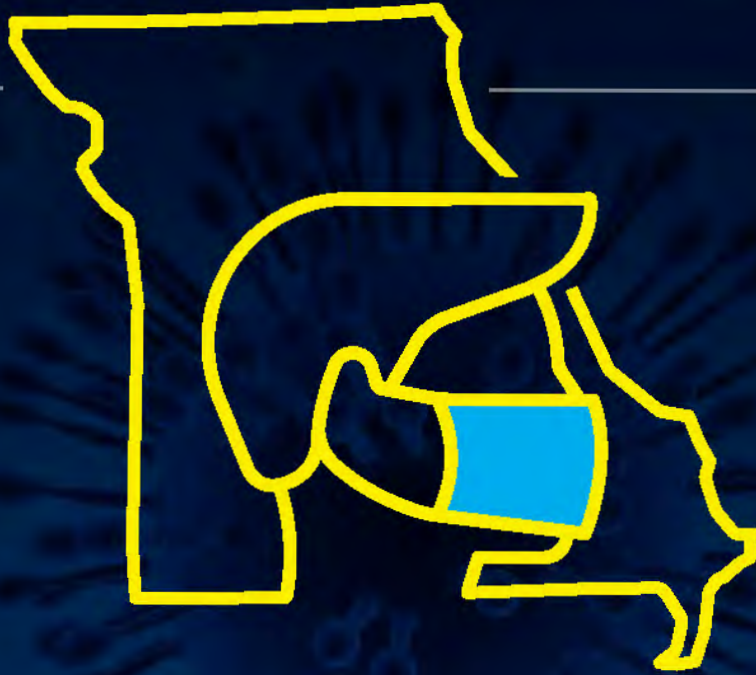
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Mask wearing would help reduce spread and save lives.

Data: Goldman Sachs. (2020, June). *Face Masks and GDP*.



What Missouri owes after FY 2021 third quarter payments

Missouri still owes its counties and the City of St. Louis nearly \$11.4 million in jail reimbursement after making the third quarter payment for FY 2021 on claims that have been audited by the Missouri Department of Corrections (DOC). This amount only includes bill of costs claims and does not include any claims made for transportation and extradition.

Missouri reimburses county jails for detaining state prisoners for the number of days they spend in county jails while their court cases are processed. If convicted and sentenced to serve time in the DOC, Missouri counties will be reimbursed for the number of days an inmate spent being detained before being transferred to the custody of the DOC.

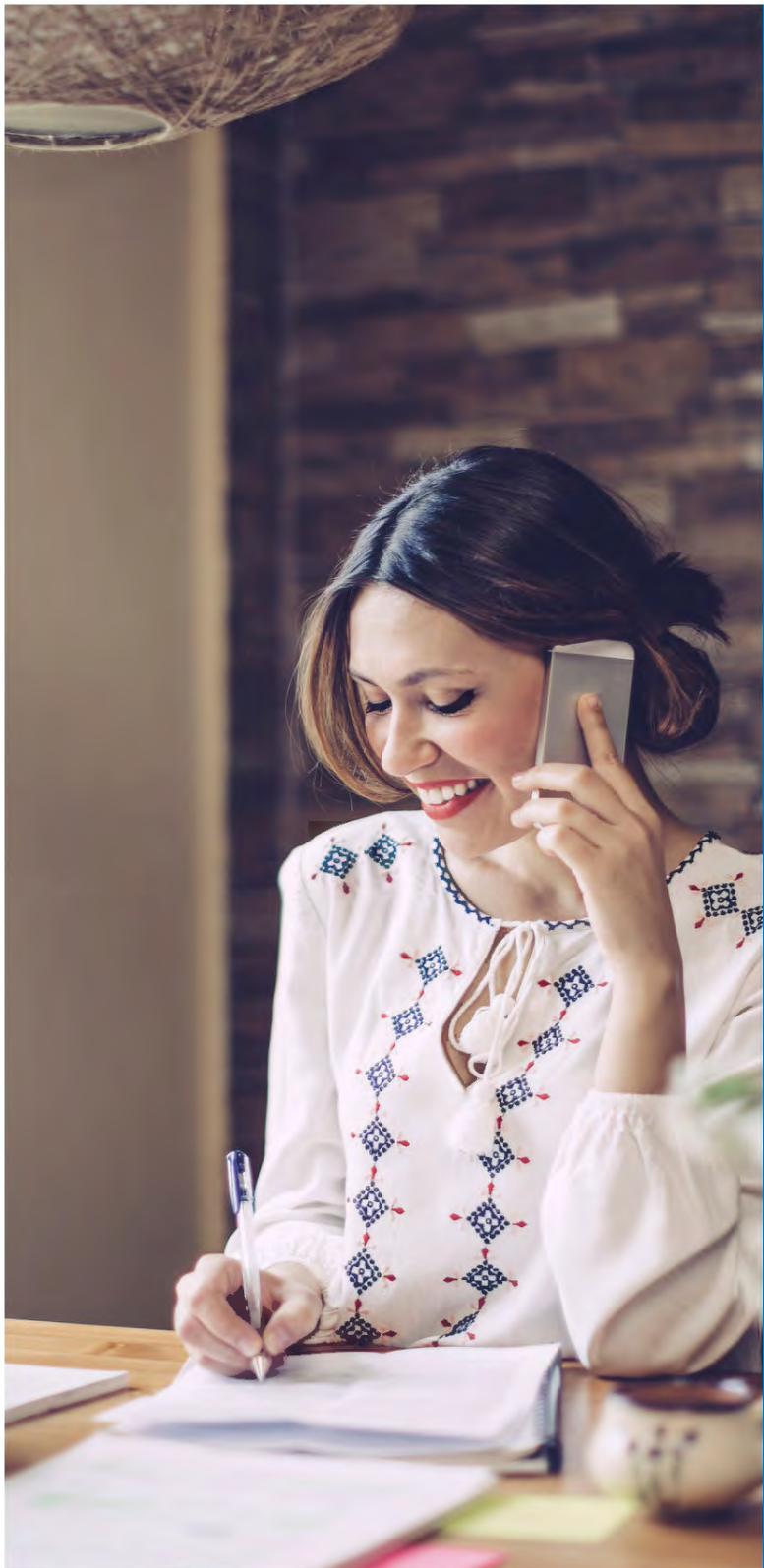
The state appropriated \$38.5 million for jail reimbursements in FY 2021, along with an additional \$9.7 million for bill of cost requests received before July 1, 2020. After FY 2021 second quarter payments were made, the state owed nearly \$18.7 million as of Dec. 31, 2020.

The DOC pays claims after they have been audited and when funds are released, which occurs on July 1, Oct. 1, Jan. 1 and April 1.

The board rate for jail reimbursement in FY 2021 is \$22.58 per day, per inmate.

Information about jail reimbursements, including instructions and forms for making a claim can be found the DOC's website at <https://doc.mo.gov/divisions/human-services/county-reimbursement>.

County	Total outstanding as of March 31, 2021	County	Total outstanding as of March 31, 2021
Adair	\$191,247	Livingston	\$91,631
Andrew	\$0	Macon	\$25,666
Atchison	\$649	Madison	\$19,936
Audrain	\$56,242	Maries	\$5,669
Barry	\$46,325	Marion	\$4,386
Barton	\$6,558	McDonald	\$46,507
Bates	\$156,812	Mercer	\$0
Benton	\$100,538	Miller	\$68,322
Bollinger	\$0	Mississippi	\$70,221
Boone	\$557,602	Moniteau	\$50,510
Buchanan	\$240,695	Monroe	\$0
Butler	\$274,149	Montgomery	\$17,275
Caldwell	\$0	Morgan	\$99,898
Callaway	\$227,197	New Madrid	\$41,925
Camden	\$36,124	Newton	\$0
Cape Girardeau	\$253,818	Nodaway	\$22,270
Carroll	\$0	Oregon	\$0
Carter	\$5,842	Osage	\$84
Cass	\$176,759	Ozark	\$0
Cedar	\$14,176	Pemiscot	\$46,472
Chariton	\$7,294	Perry	\$61,154
Christian	\$124,783	Pettis	\$268,909
City of St. Louis	\$221,703	Phelps	\$169,546
Clark	\$10,778	Pike	\$52,664
Clay	\$177,572	Platte	\$105,042
Clinton	\$0	Polk	\$167,827
Cole	\$218,174	Pulaski	\$105,740
Cooper	\$20,995	Putnam	\$0
Crawford	\$0	Ralls	\$59,476
Dade	\$0	Randolph	\$73,676
Dallas	\$168,487	Ray	\$94,608
Daviess	\$24,133	Reynolds	\$0
DeKalb	\$100,068	Ripley	\$57,198
Dent	\$42,517	Saline	\$140,394
Douglas	\$49,483	Schuyler	\$0
Dunklin	\$136,091	Scotland	\$0
Franklin	\$119,359	Scott	\$198,705
Gasconade	\$8,101	Shannon	\$0
Gentry	\$8,372	Shelby	\$19,330
Greene	\$1,139,418	St. Charles	\$270,266
Grundy	\$14,211	St. Clair	\$52,520
Harrison	\$0	St. Francois	\$162,613
Henry	\$0	St. Louis County	\$799,787
Hickory	\$0	Ste. Genevieve	\$66,257
Holt	\$12,358	Stoddard	\$63,684
Howard	\$11,029	Stone	\$18,023
Howell	\$45,871	Sullivan	\$5,278
Iron	\$0	Taney	\$228,422
Jackson	\$797,344	Texas	\$38,452
Jasper	\$358,022	Vernon	\$0
Jefferson	\$408,263	Warren	\$170,925
Johnson	\$89,738	Washington	\$40,655
Knox	\$0	Wayne	\$72,752
Laclede	\$113,632	Webster	\$145,428
Lafayette	\$188,263	Worth	\$0
Lawrence	\$840	Wright	\$84,041
Lewis	\$8,116		
Lincoln	\$0		
Linn	\$2,313		
		Total	\$11,376,204



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Nationwide provides over 300+ regional based retirement specialists available for retirement plan enrollment and education meetings. Participants receive high-touch award-winning¹ service in person, over the phone, or virtually. Participants can receive 1:1 guidance provided by our licensed financial professionals to enhance financial wellness at no extra cost.

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- Retirement plan resources including videos, tools, and calculators
- From retirement planning education to answering ongoing questions, we are here to provide comprehensive support when participants need us. When it comes to the retirement planning process, it's important for employees to stay focused — regardless of which phase they may be in. Our Participant Engagement Program ensures that employees stay active year-round with frequent contacts through emails and social media posts delivering personalized, proactive financial wellness and retirement readiness communications.
- Nationwide is continuously investing in protecting member data at risk from fraud. Over the past several years, many process and technology controls have been implemented to
- My Interactive Retirement Planner to get a holistic view of how ready they may be for retirement
- Retirement Readiness Report to see both a comprehensive view and ways to improve their personal retirement outlook
- Access to on-demand education, live and on-demand webinars

detect and prevent fraud before there is a loss of member assets. Fraud prevention solutions incorporate advanced technology to help protect participants at every touch point. As well as this, our data security and cybersecurity controls focus on people, processes and technology. There are over 200 associates dedicated to 24/7 monitoring, multifactor authentication and e-fraud validation.

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NACo High Performance Leadership Academy offers discounts for member counties

The NACo High Performance Leadership Academy is an innovative, completely online 12-week program created to equip frontline county government professionals with practical leadership skills to deliver results for counties and communities. With a robust curriculum developed by the Professional Development Academy in partnership with Fortune 1000 executives, public sector leaders, world-renowned academics and thought leaders HPLA was designed specifically for the unique challenges and opportunities of serving in county government.

What makes HPLA innovative?

Unlike other webinar-based distance learning programs that emphasize solo learning, HPLA is built around interactivity and community, while retaining the convenience of self-paced learning. The program is guided by an expert moderator to help keep participants on track, and a world-class faculty of prominent public, private and academic sector leaders deliver engaging and thought-provoking sessions.

HPLA focuses on five practical skills:

- Lead: engage teams and stakeholders to foster positive climates and exceed common

expectations

- Organize: plan, lead and execute organizational change more effectively and consistently
- Collaborate: establish alignment and strong partnerships through building stronger relationships
- Communicate: create clarity, confidence and community
- Deliver: measure projects and processes to deliver results aligned with county and community priorities

A world-class faculty of prominent public, private and university sector leaders will deliver each course. All module content is guided by an expert moderator.

Who should participate?

Anyone in county government can participate, but HPLA is designed for entry- to mid-level county professionals, particularly those who manage teams or are preparing to in the future.

What is the time commitment?

HPLA is built to accommodate busy work schedules with self-paced learning. Each 12-week HPLA course is divided into four, three-week modules. Each module includes a one-hour live webinar and one-hour breakout discussion, plus daily

assignments ranging from three to 35 minutes.

When is the next cohort?

NACo has cohorts scheduled for August and September 2021.

What is the cost?

The retail price is \$2,495. A scholarship available to all NACo member county participants is \$800. The NACo member county cost per enrollee is \$1,695. Additional scholarships and discounts may be available such as:

- First Enrollee from any NACo member county discount is \$2,495 and therefore the enrollee cost is \$0*
- When any NACo member county enrolls a second enrollee at \$1,695 the third enrollee is free based on availability of funding from NACo Scholarship Fund
- Discounts off the \$1,695 enrollment cost are available with volume enrollments 100, 250, and 500 levels; contact us for details

For more information about the academy, visit www.naco.org/resources/education-and-training/naco-high-performance-leadership-academy.



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HIGH PERFORMANCE LEADERSHIP ACADEMY



Counties affect the lives of residents every day. When our frontline staff are empowered as leaders, we deliver services more effectively. **The NACo High Performance Leadership Academy is a resource that connects your staff with practical leadership training.** HPLA uses an innovative, interactive online learning platform that combines real-time webinars, recorded sessions and small group discussions to deliver effective training without traveling away from the county – saving money and maximizing time.

THE ACADEMY FOCUSES ON FIVE ESSENTIAL SKILLS:



LEAD:

Engage teams and stakeholders to foster positive climates and exceed common expectations



ORGANIZE:

Plan, lead and execute organizational change more effectively and consistently



COLLABORATE:

Establish alignment and strong partnerships through building stronger relationships



DELIVER:

Measure projects and processes to deliver results aligned with county and community priorities



COMMUNICATE:

Create clarity, confidence and community

The NACo High Performance Leadership Academy empowers frontline county government professionals with fundamental, practical leadership skills to deliver results for counties and residents.

With a curriculum developed by *General Colin Powell* and public and private sector leaders, NACo High Performance Leadership Academy gives students the opportunity to learn from world-class faculty. All content is guided by an expert facilitator.

Find out more at [NACo.org/Skills](https://www.naco.org/Skills)



Counties can save money with NACo's Live Healthy Program

As county residents seek ways to save on healthcare costs, NACo is increasing access to savings through the Live Healthy Prescription, Health and Dental discount program provided to NACo member counties at no cost. Now more than ever, saving feels better.

The new Live Healthy discount program helps residents save valuable time and money. Residents in participating counties, boroughs and parishes now have access to:

- An average of 30 percent prescription savings at more than 66,000 participating pharmacies nationwide
- 10 percent savings (up to \$10) at MinuteClinic walk-in health clinics in select CVS and Target

locations

- 24/7 telemedicine access through the health discount program, providing unlimited calls with a clinician without co-pays, and
- Savings on dental services at more than 110,000 participating dentists across the country.

NACo has also removed administrative hurdles for counties to participate. NACo members can access information about the program and enroll simply by visiting NACo.org/health. Additionally, with a new online self-service portal that allows counties to order customized physical and digital Live Healthy materials, promoting the program is easier than ever, at no cost and with minimal time commitment for counties.



Live Healthy discounts are provided to residents with no annual limits, no shopping around, no forms to complete, no waiting periods, no age or income requirements, no medical condition restrictions and no catch. Residents simply visit LiveHealthyCard.com to find participating locations and access savings.

For more information about the program, visit NACo.org/health.

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