One year after the terrorist attacks on America, thousands of people attended a Washington State Memorial held at the Westlake Center in downtown Seattle. In conjunction with the memorial, Governor Locke invited each of Washington’s 39 counties to identify an “everyday hero” who made a profound difference in their communities. “Every day across our state there are citizens who perform extraordinary acts of kindness and heroism,” Locke said. “It is appropriate that we remember the heroes who died on September 11, as well as honor our ‘everyday heroes’ and highlight the positive impact they make in our state and local communities.” Following the memorial, each of the county designees carried their county flag during a one-mile silent procession to Seattle Center for further ceremonies.

Among the heroes were firefighters, police officers and emergency service workers as well as volunteers for nonprofit organizations and community groups. The youngest was seven-year old Jordan Wyman, son of Thurston County Auditor Kim Wyman and husband, John, who proudly carried the Thurston County flag. Jordan was honored for his rescue of a drowning infant at a community center swimming pool in Jackson Hole, Wyoming, on a family vacation last month.

Wahkiakum County Prosecuting Attorney Fred Johnson, who serves as the assistant chief of the Cathlamet Fire Department, where he has been a volunteer for more than 25 years, carried the Wahkiakum County flag. Fred has served in fire and EMS organizations through both the county and the region.

Another of our county family to be honored was Jim Potts who represented Whitman County. Jim is a third-generation, lifelong resident of Whitman County. He is a former county commissioner and served as a fire commissioner for 17 years. Jim has spent the last several years lobbying for rural counties and is currently the Housing Outreach Coordinator for WSAC.

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Along with Governor Locke, King County Executive Ron Sims, Seattle Mayor Greg Nickels, religious leaders, rescue workers, choral groups and others participated.

Scores of registrations are pouring in for the first Joint Conference of WACO and WSAC to be held at the WestCoast Wenatchee Center Hotel, in Wenatchee, September 30 - October 4. Please register today - you won’t want to miss this historical event! Attached to this issue of the Courthouse Journal is another copy of the registration form for your convenience. Please send it in today to facilitate our conference planning. Next week, we will include an updated agenda for the meeting.

On Monday, September 30, a Certified Public Officials (CPO) Training Course will be held from 1:30 until 5:00 p.m. Entitled “Human Resources: Understanding the Legal Issues of Managing Public Employees” the course will be presented by Bruce Schroeder, an attorney with the Summit Law Group. The training will continue on Tuesday, October 1, from 8:30 a.m. to noon. For those attendees...
The Courthouse Journal

Published weekly by the Washington Association of County Officials (WACO) and the Washington State Association of Counties (WSAC).

We welcome your suggestions and contributions. The weekly deadline is noon Wednesday.

Direct inquiries and correspondence to The Courthouse Journal, 206 Tenth Av SE, Olympia, WA 98501-1131 or www.wacounties.org

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The Courthouse Journal - September 12, 2002

(Continued from page 1)
going general session will be presided over by WACO President Barbara Cory, Whatcom County Treasurer and WSAC President LeRoy Allison, Grant County Commissioner. National Association of Counties’ (NACo) Executive Director Larry Naake will be in attendance to speak to county officials and Mark Towers will present the keynote address “The Class-Act County Government Official - Building Courthouse Partnerships”. Luncheon Speaker will be Doug Sutherland, Commissioner of Public Lands.

Another WACO/WSAC joint session will be held on Wednesday afternoon concerning the “State of Our State”. One of the speakers will be Stuart Elway, President of Elway Research, Inc. The balance of the day will consist of a WSAC Legislative Steering Committee meeting, the Counties Administrative Association meeting, the County Engineers’ Executive Board meeting and WACO affiliate meetings. The Presidents’ Reception Wednesday night will feature entertainment by the award-winning Mariachi Huenachi, the Wenatchee High School Mariachi Band.

Thursday, both memberships will meet for a presentation of a joint legislative package to take forth to the 2003 legislature addressing a revenue package for local government. WSAC will hold concurrent workshops in the afternoon and WACO affiliates will again meet. The evening banquet will include the installation of WACO and WSAC officers and special awards and recognition for outgoing and retiring officials. Comedian Rob Brackenridge will entertain.

Friday morning, plans are to adopt joint legislative proposals and for WACO and WSAC to also hold separate business meetings to address their respective legislative packages.

Don’t Miss the WSAC Eastern District Meeting and Officer Election

WSAC’s Eastern District will convene on the afternoon of October 1, prior to the start of the WACO/WSAC Joint Legislative Conference the following day. Though an abbreviated meeting to accommodate the Joint Legislative Conference (a full six weeks sooner than the WSAC Legislative Conference had been), WSAC Eastern District President Joan Frey has developed a full agenda. Featured is an Economic Development Workshop that zeroes in on Eastern Washington needs and realities.

Valoria Loveland, Director of Agriculture, plans to discuss the economic development work her agency is undertaking, if scheduling allows. Dana Peck, Klickitat County Director of Economic Development is helping to arrange to other key presenters.

AWC, WSAC Sponsor Pipeline Safety Workshops

The Association of Washington Cities (AWC) and the Washington State Association of Counties (WSAC) are sponsoring workshops around the state to inform local government officials and first responders about the dangers of natural gas pipelines and new legislation that can help communities stay safe from pipeline hazards. County commissioners and emergency management professionals are encouraged to attend.

More than 27 counties and 120 cities in Washington State are within one mile of a major natural gas pipeline. The 1999 rupture and explosion of the Olympic pipeline in Whatcom County greatly elevated public concern about how to improve pipeline safety.

Space is still available at each of the half-day pipeline safety workshops. They are scheduled for: September 17 Tumwater; September 20 Vancouver; September 26 Tri-Cities; September 27 Spokane; October 10 Bellevue; and October 11 Bellingham. Each workshop runs from 9 a.m.

(Continued on page 3)
Emergency Management

State’s First Watershed Plan Completed

Residents of the Entiat Valley in Chelan County are the first in the state to unveil a proposal for how they want to see their water and natural resources managed in the years to come as a result of the state’s Watershed Management Act of 1998.

The law encourages local communities to create their own visions of how to protect the quality and availability of their water supplies. The three-phased planning process calls for counties, cities, resource agencies, major water users, tribal entities and local residents to take an inventory of water resources and provide local solutions for protecting those resources for the benefit of people, fisheries and other wildlife.

The Entiat River Valley provides prime habitat for threatened and endangered Upper Columbia River salmon and supports fruit orchards, upon which the valley’s economy is based. People have until the end of the year to comment on the draft Entiat Valley Watershed Study. A final plan will be considered for adoption and implementation by Chelan County commissioners in the fall of 2003.

"We want this to be a living plan, not just a document that sits on the shelf gathering dust," said Conrad Petersen, an Entiat landowner and member of the watershed-planning unit. "Our goal is to produce a plan that reflects a balance between existing natural resources and human needs, and allows us to adapt to changing laws and circumstances."

Chelan County has been active in development of the plan. By law, once a plan is agreed to by a watershed-planning unit, it goes to the County legislative authority for public hearing and possible adoption. A county may adopt or reject and remand a proposed plan, but may not alter it.

Copies of the plan are available at the Entiat and Wenatchee public libraries, online at www.co.chelan.wa.us/nr/nr8.htm or on compact disc (CD). To obtain a CD or more information, or to submit comments on the plan, contact Sarah M. Walker, Entiat watershed assistant project coordinator, at 509-664-0271 or by e-mail at sarah-walker@wa.nacdnet.org.

Environment, Land Use and Resources

Association of County Human Services (ACHS) Meets in Leavenworth

ACHS will hold its bi-monthly meeting from September 18 – 20 at the Rodeway Inn at 395 Hwy 2 in Leavenworth.

On Wednesday, September 18, the Chemical Dependency Section will meet from 9:30 am – 4:00 pm. The morning’s agenda includes work group reports or related information from ongoing interim task forces. These include several of the drug sentencing reform subcommittees such as changes to the sentencing grid, drug court evaluation and finance. In addition, there will be updates from the legislative committee, the prevention committee, language for the treatment completion contract term, and the statewide methamphetamine steering committee whose second annual summit was recently held in Spokane.

After lunch, the Section will hold a discussion on the methadone funding formula, the prevention management information system, 2003-2005 contract language and county guidelines. Headquarters staff will join the Section in the afternoon. In addition, part of the afternoon agenda will be the selection of Section co-chairs for 2003 and 2004.

The Developmental Disabilities Section will meet on Thursday, September 19 from 9:00 am – 4:00 pm. The morning’s session will include discussions on the changes to the Division’s organizational structure with the move to the new Administration of Long-Term Care with the existing Aging Administration. It will also include discussion of implementation of the changes to SSP included in last year’s budget and it’s use for 01-02 graduates, an introduction to the new CAP waivers, and the Division of Vocational Rehabilitation who will be represented by Dudley Bowers.

The afternoon session will include DDD Central Office staff and continue discussion about the organizational changes, SSP, county-funded day programs and CAP waivers plus the agency budget proposal for next biennium.

From 11:30 am – 12:15 pm, the cross-section and business meeting will be held. On the agenda is a presentation on health-care for workers with disabilities from Steven Kozak, DSHS and an update on the cross system crisis system work group. ACHS business to be covered include the treasurer’s report, appointment of a nominations committee for 2003 – 2004 officers, appointment of a site committee for 2003, and information regarding the dues increase from the Washington State Association of Counties to cover the costs of WSAC staff.

On Friday, the Mental Health Section will meet from 9:30 am – 4:00 pm. The Mental Health Division will join the Section in the morning led by Karl Brimner, Division Director. Among the items to be covered are a discussion regarding liquidated damages and ready for discharge from the state hospital, the 2003-2005 Division budget, the 1/3, 1/3, 1/3 priority activity, the 2003-2005 contract process, MHD and RSN collaboration on legislative priorities and strategies, and the latest court ruling regarding the Division of Children and Family Services provision of mental health services to children in foster care.

The afternoon will include a wrap-up of the discussion with the Division. In addition, the Section will discuss Ex-
WSAC Board Names New Appointments

At its September 4 meeting, the WSAC Board of Directors appointed county representatives to two new state advisory panels.

The Board appointed Yakima County 911 Director Wayne Wantland to the State Interoperability Executive Committee (SIEC), formed at the recommendation of the Federal Communications Commission and the state Justice Information Committee. The SIEC is charged with addressing statewide communications interoperability to ensure that state and local agencies are able to communicate with each other seamlessly through compatible public safety and emergency response communications equipment and protocols.

The Board also appointed Clallam County Commissioner Mike Chapman to the Court Funding Task Force, organized by the state Board for Judicial Administration (BJA) and judges’ associations to develop a plan to achieve stable, adequate long-term funding of Washington trial courts.

WSAC Member Needed For Separation-of-Powers Committee

The state Board for Judicial Administration (BJA), the policy-setting body for Washington’s courts, is forming a Court Independence Response Team (CIRT) as a forum for discussing and resolving issues that arise between a court and the local executive or legislative authority.

The BJA is forming this committee in recognition that issues of court independence and separation-of-powers can become a significant source of conflict. There currently is no mechanism – short of litigation – to resolve these issues.

WSAC has been asked to nominate a representative to the new CIRT committee; final appointment will be by the Chief Justice of the Washington Supreme Court. The WSAC representative may be an elected official or his or her designee. The BJA is seeking nominees with a strong understanding of their respective branch of government and a willingness to work cooperatively to address issues arising between the judicial and legislative or executive branches of government.

WSAC members or their staff who would like to participate in the CIRT committee should send a brief statement of interest to WSAC staff Sophia Byrd at sbyr@wacounties.org no later than Friday, September 27. The WSAC Board of Directors, at its October 1 meeting, will select up to three nominees to forward to the first self help repair. Ada lives on a fixed income, and was unable to pay for the repair without outside assistance. The cost of the septic tank, drain field and other miscellaneous materials would have cost her approximately $4,500. However, because of the Self Help Repair Program, all materials, including labor, were donated. The repair took place on a Saturday morning with seven on-site industry contractors and seven representatives from the Kitsap County Health District taking part. Five hours after arriving on the site, the repair was complete. Needless to say, Ms. Beglau was ecstatic with her new drain field and as Carl Zimmer, a local on-site sewage system installer stated: “It was refreshing to see people in the Health District working with people in the industry side by side”.

The “Self Help Repair Program” is a worthy program that brings both regulators and private industry together to repair failing on-site systems for individuals who do not have the means to do it on their own. The future success of the program will depend on the continued donations of materials and equipment from industry and the continued enthusiasm of our volunteers.

For more information, contact Jerry Deeter, Environmental Health Director, Kitsap County Health District, (360) 337-5289 or deetej@health.co.kitsap.wa.us.

Public Health and Human Services

(Continued from page 3)

expanded Community Services (ECS) and the Balanced Budget Act/contract/waiver collaborative process between the RSNs and the state.

Thanks to Loretta Stover of Chelan-Douglas for making our arrangements in Leavenworth. If there are questions, please contact Loretta at 509-662-9673 or e-mail centered@crcwnet.com.

Septic System Repair Program Helps the Needy

Submitted by Jerry Deeter, Environmental Health Director, Kitsap County Health District

We’ve all heard the old cliché, “If it sounds too good to be true, then it probably is”. In Kitsap County, the on-site sewage industry and the Kitsap County Health District are making something that sounds too good, actually come true. These two groups are now working together to fix failing septic systems for homeowners financially unable to do the work themselves. The program is called the “Self Help Repair Program” for failing on-site sewage systems.

Low-income families with failed on-site sewage systems often fall through the cracks of the various low-income loan programs that exist in the county. They simply can’t qualify and, therefore, have no other means of obtaining assistance to complete the frequently spendy repairs.

The Self Help Repair Program attempts to correct this situation for some needy families. Through their daily field inspections, Health District inspectors identify homeowners that may be eligible for this program. Applications are reviewed by a committee comprised of representatives from the on-site sewage industry.

Once an applicant is accepted, the committee and Health District work together to organize the repair. This includes gathering donations of materials, coordinating volunteers, and providing a licensed contractor to supervise the repair. Repair designs and sewage permits are required by the Health District, however, all fees are waived. Homeowner applicants will be expected, when possible, to contribute to the repair by moving plants, locating existing system components, and other chores that assist in the repair without interfering in the work performed by the contractor and the volunteers. The work performed by the applicant is essential in providing a sense of investment and ownership and helps ensure the continued maintenance of the on-site sewage system following the repair.

The program was put to its first test in early June. Ada Beglau, an 86 year old South Kitsap resident, was selected to be the first self help repair. Ada lives on a fixed income, and was unable to pay for the repair without outside assistance. The cost of the septic tank, drain field and other miscellaneous materials would have cost her approximately $4,500. However, because of the Self Help Repair Program, all materials, including labor, were donated. The repair took place on a Saturday morning with seven on-site industry contractors and seven representatives from the Kitsap County Health District taking part. Five hours after arriving on the site, the repair was complete. Needless to say, Ms. Beglau was ecstatic with her new drain field and as Carl Zimmer, a local on-site sewage system installer stated: “It was refreshing to see people in the Health District working with people in the industry side by side”.

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The Courthouse Journal - September 12, 2002
The first CIRT meeting likely will occur in late October. BJA staff anticipates that the committee will conduct the majority of its business via email or conference call.

CIRT membership will be broad based, modeled on the state Bench-Bar-Press Committee, which has been successful in mediating differences between the judicial system and the media regarding media coverage of court proceedings. At a minimum, members will represent trial court judges, trial court administrators, court clerks, court reporters, court security, court mediators, court interpreters, paralegals and court reporters, private attorneys, legal aid attorneys, court-appointed counsel, court-appointed experts, court-appointed mediators, court-appointed conciliators, court-appointed arbitrators, judges, court administrators, court reporters, court secretaries, court stenographers, court security, court clerks, court mediators, court interpreters, court paralegals, and court administrators.

The Department of Ecology (Ecology) is accepting comments on proposed rule amendments to Water Conservancy Boards, Chapter 173-153 WAC, through October 4, 2002. The changes implement substantial changes to the governing law on water conservancy boards from 2001.

The proposed rule amendments are intended to make the rule consistent with the amended law and improve the guidance to conservancy boards and Ecology staff supporting them. Since county government creates conservancy boards, some of the changes should be of particular interest, such as those addressing alternate board members, restructuring opportunities, scope of authority and dissolution.

Ecology will hold public hearings in Spokane, Ellensburg, and Lacey during the last week of September. For complete information, visit our web page at: http://www.ecy.wa.gov/programs/wr/conservancy_boards/cb-home.html

The second-place finisher in Nevada's Democratic gubernatorial primary spent no money, ignored opponents and did not shake a single hand during the campaign.

Nevada's unique "none of these candidates" option defeated everyone Tuesday except state Sen. Joe Neal, who will face Republican Gov. Kenny Guinn in the November election. Neal won with 36 percent of the votes cast, followed by "none" with 21,311 votes, or 24 percent. Former topless dancer Barbara Scott ran third with 21 percent.

"It's just an embarrassing thing for candidates," Neal said Wednesday. "Like for me, when you're trying to make a difference, and you have to look back and see if 'none' is going to beat you."

No other state has such a voting option in statewide races, and periodic attempts to get rid of it have failed. The 1975 Legislature approved the "none" option as a way for voters to express dissatisfaction with candidates in statewide races. "None" cannot actually win a race, but it did come in first in congressional primaries in 1976 and 1978. It also finished ahead of both George H. Bush and Edward Kennedy in Nevada's 1980 presidential primaries. "None" has never finished first in a general election.

Democratic gubernatorial candidate Dan Meyer did not mind losing by a nearly 2-1 margin to "none" Tuesday. "I've voted for 'none of the above' in the past and it's OK with me," he said. "I would rather lose to 'none of the above' with principle than win the governor's race without principle."

"None" also fared well in the Republican governor's primary, beating all but Guinn and Shirley Cook in a seven-way race. "None" got 7,003 votes, or 6 percent. "People can do anything they want, but why bother to vote if somebody is not going to vote for an actual person?" asked Bill Hiett, one of the Republican hopefuls.

Neal once thought that "none" was a good idea to get more voters to the polls, but he has changed his mind. "When you're out there campaigning and fighting 'none of the above,' which is a close second, it's an uncomfortable situation," he said, laughing. "So I think I've had a change of heart."

A Real Nobody Makes Strong Showing in Nevada Election

By Martin Griffith, Associated Press Writer, September 4, 2002

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General Government and Miscellaneous

Western District Wrap-Up

Western Washington County Commissioners and Councilmembers came away from last week’s Western District meeting in Vancouver, Washington with new ideas and maybe some new friends, too. A brief, but fact-filled Economic Development Forum brought together experts on Public Development Authorities, the hotel-motel tax, tax increment finance, rural economic development and economic development planning. A workshop on county water authority also raised new possibilities for county engagement in water supply and delivery.

Newly elected officers for the Western District are San Juan County Commissioner Darcie Nielsen, President, Kitsap County Commissioner Jan Angel, Vice-President, and Jefferson County Commissioner Dan Titterness, Secretary-Treasurer. Cowlitz County Commissioner Bill Lehning will continue as the Board-at-Large member. Board alternates are Pacific County Commissioner Jon Kaino and Grays Harbor County Commissioner Dan Wood.

Boards & Commissions

(Continued from page 4)
2004 MEETINGS
September 18–19
County Treasurers’ Legislative Conference, Summit Inn, Snoqualmie

September 18–20
ACHS, Leavenworth

September 19
WCIF/WCIP Boards/Insurance Advisory Committee (All Day Meeting), SeaTac

September 26
L&I Retrospective Rating Pool, Ellensburg

September 30–October 4
WACO/WSAC Annual Conference, WestCoast Hotel & Convention Center, Wenatchee

October 1
CPO Personnel/Human Resources—Understand the Laws; Maximize Your Personnel System, Wenatchee—Cost: $120, CPO Credits: 4 (Core Course)

October 2
CPO The Class-Act County Government Official—Building Courthouse Partnerships, Wenatchee—Cost TBD, CPO Credits: 2 (Elective Course)

November 14
WCIF Board Meeting, 9:00 a.m.–Noon, Eastern Washington Location

November 18–21
WASPC Annual Fall Conference, Red Lion Hotel at the Quay, Vancouver

November 20–22
ACHS, Seattle

December 3–4
WAPA Newly Elected Prosecutor Course WAPA Conference Room, Olympia

December 5
WSALPHO Meeting, SeaTac

December 10–13
CPO Newly Elected Officials Training—Understanding Your New Job at the Courthouse, Olympia—Cost: TBD, CPO Credits: All newly elected officials must attend to become certified.

December 12–13
WAPA Winter Meeting & Banquet Crowne Plaza Hotel, Seattle.

2003 MEETINGS
May 5–8
County Auditors’ Elections Conference Yakima

May 19–22
WASPC Spring Conference, WestCoast Grand Hotel, Spokane

June 10–12
Washington State Association of County Auditors’ Annual Conference, Sun Mountain Lodge, Winthrop

June 16–20
Washington State Association of County Treasurers’ Annual Conference, Davenport Hotel, Spokane

2005 MEETINGS
May 23–26
WASPC Spring Conference, West Coast Wenatchee Center Hotel, Wenatchee

June 22–25, 2004
WSAC Summer Convention, Sheraton Tacoma, Pierce County

June 16–20, 2004
NACo Annual Conference Maricopa County, Phoenix, AZ

October 4–8, 2004
WACO/WSAC Joint Legislative Conference, WestCoast Grand Hotel at the Park, Spokane

November 15–18
WASPC Fall Conference, Shilo Inn, Ocean Shores

July 11–15, 2003
NACo Annual Conference, Milwaukee County, Milwaukee, WI
September 29–October 3, 2003
Joint WACO/WSAC Conference, Doubletree Hotel Seattle Airport

November 17–20
WASPC Fall Conference, Campbell’s Resort, Chelan

July 16–20, 2004
NACo Annual Conference Maricopa County, Phoenix, AZ

October 4–8, 2004
WACO/WSAC Joint Legislative Conference, WestCoast Grand Hotel at the Park, Spokane

November 15–18
WASPC Fall Conference, Shilo Inn, Ocean Shores

2005 MEETINGS
May 23–26
WASPC Spring Conference, West Coast Wenatchee Center Hotel, Wenatchee

July 15–19, 2005
NACo Annual Conference, City & County of Hawaii, Honolulu, HI
In our effort to hold down costs and save timber, we are asking for your help. You may submit a job opening to us for publication in the CHJ using MS Word. When submitting an article for the Courthouse Journal’s Employment Opportunities section we ask that you use the following format and thank you for your help.

- County or Agency Name
- Position Title
- Compensation – Salary/Hourly and Amount
- A brief description of duties and responsibilities (4-6 lines)
- Minimum requirements (2-3 lines)
- Application requirements (Resume, Cover Letter, Application, Etc.)
- Where to submit application and submission deadline
- Where to go for more information (Web page, phone, etc)

PUGET SOUND REGIONAL COUNCIL: Position: Transportation Planning Director. Seeking an experienced Transportation Planning Director to help plan and implement the region’s growth management and transportation strategy. The ideal candidate will be a proven manager, with at least ten years of experience dealing with complex urban transportation and growth management planning issues. We are seeking a leader who can address the issues of the region and has the ability to bring all parties together on sensitive and controversial issues. The Puget Sound Regional Council serves as the Metropolitan Planning Organization and the Regional Transportation Planning Organization for the central Puget Sound region. Located in downtown Seattle, it is an association of cities, towns, counties, ports, and state agencies, with a mission to preserve and enhance the quality of life in the central Puget Sound region. Candidates are encouraged to apply before October 1, 2002. For more information and an application packet, please see www.psrc.org, e-mail gfoster@psrc.org, phone 206-464-7090, fax 206-587-4825, or contact us at: Puget Sound Regional Council, 1011 Western Avenue, Suite 500, Seattle, WA 98104. The Puget Sound Regional Council is an equal opportunity employer.

WASHINGTON STATE - Office of Community Development: Position: Research Analyst. Salary range $2354-$2911/month. Five full-time, temporary positions available in the Local Government Fiscal Note Program. Desirable qualifications: Masters in public administration or environmental science; Juris Doctor; studies/experience in political science, accounting, economics, public health, land use planning, taxation; experience working for or with local government. Primary duties: performing research needed to prepare local government fiscal notes; working closely with legislative staff, local government officials, associations, and state officials in collecting and organizing data and cost estimates. Requires good research and writing skills as well as proficiency in the use of basic statistics. Experience with Microsoft Word and Excel is helpful. Internship and Professional Development opportunities are also available. Closes October 18, 2002.

WHATCOM COUNTY: Assistant Director (County Road Engineer), Public Works Department. Salary Range: $4,980 - $6,612 / month. DOQ. Seeking an Assistant Director to oversee Engineering Administration, Traffic/Development, Design/Construction and Road Maintenance. Requires a Bachelor’s degree in Civil Engineering or related field and 5 years of progressively responsible experience, including 3 years management/ supervisory experience. Must possess PE license. Whatcom County offers excellent benefits, which currently include employer-paid medical, dental and vision coverage for employees and their family, plus life insurance coverage for employees. Our benefits package includes attractive paid leave provisions, including three weeks vacation to start, an average of 12 holidays per year, and sick leave. County employees participate in the Washington State Retirement System (PERS) with joint contributions by the County and the employee. Whatcom County offers an employee assistance program and employees may, at their option and expense, participate in a flexible spending plan for health care/dependent care, and deferred compensation plans. The County provides a match of up to 2% of salary for deferred compensation plan contributions. Closes October 7, 2002. For more details & to request required application packet contact Whatcom County Human Resources, Bellingham, WA, (360) 676-6802 or visit www.co.whatcom.wa.us. Equal Opportunity Employer.