

The Iowa County

Iowa State Association of Counties



October 2013

Scholarship Fundraiser a Success!

2013 ISAC Fall School of Instruction

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ISAC's Mission:

To promote effective and responsible county government for the people of Iowa.

ISAC's Vision:

To be the principal, authoritative source of representation, information and services for and about county government in Iowa.

thank you

8th Annual ISAC Scholarship Golf Fundraiser a Success!

On Wednesday, August 22, ISAC held its 9th annual Scholarship Golf Fundraiser at Otter Creek Golf Course in Ankeny. The event, which was hosted by the ISAC Education Foundation Golf Committee, raised around \$23,000 for the ISAC Scholarship Fund! ISAC uses the Scholarship Fund proceeds to award college scholarships to Iowa high school seniors who are children of county officials and employees. ISAC would like to thank the golfers, volunteers, and sponsors for making the event a success. Congratulations to the winners of this year's golf fundraiser, the Reception Sponsor Ahlers and Cooney team. A full list of our sponsors and donors is below and on the next page. Also please note that the 2014 scholarship application is now available on the ISAC website. It will also be included in the November issue of the magazine.

A special thanks goes out to all of our sponsors and volunteers!

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Iowa Business Entities

As a county official or employee, you deal most often with government entities – the county you work for, the state of Iowa, other counties, cities and schools. But regardless of your role with a county, you also probably deal with various types of quasi-government or private business entities. Maybe you sit on a 28E entity board or handle property tax questions from main street businesses. We often think of county officials and employees dealing with individual tax payers, but businesses also interact with counties for everything from open records requests to zoning ordinance questions. In addition, you might sit on the board of a 28E entity or sit on the board of a private entity, like ISAC or your affiliate, which deals with county issues. If you do sit on your affiliate’s board and would like to review or consider your organizational structure, please feel free to contact me – I enjoy these types of projects and feel like it is a great example of how ISAC can be valuable to our members. For now, I thought it might be helpful to provide a basic primer on what types of business entity options there are under Iowa law, what their differences and basic components are, and where you can find out more information about various business entities. This is just a bare bones introduction, and will not go into any tax implications, so please do consult with an attorney if you are considering selecting an entity type for a business with which you are involved.

28E Entities

The main quasi-government entity you will come into contact with are 28E entities. They are called this because 28E entities are governed by Chapter 28E of the Iowa Code. 28E entities are used for providing joint governmental services. At least one public agency, defined as political subdivisions and agencies of the state or United States, must be a part of the 28E entity. There can be additional public agencies, and private agencies can be involved as well so long as there is at least one public agency.

28E entities must have an agreement filed with the Iowa Secretary of State in order to be effective. The specifics for this agreement are fairly limited – duration, description of organization, powers of the entity, purposes of the entity, manner of financing, and process for termination. It is also important to look to corresponding law related to the purpose of the 28E entity. For example, the statutes on the new mental health regions require several additional components to be put in the 28E for the regions. The other thing to remember is that the law contains the minimum requirements for the 28E agreement – you can include as much additional information as you would like. Any amendments (and terminations) need to be

By: Kristi Harshbarger

ISAC Legal Counsel



filed with the Secretary of State. An initial report and bi-annual reports must also be filed with the Secretary of State.

Bylaws or any formal governing documents other than the 28E agreement itself are not required. Just because bylaws aren’t required though, doesn’t mean you might not want them. Bylaws or other policy and procedure documents might be a useful way to provide flexibility for day-to-day procedures. These types of procedures may change occasionally and it can be more of a hassle to amend your 28E agreement every time you need to make a minor change.

You can search for 28E entities on the Iowa Secretary of State’s website. Once there, select “28E” under the “Search Databases” tab. It’s important to note you can only search by participant name, not the name of the 28E entity. For example, if you wanted to find the Electronic Transaction Clearinghouse, you would have to search for Iowa State Association of Counties or one of the counties that are a member of ETC.

Private Business Entities

There are several optional structures for private business entities in Iowa. Choosing between these options is often based on tax implications and/or options for limiting the liability of management. I won’t go into the technical aspects of these differences here, but I reference the chapters of the Iowa Code you can look at for each business entity to find out more. For purposes of this article, I thought it might be useful in your interactions with businesses to know the terminology used for the various types of entities.

Much like 28E entities, the Iowa Code sections listing the requirements for the governing documents are a floor, and business entities can choose to provide more detail, but not less. Different from 28E entities, however, is the fact that the entire Iowa Code Chapter on a particular business entity is the default set-up for the entity. Most provisions in the Iowa Code Chapter can be modified when applied to the particular business entity, but must be done so in the governing documents of the business entity. For example, Iowa Code §489.407 states a limited liability company is a “member-managed limited liability company” unless the operating agreement makes certain particular declarations that the limited liability company’s operations rest with the managers. Therefore, if you are involved with a private business entity, it is important that you have an attorney assist

Continues on page 8.

Iowa Health and Wellness Plan: Iowa's Medicaid Alternative

By: *Linda Hinton*

ISAC Government Relations
Manager



ISAC asked Iowa Medicaid to write an article explaining the benefits of the new Iowa Health and Wellness Plan. This expansion of Medicaid under the Affordable Care Act will provide medical insurance for many Iowans served by county General Assistance, Community Services and Public Health Departments. Following is the article provided.

Iowa Health and Wellness Plan: Iowa's Medicaid Alternative

The Affordable Care Act gave states the option to expand their Medicaid programs to provide coverage for adults ages 19-64 with income up to and including 133% of the Federal Poverty Level. Iowa has taken a unique approach to the option with the bi-partisan passage of the Iowa Health and Wellness Plan.

The Iowa Health and Wellness Plan is one plan, with two options:

1. **Iowa Wellness Plan:** Covers adults ages 19-64 with income up to and including 100% of the Federal Poverty Level who are not otherwise eligible for Medicaid or Medicare. The Wellness Plan will be administered by Iowa Medicaid and members will have access to the Medicaid provider network. Members will select, or be assigned to a primary care provider to coordinate their care.
2. **Iowa Marketplace Choice Plan:** Covers adults 19-64 with income 101% up to and including 133% of the Federal Poverty Level who are not otherwise eligible for Medicaid or Medicare. The Marketplace Choice Plan allows members to select certain commercial health plans available on the Health Insurance Marketplace. Medicaid pays the premiums for the commercial health plan on behalf of the member. Members will have access to the commercial health plan's provider network.

Plan Details

Both options will cover the Essential Health Benefits, providing comprehensive health coverage to all enrolled individuals. Benefits covered include, but are not limited to services like: primary care, outpatient services, emergency room services and emergency transportation, hospitalization, mental health and substance use disorder services and treatments, preventive care, prescription drug coverage and dental services.

Individuals enrolled in either option that have serious and complex medical conditions will need more comprehensive

services and will be able to choose if they'd like to receive benefits through the Medicaid State Plan (regular Medicaid benefits). The Medicaid State Plan offers more robust mental health, habilitative and long term care services. These individuals who have the status of being medically frail or medically exempt will be screened upon enrollment and given the choice to move to the Medicaid State Plan. Iowa Medicaid is finalizing the screening process to ensure members receive the right benefits to meet their medical needs.

Individuals enrolled in the Wellness Plan or Marketplace Choice Plan with income between 50-133% of the Federal Poverty Level will make monthly contributions beginning in January 2015. There will be no monthly contributions in 2014. These contributions can be waived if the member completes certain wellness activities.

In 2014, the wellness activities will include a preventive exam with a provider and the completion of a health risk assessment. Beginning in 2015, members will have several wellness activities to choose from in order to waive the contributions.

Approval Process for the Iowa Health and Wellness Plan

The Iowa Health and Wellness Plan must receive approval from the federal Centers for Medicare & Medicaid Services (CMS). The Iowa Department of Human Services (DHS) has been working closely with CMS since the passage of the Iowa Health and Wellness Plan.

One waiver was developed for the Iowa Wellness Plan and one was developed for the Marketplace Choice Plan. Both waivers were officially submitted to CMS on August 23, 2013. DHS continues to work closely with CMS on plan details, as the final approval process proceeds.

IowaCare Transition

The IowaCare program will end for all members on December 31, 2013. Many members currently enrolled in IowaCare may be eligible for the Iowa Health and Wellness Plan. It's important that all IowaCare members visit HealthCare.gov or call to enroll in new coverage.

IowaCare members will not be automatically moved to the Iowa Health and Wellness Plan, they must apply. Member

Continues on next page.

capitol commets

communications will continue to be sent throughout the fall informing members that they must re-apply for coverage. IowaCare members may begin applying on October 1, 2013.

Enrolling Iowans in the Iowa Health and Wellness Plan

The Iowa Health and Wellness Plan will begin accepting applications on October 1, 2013, and coverage will begin on January 1, 2014.

Iowans should apply for coverage through the Health Insurance Marketplace. When an individual submits an application through the Health Insurance Marketplace, the individual will be screened for Medicaid eligibility. If the screening shows potential Medicaid eligibility, the application will be passed to DHS for the final eligibility determination and enrollment.

Iowans should apply beginning October 1, 2013 by visiting HealthCare.gov, or by calling 1.800.318.2596. Individuals will still be able to apply in person at local DHS offices throughout the state.

How You Can Help

Local organizations can apply to become Certified Application Counselors whose role is to help Iowans enroll in coverage.

A Certified Application Counselor is a volunteer who works with an organization to help individuals complete and submit health care coverage applications. The program is managed by CMS, and organizations can learn more and apply by visiting: <http://marketplace.cms.gov/help-us/cac.html>.

It's also important for county partners to help encourage Iowans to apply for coverage. Local and county organizations can help get to word out by reaching out to the individuals who receive county-funded services, especially those who may have any complex medical conditions and be the most in need of medical coverage. County General Assistance, Community Services and Public Health departments can begin working with individuals with physical and mental health needs to explain that the Iowa Health and Wellness Plan will offer many services designed to meet these needs.

More Information

To find the latest information on the Iowa Health and Wellness Plan, visit: <http://www.ime.state.ia.us/iowa-health-and-wellness-plan.html>.

legal briefs

Continued from page 6.

you with your governing documents so that they can modify the default Iowa Code provisions to the extent desired.

Partnerships and Limited Partnerships – Governed by Iowa Code Chapter 486A (Partnerships) and 488 (Limited Partnerships).

Partnerships can be formed without filing anything with the Secretary of State, but partners can file a “statement of partnership authority” to formalize their agreement. Directors and members are called Partners.

Limited Partnerships must file a “certificate of limited partnership” with the Secretary of State. Limited Partnerships may also have “partnership agreements” but these are not required to be filed. Directors are called General Partners and members are called Limited Partners.

Limited Liability Companies – Governed by Iowa Code Chapter 489. A “certificate of organization” must be filed with the Secretary of State. LLCs may also have “operating agreements” but these are not required to be filed. Directors are called Managers and members are called Members.

Business Corporations – Governed by Iowa Code Chapter 490 (For-Profit) and 504 (Non-Profit). “Articles of incorporation” must be filed with the Secretary of State. Corporations shall have bylaws but these are not required to be filed. Directors are called Directors and members are called Shareholders.

You can search for all filings of Iowa private business entities on the Iowa Secretary of State’s website. Once there, select “Business Entities” under the “Search Databases” tab. In this case, you search by the name of the entity.

The Importance of Quality Data

By: *Andrea Jansen and Madeline Schmitt*
ISAC Staff

Introduction

This is a three-part article on gathering and maintaining quality data for electronic medical records. Throughout our discussion we will examine data collection, infrastructure, and the assessment of quality data. It is important to note that this not only applies to the CSN system but to all medical records so as to give an ideology for the field as a whole.

Data Collection

Data collection is a way of gathering and measuring information based on variables. It is a large part of research and is intended to answer questions, test hypotheses, and study a variety of fields, to name a few. According to The Office of Research Integrity, there are several consequences of improper data collection: incorrect answers to research questions, invalid data, wasted resources, misleading other researchers, compromising decisions for public policy, and more!

It should be no surprise that beginning with accurate data is crucial. To assist with this, data collection methods can be integrated and shared across healthcare entry points to distribute efforts evenly. For example, not one area or entity should be responsible for all data collection if at all possible. According to the Agency for Healthcare Research and Quality, a 2007 Massachusetts study had three different entry points for data collection:

“...all Massachusetts hospitals were required to begin collecting race and ethnicity data from every patient with an inpatient stay, an observation unit stay, or an emergency department visit. These data are included in the electronic discharge data each hospital submits to the state’s Division of Health Care Finance and Policy. As part of this effort, a standardized set of reporting categories was created and train-the-trainer sessions were held across the state.”

Based on this trial, several data collection tools and matrixes were developed to both improve policy and the quality of data. Here are some avenues or examples of an integrated approach to data collection. Community Health Centers are a front line of data collection and often care for disadvantaged clients which allows for a lot of diversity in the data. Physician and group practices can similarly be a first line of defense for medical or mental health care. These entities too have a lot of direct care with patients so they are great resource for explaining data collection. Health plans (like Medicaid or employer health plans) have a large amount of patients and resources to find systemic

trends or issues. Moreover, because of their large size they can collect a vast amount of data with a nominal amount of effort. Surveys are also an excellent way to estimate wide ranges of health needs or future needs of patients. They can be relatively low cost and can be combined with future and past years to get a complete picture of treatment needs in an area. Please note that there can be more entry points for data collection within the healthcare system and the above are just a couple of examples.

Along with integrated data collection, the data captured should be structured as well. Organizing this aspect will not only be crucial for the patient’s current treatment plan but too for when the client moves to other medical settings. Structured data collection is consistently beneficial in streamlining workflows and patient experiences. In other words, the processes of the data collection are refined and improved. One of the main issues this alleviates is information entered repeatedly. Avoiding this repetitiveness not only saves time but also aggravation on the patient’s behalf. Another area that can be improved is consistency in data. For example, if data is collected in varying points without a designed method, then unpredictable information could be collected. It is also recommended that an adjudication process be developed if inconsistencies in the data are found.

Training has been mentioned in this article, and this is an equally important aspect of data collection. Interviewing and asking demographic related questions in a non-confrontational and professional manner does require training in most cases. It is recommended that this training be invested in all levels of staff from intake personnel to the administrative team. Having this training offered and/or required will greatly increase the integrity and reliability of data. The type and intensity of the training will vary from organization to organization and on the specific variables being collected. This could additionally include telephone training as a lot of beginning interactions are taken place over the phone.

The next part of this article will focus on the infrastructure of electronic medical records and its significance in quality data.

Iowa Counties: “Paying IT Forward”

By: Scott Williams, Marshall County IT and Joel Rhone, Worth County IT

October is National Cyber Security Month and a great time to really focus on technology and county government. The National Association of Counties (NACo) has made Cyber Security awareness a top priority in 2013. Interestingly, Iowa’s Counties were in the spotlight at the NACo Annual Conference and Exposition in Forth Worth, TX in July. Four members of the Iowa Counties Information Technology (ICIT) affiliate were invited to give a presentation as part of the Cyber Security track at the conference. The focus of the presentation was ICIT’s technology assessment program that we have been doing for almost two years now. Through this program, ICIT has been helping counties get a better handle on their technology needs. Representatives from NACo first heard about the program at NACo’s Cyber Security Symposium last April and wanted to hear more.

Since November of 2011, small teams of ICIT members have visited 10 counties to assess the current state of their technology infrastructure and to provide recommendations on how best to keep moving forward. A big part of the assessment process addresses the level of security awareness within each county. The program has been well received by the counties who have taken advantage of this opportunity, but we were pleasantly surprised at the level of interest that the program received at the NACo conference.

ICIT has been referring to this program as the “Tech Team” since it began, but in speaking with so many interested persons and organizations over the last couple of months, it has been clear that this name does not fully capture the spirit of the program. Many people were impressed by the “good neighbor” or outreach aspects of the program. After careful consideration, ICIT has decided to name the program “Iowa Counties: Paying IT Forward.” This name reflects the Iowa values that have made this program possible, identifies the beneficiaries of the program, and highlights the importance of Information Technology (IT) as we move toward the future.

As part of “Paying IT Forward,” ICIT will be increasing our efforts to communicate about what is going on with technology in Iowa’s counties. Since October is National Cyber Security Month, we thought some reminders related to cyber security awareness would be appropriate. There are many topics to focus on when we talk cyber security, but we want to highlight one of the most important in this discussion. That topic is **you**.

County employees are a major target for the bad guys. These bad guys are constantly attempting to get county data and have you in their sights. They are constantly building information profiles on you. I know many of you are thinking “why would anyone want data from a small county in Iowa?” The Department of Homeland Security has identified that county government in the United States is one of the primary targets for hackers worldwide. We can’t afford to say to ourselves that “it will never happen to me.”

There will be an amazing speaker at ISAC Fall School who will cover this very topic. We urge everyone to attend this presentation. Lance Spitzner is an internationally recognized leader in the field of cyber threat research and security training and awareness.

As we have visited various counties over the past couple of years to perform assessments, we have met some really great people. One story we want to share illustrates cyber security and the county employee perfectly. We were part of an assessment in a county last year and two of us walked into the Recorder’s Office. We both had ICIT badges on and we asked if we could look at their desktop computers and printers. The Recorder was gone that day and had not told her staff about our visit. The employee asked who we were and why we needed to look at the systems. We explained that we were county IT people and we were doing a technology assessment. This was an assessment requested by the Board of Supervisors. She listened to my explanation but still was not convinced. She took my badge and told us to wait in the office as she went to go confirm my story with the Auditor. She returned and apologized for the hassle and told us to continue our assessment. The last thing she needed to do was apologize. She did exactly what she should have done to protect her office and her data, and we pointed that out when we talked to the Board and department heads at our final report meeting. Every county employee needs to be this concerned with security!

Continues on page 17.

Quip

I have just learned of a very interesting new app entitled Quip that will make sharing and editing documents with others on your mobile devices and tablets much easier. Quip was developed by Bret Taylor, ex-Facebook CTO, and Kevin Gibbs, developer of the Google Apps engine, and launched in July, 2013. Quip is a word processing software that was developed solely for use by the mobile device industry.

Quip has many useful features. All documents automatically adjust to the size of your mobile device's screen. You will not be forced to scroll, pinch or slide your document. Quip is simple and lacks the most of the features you will find in Word; however, that is the beauty of this application, its simplicity. It offers just three font styles, three editing buttons Format, Insert, and Done. The Format option appears as a paragraph symbol and offers very limited formatting options. Insert allows you to add external information into your document, and Done allows you to put away your keyboard.

Though Quip is an extremely stripped down word processing program the collaborating features of Quip are excellent. Quip takes document sharing to a new level. It enables users to share documents, to do lists and planning events or trainings in real time. Quip offers a couple of options for sharing or adding your information into a document. You can select the paperclip icon or use the @ symbol. When you type the @ symbol, you will have the option to attach an image, Internet link, link to another Quip document or create a table or chart. To share with another person, select the people icon and determine if you wish to share the link by email or text message. You and those you wish to collaborate with will need to have the Quip app to edit and fully utilize the program. Users who do not have Quip installed will only be able to view the document.

By: Tammy Norman

ISAC Office Manager



The collaboration features will entice many users to opt to download this free app. You will be able to view all changes in real time. When you are working with a group, changes will appear on the left side panel as torn paper. Color coding assists in reviewing of changes, deleted text appears in red and additions in green. You are also able to chat with your collaborators while making the edits and changes. You will need to be online to utilize these features in real time; however, you can still review, edit and change your documents offline. The changes will sync and send out notifications of any changes you made once you are back online.



This app is free for individual users and for businesses with five or more users the cost is \$12.00 per month.

Website Note: The 2014 ISAC scholarship application is now available online. It will also be featured in the November magazine. Do

not forget to register online for our upcoming exciting fall school that will be held on November 13-15 in Des Moines.

If you have a question regarding new technology and would like it addressed in this column, please contact me at 515.244.7181 ext. 7015 or at tnorman@iowacounties.org. Until next month, keep clicking!



IF YOU WEREN'T SO BUSY COOKING, YOU COULD HIRE SOME HELP. IF YOU COULD HIRE SOME HELP, YOU WOULDN'T BE SO BUSY COOKING.

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See you at the ISAC Conference in November!

Trauma Informed Care

By: Jackie Olson Leech

ISAC Case Management Specialist



Raul Almazar, one of the keynote presenters at the 2013 CCMS Case Management Conference, spoke on trauma informed care. Raul, RN, MA served as Deputy Director for the state of Illinois Department of Mental Health prior to working as a full-time consultant. He presently serves as Senior Faculty to the SAMHSA's National Center for Trauma-Informed Care. He provides consultation, training and technical assistance to organizations in the areas of leadership, workforce development, consumer empowerment, organizational planning and changing organizational cultures to effect systems transformation towards development of non-coercive, trauma-informed practices. In his keynote, Raul gave an overview of the results of trauma, indicating a very high prevalence of trauma in the population groups that Case Managers serve. He also discussed prevention and treatment in a trauma informed system of care.

The National Association of State Mental Health Directors (NASMHD) defines trauma as "The experience of violence and victimization including sexual abuse, physical abuse, severe neglect, loss, domestic violence and/or the witnessing of violence, terrorism or disasters," and the Diagnostic Statistical Manual (DSM-IV) states that a person responds to with "intense fear, horror and helplessness, and extreme stress that overwhelms the person's capacity to cope." The effects of trauma result in fear, anxiety, grief, guilt, shame, and hopelessness and are further compounded by isolation and a sense of betrayal when no one takes notice or offers protection, justice, support, or help. Exposure to violence in the first years of childhood deprives children of as much as 10% of their potential IQ, leaving them vulnerable to serious emotional, learning and behavior problems by the time they reach school age. Here are some statistics Raul shared on the prevalence of trauma in the mental health population in the United States, supporting the presumption the people we serve have a history of traumatic stress.

- 90% of public mental health clients have been exposed, and most have multiple experiences of trauma (*Muesar et al.*, in press; *Muesar et al.*, 1998)
- 34-53% report childhood sexual or physical abuse, and 43-81% report some type of victimization (*Kessler et al.*, 1995; *MHA NY & NYOMH*, 1995)
- 97% of homeless women with serious mental illness have experienced severe physical and sexual abuse – 87% experience this abuse both in childhood and adulthood (*Goodman et al.*, 1997)
- The majority of adults diagnosed Borderline Personality Disorder (81%) or Dissociative Identity Disorder (90%) were sexually or physically abused as children (*Herman et al.*, 1989; *Ross et al.*, 1990)
- An American study of 100 adolescent inpatients; 93% had trauma histories and 32% had Post Traumatic Stress Disorder (PTSD) (*Lipschitz et al.*, 1999)
- A medical record review of 154 children/adolescents in Massachusetts psychiatric hospitals revealed that 98% of the youths had clear, documented histories of trauma (*Massachusetts DMH*, 2007)

The Adverse Childhood Experiences Study (ACE) was designed to provide data to understand what preceded the development for risk factors of disease, disability, and early mortality since they are randomly distributed. If this question could be answered, the hope was that effective prevention programs would be developed. The 17,000 participants were given a standardized physical examination and completed a survey that contained questions regarding childhood abuse and family dysfunction along with their current health status and behaviors. The ACE study found that adverse childhood experiences are strongly associated with the prevalence of risk factors for disease and health and social well-being throughout the lifespan. Adverse childhood events have serious health consequences, including the adoption of risk behaviors as coping mechanisms, such as eating disorders, smoking, substance abuse, self harm, and sexual promiscuity. In addition, several medical conditions, such as heart disease, pulmonary disease, liver disease, sexually transmitted disease, and gynecological cancer.

Continues on page 17.

Don't miss out!

ISAC's Fall School of Instruction

Veterans Memorial Community Choice Credit Union
Convention Center
730 3rd Street, Des Moines
November 13-15, 2013

Thank and support our preferred vendors!

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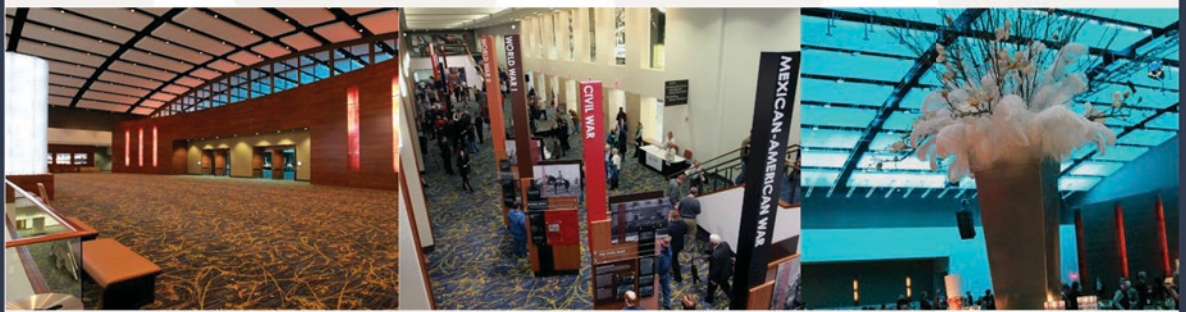
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All fall school information available at
www.iowacounties.org.

ISAC
Iowa State Association of Counties



Wednesday, November 13

9:00 am - 3:00 pm	ISAC Registration/Information Desk (Exhibit hall/Grand Ballroom)
9:00 am - 10:00 am	Exhibitor Morning Refreshments (Exhibit hall/Grand Ballroom)
9:00 am - 10:00 am	Exhibitor Learning Center (Meeting room level)
10:00 am - 11:30 am	ISAC Educational Seminars (Meeting room level)
11:30 am - 12:30 pm	Exhibitor Box Lunch (Exhibit hall/Grand Ballroom)
11:30 pm - 12:30 pm	Exhibitor Learning Center (Meeting room level)
12:30 pm - 2:00 pm	ISAC Educational Seminars (Meeting room level)
2:00 pm - 3:00 pm	Exhibitor Ice Cream Social (Exhibit hall/Grand Ballroom)
2:00 pm - 3:00 pm	Exhibitor Learning Center (Meeting room level)
3:00 pm - 5:30 pm	ISAC General Session (Pre-function space)
6:30 pm - 8:30 pm	Hospitality Rooms (Des Moines Marriott Downtown)
8:30 pm - 11:00 pm	ISAC Dance and Karaoke Party (Des Moines Marriott Downtown)

2013 Exhibit Hall

Learn about new products and services and make valuable networking connections through the various events planned in the exhibit hall. The exhibitor learning center will be located in the exhibit hall/Grand Ballroom.

Wednesday, November 13

9:00 am - 10:00 am
Exhibitor Morning Refreshments
- Assorted breads and pastries, fruit, and coffee

9:00 am - 10:00 am
Exhibitor Learning Center Presentations

11:30 am - 12:30 pm
Exhibitor Box Lunch
- Ham or turkey wrap, apple or banana, chips, cookie, and beverage

11:30 am - 12:30 pm
Exhibitor Learning Center Presentations

2:00 pm - 3:00 pm
Exhibitor Ice Cream Social
- Ice cream sundae bar

2:00 pm - 3:00 pm
Exhibitor Learning Center Presentations

Thursday, November 14

7:30 am - 8:30 am
Exhibitor Morning Refreshments
- Assorted breads and pastries, fruit, and coffee

11:00 am - 12:30 pm
Exhibitor Lunch Buffet and Vendor Drawing
- Assorted rolls and breadsticks, Caesar salad, tri-color tortellini, bowtie pasta, Bolognese sauce, Alfredo sauce, grilled chicken, assorted dessert bars, iced tea and lemonade.

**Please email any special dietary needs to shorner@iowacounties.org by 4:30 pm on Friday, November 1. After this date we can not guarantee meeting any special dietary needs.

COUNTY RISK
MANAGEMENT SERVICES, INC.
representing
ICAP IMWCA

General
Session



2013 Keynote Speaker

What is vulnerable in your county and office? Is it the computer network that you have spent thousands to lock down? Counties typically focus on using expensive technology to secure their organizations; however, little has been done to secure the most vulnerable aspect – the people. This talk will cover why humans are so vulnerable, discuss these top weaknesses, and most importantly, what you and your county can do to stay safe from these attacks. Join internationally renowned speaker Lance Spitzner for this timely, eye-opening and thought inducing presentation. Lance has spoken in over 40 countries to groups including NSA, the Pentagon, the Secret Service and the FBI.

Dance and Karaoke Party

The ever popular dance floor and karaoke mic will be alive once again at the fall school. From big band to current hits to your requests, an extensive music library with favorites from all genres will be available. Enjoy a night full of fun and music! Beverages and light snacks will be served during this social event.

Family Meal Ticket

For only \$25 a spouse or family member can join conference attendees in the two delicious lunches being offered (the exhibitor box lunch on Wednesday, November 13, and the exhibitor lunch buffet on Thursday, November 14). Meal tickets can be purchased online with registrations prior to the November 1 registration deadline.

ISAC Educational Seminars

10:00 am - 11:30 am

Local Quality of Life is No Accident: The CCB Impact: Join representatives from Iowa's County Conservation System as they share their exciting enhanced presence in Iowa! This extensive statewide program has significant economic impact, embraces many quality of life features, and is instrumental for workforce development and retention. Presenters include county conservation professionals from around Iowa.

Employee Law: Employee Handbooks and Best Practices for Employment: Come and join Becky Knutson from Davis Brown Law Firm as she discusses the ins and outs of employment law. The seminar will focus on two main areas: 1) Employee Handbooks: Important provisions and consistent use and 2) Terminations: Best practices and potential problems.

Social Media Law: As technology continues to invade our lives and habits, this seminar addresses some of the legal implications of social media and other technology in the workplace. Megan Erickson Moritz, BrownWinnick Attorneys at Law, will cover potential risks of employer and employee use (and abuse) of online media and discuss some pointers to help employers avoid possible social media landmines.

12:30 pm - 2:00 pm

Hands on Technology: Gadgets: This interactive session will explore the latest and greatest technological gadgets, applications and shortcuts. Attendees are encouraged to bring a laptop, tablet and/or smart phone. ICIT affiliate members will demonstrate how these gadgets can enhance your work environment and personal lifestyle.

Hiring 101: Hiring the Best Employees: This panel discussion will educate attendees on best hiring practices. Each panelist will focus on an aspect of the hiring process that is crucial to hiring the most desirable employees - recruitment, interviews, and benefits. Expert panelists include: Dane Doty, HR professional, Stuart Lee, President and Partner of Innovative Business Consultants, and a Monster representative.

Establish an Access Advisory Boards in your Community, It Makes Good Cent\$: Karin Ford a Community Health Consultant with the Iowa Department of Public Health and member of the Des Moines Access Advisory Board will discuss the benefits of creating an Access Advisory Board to promote ADA compliance in your community or department.

ISAC Exhibitor Learning Center Presentations

Wednesday, November 13
9:00 am - 9:20 am

Gallagher Asphalt: A Gallagher Asphalt representative will give an overview of new processes and opportunities for your county.

Presented by:
Gallagher Asphalt
(Exhibit Booth 20)

Wednesday, November 13
9:30 am - 9:50 am

Using the Cloud to Protect and Retrieve Historical Records Online: Can my county benefit from cloud computing? An example of how historical records can be protected and accessed from a cloud-based application.

Presented by:
Cott Systems
(Exhibit Booth 37)

Wednesday, November 13
2:00 pm - 2:20 pm

Financing County Projects and Promoting Economic Development: This presentation will provide a short explanation of many county project financing options including: county buildings, E911, roads, wind turbines, and TIF.

Presented by:
Dorsey & Whitney LLP
(Exhibit Booth 43)



Thursday November 14

7:30 am - 4:00 pm	ISAC Registration and Information Desk (Exhibit hall/Grand Ballroom)
7:30 am - 8:30 am	Exhibitor Morning Refreshments (Exhibit hall/Grand Ballroom)
8:30 am - 11:00 am	Affiliate Time (Meeting room level)
11:00 am - 12:30 pm	Exhibitor Lunch Buffet/Vendor Drawing (Exhibit hall/Grand Ballroom)
12:30 pm - 5:00 pm	Affiliate Time (Meeting room level)



Friday November 15

7:30 am - 12:00 pm	ISAC Registration and Information Desk (Meeting room level)
7:30 am - 8:00 am	Altorfer, Inc. Morning Refreshments (Meeting room level)
8:00 am - 12:00 pm	Affiliate Time (Meeting room level)

Steps to Wellness

This walking program, with support of the ISAC Wellness Program and Wellmark Blue Cross and Blue Shield, was designed to encourage conference attendees to exercise by walking through the Des Moines skywalk system during the conference. All attendees will have the opportunity to participate free of charge and a chance to win spring school registrations and other gifts. Be sure to check your registration packet for a pedometer and instructions.

Books for Blank

Last year's community service project was a huge success! We will once again be collecting brand new children's books for Blank Children's Hospital in support of their literacy programs. We are encouraging each conference attendee to donate at least one brand new children's book (primary need is toddler through middle school) so we can surpass last year's donation of over 200 books and \$300 in cash donations. Donations will be accepted near the conference registration area.



Shuttle Services

All ISAC conference hotels will provide complimentary shuttle service to/from the convention center. Please check in at the hotel front desk for shuttle service.

- Des Moines Marriott Downtown**
- Embassy Suites Des Moines Downtown**
- Holiday Inn Downtown**
- Renaissance Des Moines Savery Hotel**



Skywalk

Take advantage of downtown Des Moines' skywalk system that connects many of the conference hotels and the convention center. This is a great way to participate in ISAC Steps to Wellness.

Parking

Parking is available north of the convention center with entrances off Third and Fifth Streets. These surface lots offer the closest and most convenient access to the facility and easy access to I-235. ADA Accessible parking is available in the lot closest and directly north of the convention center. Cost is \$7 per day. Please have cash available.

More information and registration at
www.iowacounties.org

Continued from page 12.

Raul's message is that prevention works, treatment is effective and people do recover. Using a framework of resiliency, recovery, healing and hope, trauma informed care is a client centered approach, incorporating trauma assessments and treatment in a sensitive manner. Some of the examples of programs and policy actions utilizing trauma informed care that Substance Abuse and Mental Health Services Administration (SAMSHA) identifies include:

- Parent Trust for Washington Children has incorporated the ACE questions into their work with addicted parents facing court action (DV, termination of parental rights) resulting in: 1) improved outcomes in parenting classes and 2) reduced relapse among parents with four or more ACEs.
- Safe Harbor Crisis Nursery in the Tri-Cities has incorporated ACEs and trauma into its day-to-day strategies and case management resulting in improved outcomes for families.
- Children of Incarcerated Parents; the Legislature has mandated the executive branch to engage in an initiative to address the needs of children of incarcerated parents. The initiative and its processes are framed to address the likelihood that these children have more than this one ACE.

- With the help of the Mental Health Transformation Grant and the Office of the Superintendent of Public Instruction (OSPI), Spokane is exploring the creation/implementation of trauma sensitive practices in public schools.
- OSPI introduced the Compassionate Schools initiative, which supports local school districts in reducing the non-academic barriers to schools success that are created by trauma.

For more information on trauma informed care and prevention go to:

Centers for Disease Control and Prevention
www.cdc.gov/injury

Substance Abuse and Mental Health Services Administration
www.samhsa.gov

With a better collective understanding of trauma, more people will find their path to healing and wellness. And with a greater public commitment to trauma-informed programs and systems for survivors, we lessen and prevent a wide range of health, behavioral health and social problems for generations to come.

technology center

Continued from page 10.

Can you answer these questions?

- 1) Is my firewall set up correctly and keeping out the bad guys?
- 2) Are the passwords we use on county computer systems good enough to keep the bad guys out?
- 3) Do the employees of the county know how to identify a good email from a bad email and know not to click on it?
- 4) Do your county people know what a phishing attack is? How about a spearfishing attack?

We can help you answer these questions and give recommendations to address these issues.

With our "Paying *IT* Forward" program, ICIT is dedicated to making counties more secure and better consumers of technology. We can look over your hardware and software infrastructure and give you a unbiased evaluation of your systems. We can help educate your county employees to help themselves to be safer online. We have implemented the State of Iowa's Enterprise Vulnerability Management System (EVMS) program in a number of counties. This program is a great network vulnerability tool paid for by Homeland Security grants that all of the counties should be taking advantage of. ICIT has an excellent security blog filled with great information dealing with online safety and security (<http://blog.icitsec.org>).

Please feel free to contact any ICIT member, and we would be happy to assist any county in becoming safer and more secure online.

ISAC brief

Board Meeting Summary - September 11-12, 2013

Wednesday, September 11

ISAC President Darin Raymond called the meeting to order in Le Mars, Iowa.

The ISAC Board meeting minutes from May 9, 2013 and the ISAC Executive Committee conference call minutes from July 30, 2013 were reviewed and approved unanimously.

Bill Peterson summarized the yearend financial report for FY 2013. Revenues were 4.58% under budget, but overall income was over expenses by about \$79,000. Money was saved in a few main areas: lease costs were overestimated; very little outside legal counsel was needed; and vacant staff positions. The financials dated July 31, 2013 were also reviewed, and the financial reports were accepted unanimously.

Recommended changes to the employee handbook were reviewed and after ample discussion, the Board deferred action until the October meeting.

The 9th Annual ISAC Scholarship Golf Fundraiser that was held on August 22 at the Otter Creek Golf Course in Ankeny was a success netting around \$23,000.

Kristi Harshbarger gave an update on the SRFDC petition and the McKesson class action lawsuit.

Kristi explained that investment options for the ISAC health

fund were reviewed and that based on the current organizational structure of the program, investments are subject to the same restrictions as public funds. She also reported on the Iowa Public Information Board and issues related to records requests.

Bill Peterson gave an update on the county visits that have been completed by ISAC staff.

Bill gave a report and handout to the Board regarding Integrated Health Homes and TCM Cost Containment.

Rachel Bennett and Tammy Norman gave a timeline for the remainder of the ISAC website redesign reporting that the new website is scheduled to go live on November 1.

Rachel gave updates regarding the 2013 ISAC Fall School of Instruction to be held at Veterans Memorial Community Choice Credit Union Convention Center in Des Moines on November 13-15.

Melvyn Houser, Legislative Policy Committee (LPC) Chair, reported that the legislative planning process has been going well. Hanna De Groot reviewed the new legislative objectives that were brought forth during the August LPC retreat.

ISAC staff was dismissed for an executive session with the executive director at 3:00 pm. The Board recessed at 5:15 pm.

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The Austin Peter's Group
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Ziegler CAT

Endorsed Preferred Vendors

Iowa Public Agency Investment Trust (IPAIT)
National Association of Counties (NACo)
Nationwide Retirement Solutions
U.S. Communities
Wellmark Blue Cross Blue Shield of Iowa

Please contact Rachel Bennett at rbennett@iowacounties.org to learn more about the ISAC Preferred Vendor Program.

Thursday, September 12, 2012

The recommendation to appoint Craig Anderson, Plymouth County Supervisor, to the Iowa Public Agency Investment Trust (IPAIT) Board of Directors replacing Chuck Rieken was approved unanimously.

The recommended changes to the internal control policies as amended were approved unanimously. A change to the language for NACo meeting reimbursement was made by the Board from “per diem” to “per meeting.”

Bill Peterson received an email from Greg Davis, “Solutions,” Inc., regarding the ICIT Tech Team assessments. The Board requested that Bill respond on its behalf.

Dave Morlan, Boone County Emergency Management, suggested that ISAC find ways to drive Linda Langston’s NACo presidential initiative “Ready and Resilient Counties – Prepare. Respond. Thrive” in Iowa. The Board discussed options at length and agreed that it would be of great benefit to Iowa counties.

Bill reported on the results of the first round of counties that completed goal setting sessions. The program was a great success, and the Board unanimously approved continuing the project with funding for another round of counties.

Bill reported that the ISAC Unemployment Cost Control Program is over capitalized for the future program needs. The Board unanimously approved the asset distribution as proposed

and that counties be given the options of taking a reimbursement or reducing their rates.

Bill gave an update on the ISAC wellness program and the issues that have been experienced due to the timing of the program. A plan was proposed and unanimously approved that included changing the program calendar from a fiscal year to a calendar year of January 1 to November 1.

Board members shared issues, concerns, ideas, achievements, etc. with other board members prior to adjournment.



ISAC President Darin Raymond, Plymouth County Attorney, hosted the Board in Le Mars. During this year’s annual retreat that is traditionally held in the president’s home county, the Board was treated to tours of Well’s Enterprises including a sensory taste testing demonstration (see cover photo) and Plymouth Dairy Farms, Inc. (see above).

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Habeas Corpus, Part 2

Bridge-burner John Merryman sat as a prisoner in Fort McHenry under the supervision of General George Cadwalader. As requested, Chief Justice Roger B. Taney issued a writ of habeas corpus, instructing the general to produce Merryman at the Circuit Court in Baltimore on May 27, 1861. General Cadwalader declined to do so, citing President Lincoln's authorization for suspending the privilege of the writ. Judge Taney then ordered that Cadwalader appear to answer a charge of contempt of court. The next day Taney, after establishing that he had once again been disobeyed, announced that he would write an opinion fully explaining why "the President, under the Constitution and laws of the United States, cannot suspend the privilege of the writ of *habeas corpus*, nor authorize any military officer to do so."

Taney's June 1 opinion, known as *Ex Parte Merryman*, expressed surprise that anyone believed the habeas writ could be suspended except by Congress. He maintained that Article I of the Constitution, where the suspension clause is found, exclusively deals with the authority of Congress. He cited a prior court decision to this effect by his predecessor John Marshall and supporting statements by President Thomas Jefferson and others. Besides, maintained Taney, the courts in Baltimore were operating without "the slightest resistance or obstruction" at the time of Merryman's arrest; therefore there was no justification for suspension. With Taney's encouragement, *Ex Parte Merryman* was quickly disseminated throughout the country, beginning a debate on Lincoln's power to suspend the habeas writ that lasted throughout the war, and is still argued today.

A little context is in order here. Justice Taney was heavily involved in the slavery issue that precipitated the Civil War. In 1857, he wrote the majority decision in *Dred Scott v. Sandford*, in which he declared the said Mr. Scott, a slave, couldn't sue for his freedom because as a black man he could not be a citizen; in fact, his race "had no rights which the white man was bound to respect." He went on to say that the restriction of slavery in the Missouri Compromise of 1820 was unconstitutional, and that slavery could not be kept out of the national territories, the issue that brought about the formation of the Republican Party. Apparently, Taney sincerely believed that this gratis explanation (no discussion of his views on slavery was necessary once he declared that Scott had no standing to sue) would calm the passions ripping apart the country by providing a final and

By: **Grant Veeder**

NACo Board of Directors
Black Hawk County Auditor



definitive answer on the slavery issue. Instead, the decision caused antislavery outrage in the North to flame even higher, and Southern intransigence stiffened to the point that the "Fire-Eaters," who had been preaching secession for years, would likely gain control in several slave states if a "Black Republican" (that is, a Republican opposed to black slavery) were to be elected president in 1860.

Lincoln was less progressive on the slavery issue than some Republicans, but he attacked Taney's Dred Scott decision continually, saying that it would ultimately lead to the free states having to accept slavery within their borders. He even criticized it during his inaugural address, with Taney sitting but a few feet away, waiting to administer the oath of office to Lincoln. It was publicly known that Taney privately sympathized with secession, but unlike other pro-Southern officers of the federal government, notably his brother Justice John Campbell, Taney did not resign when the Confederacy was formed. However, the opinion he expressed in *Merryman* cited established precedents that appeared to deny Lincoln's authority to suspend the writ: It was, Taney concluded, the exclusive province of Congress. Well, what was Congress doing all this time? Living in a time when Congress meets more or less year-around, we may be excused if we are astounded to learn that the Representatives elected in the fall of 1860 were not scheduled to meet until December of 1861. The 36th Congress, which had a session from December 1860 to March 1861, adjourned the day before Lincoln was inaugurated, which was more than a month before the overt military attack on Fort Sumter. On April 15, Lincoln called Congress into special session for July 4, nearly three months away. It is fair to suspect that Lincoln didn't want Congress to return too soon, worrying that it would dither when decisive action was needed. But even if he would have called Congress back immediately, they would have taken weeks to assemble, weeks during which, as last month's article illustrated, rebellious elements near Washington were seizing federal arms and opposing the passage of loyal troops. Various plans to attack the capital, some more viable than others, were circulating in a highly volatile atmosphere.

Continues on the next page.

Lincoln made no public response after Taney challenged him with *Ex Parte Merryman* until Congress convened on the Fourth of July, when he delivered a message that detailed the events leading to and following the attack on Fort Sumter and comprehensively propounded the illegality of secession. He also asked Congress to retroactively approve increases to the armed forces, but he asked no such approval for his suspension of the habeas writ. He noted that regardless of where the suspension clause was located, the Constitution was silent on which branch could exercise it. For whatever reason, Taney's decision didn't acknowledge the turmoil that surrounded the suspension, but in Lincoln's eyes it was crucial: "It cannot be believed the framers of the instrument intended that in every case, the danger should run its course," he wrote, "until Congress could be called together; the very assembling of which

might be prevented, as was intended in this case." And what if his interpretation was wrong? He answered that question with an appeal to simple logic: "[A]re all the laws, *but one*, to go unexecuted, and the government itself go to pieces, lest that one be violated?" To a Supreme Court justice who thought the South had a right to secede, maybe it was acceptable for the government he served to go to pieces in order to uphold *all* the laws, but Lincoln felt that the oath administered to him by Taney gave him a sacred duty to preserve, protect, and defend the government he had been elected to lead.

We have left poor John Merryman languishing in his Fort McHenry cell. Sorry, John, we'll try to get you out next month.

To be continued.

counties in the spotlight

Chemical Emergency Planning Awards

Awards were presented to local emergency planning committees and industries for their outstanding achievements in planning for chemical emergencies at an Emergency Planning and Preparedness Conference July 25-27, 2013, in Overland Park, Kansas. The conference was hosted by EPA Region 7, FEMA Region 7 and the International Association of Fire Chiefs. Including those who received awards recognizing achievements in chemical emergency planning were Marshall and Polk Counties.

The purpose of the conference was to help prevent accidental chemical releases and minimize community risks when they occur. Representatives from fire departments, law enforcement, emergency medical service agencies, private industry, city and county emergency management groups, tribal nations, and state and federal agencies attended.

"EPA Region 7 is proud to recognize local emergency planning committees and industry for protecting the public from chemical risks," said Karl Brooks, regional administrator. "Our obligation to our children, families and communities is to handle, store and transport chemicals responsibly."



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employment

Carroll County Assessor

Carroll County is seeking qualified applicants for the position of County Assessor. Applicants are required to be listed on the Iowa Department of Revenue's assessor register. The current County Assessor is retiring effective December 1, 2013. Submit resume by November 1, 2013 to: Ken Payer, Champion Ford, PO Box 398, Carroll, IA 51401 or kpayer@championofcarroll.com.

employment

MHDS/GA Director

The Keokuk County Board of Supervisors is taking applications for the full time combined positions of Mental Health Disability Services and General Assistance Director that are currently vacant. Visit www.iowacounties.org for a full job description.

Applicants must have a bachelor's degree in the field of human services from an accredited school, demonstrated competency in human services program administration and planning, two years of experience of working with persons with disabilities, basic computer knowledge and skills, knowledge of existing government programs and local funding agencies, understanding and appreciation of confidentiality of records and information, good office management and communication skills, and the ability to establish and maintain effective working relationships with co-workers, disabled population and the general public.

Salary negotiable with a minimum starting salary of at least \$40,000, depending upon background, training, education and experience, as well as benefits including FICA, IPERS, dental, health and life insurance.

Submit resume with application form which may be acquired from Keokuk County Auditor who is located in the northeast corner of the second floor of the Keokuk County Courthouse in Sigourney, Iowa, or may be obtained on the county's website at www.keokukcountyia.com. Applications and resumes must be submitted to the Keokuk County Auditor's Office by 4:30 pm on 10.18.13. Interviews of application finalists will be conducted by appointment with the Board of Supervisors through the Keokuk County Auditor during the week of 10.21.2013 - 10.25.2013 with an employment decision to be made by the Board of Supervisors on 10.28.2013 and employment to begin as soon as possible thereafter. Keokuk County is an equal opportunity employer.

employment

Disease Surveillance Program Manager

Black Hawk County is hiring for the position of Disease Surveillance Program Manager. Position description: Assists the Enforcement, Surveillance and Preparedness Division Manager in planning, coordinating and managing the operations and programs of the Communicable Disease Surveillance Program of the Division in a manner consistent with the direction of the Division Manager and policies and procedures established by the Black Hawk County Health Department and the Board of Health. Responsible for the supervision of subordinate Disease Surveillance Program staff and assisting the Division Manager with coordinating work activities internally within the Enforcement, Surveillance and Preparedness Division. Visit www.co.black-hawk.iowa.us for more information.

employment

Engineering Technician II

Johnson County Secondary Roads has an opening for a FT Engineering Technician II to perform technical engineering and/or surveying duties including serving as lead responsible for construction project inspection and/or a survey crew.

High school graduate or equivalent and seven years of experience in engineering, surveying, construction inspection, materials inspection and testing OR any equivalent combination of education and experience which provides the required knowledge, skills and abilities. **Special Requirements:** NICET Level 3 (Engineering Technician) Certification OR Passing State of Iowa Fundamentals of Land Surveying Examination. Current I.D.O.T. Certified Technician Level II Aggregate, Level I and Level II PCC and Level I ACC or obtain within 1 year of hire. Valid Iowa Class B Commercial Driver's License preferred or obtain within 60 days of hire and insurable under County liability coverage. Demonstrated required engineering and/or surveying knowledge through written exam presented by County Engineer.

\$21.47 to start plus benefits. See www.johnson-county.com for details.

Submit application, resume, and cover letter by October 10, 2013 to: Johnson County Human Resources, 913 S Dubuque Street, Iowa City, IA 52240. AA/EOE



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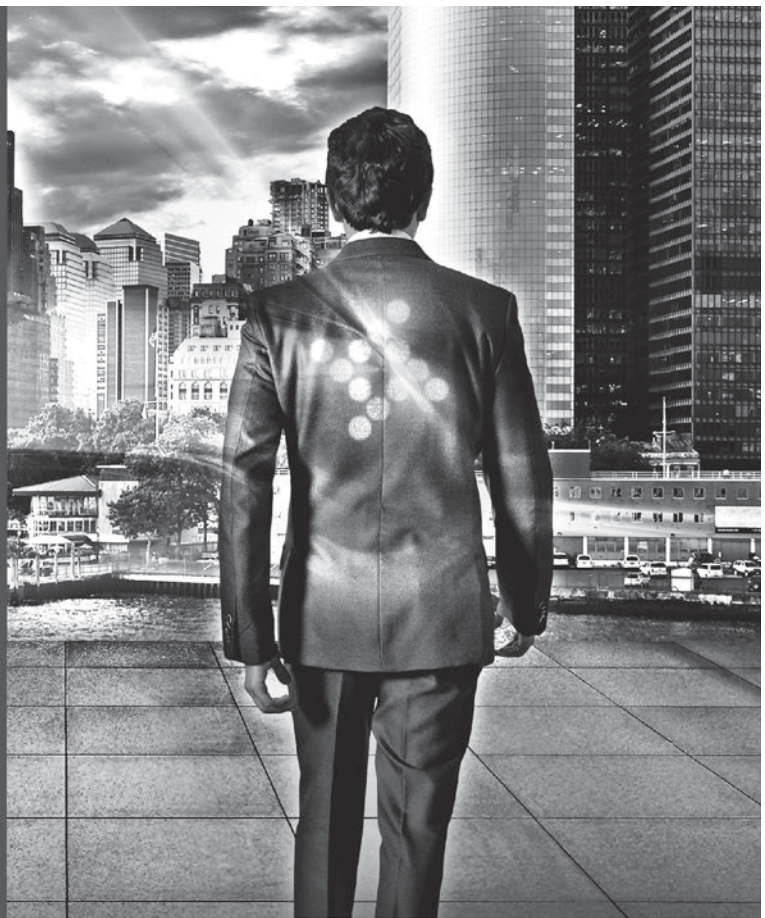
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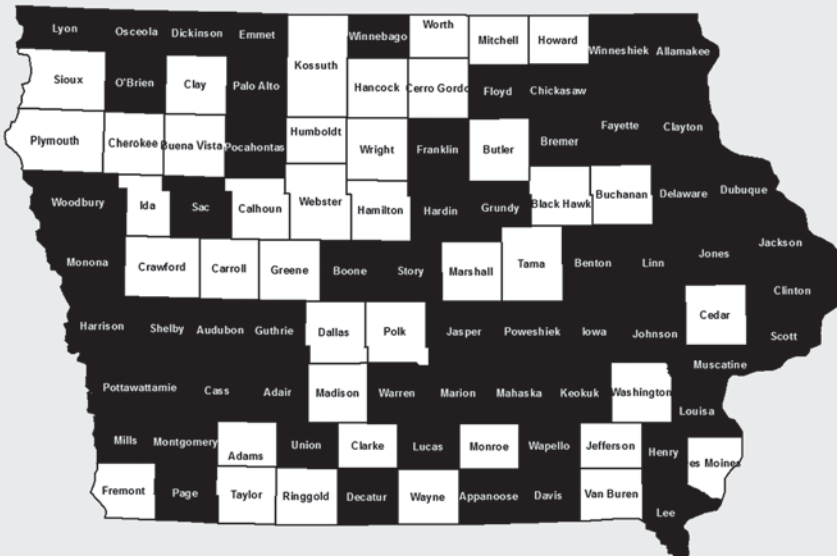
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2013/2014 calendar

October 2013

- 8 CCMS Administrators Meeting
(Hilton Garden Inn, Johnston)
- 15-16 ISCTA Fall Leadership Retreat
(Fairfield)
- 16-17 CCMS Fundamentals Training
(Courtyard by Marriott, Ankeny)
- 17-18 ISAC Board of Directors Meeting
(ISAC Office, West Des Moines)

November 2013

- 3-6 County Attorneys Fall Training Conference
(Coralville)
- 7 CCMS Advanced Case Management Meeting
(Stoney Creek Inn, Johnston)
- 13-15 ISAC Fall School of Instruction
(Veteran's Memorial Community Choice Credit Union Convention Center, Des Moines)

December 2013

- 4 ISAC Board of Directors Meeting
(ISAC Office, West Des Moines)
- 5-7 NACo Board of Directors Meeting
(Cedar Rapids)
- 10-12 ICEA Annual Conference
(Ames)

January 2014

- 14 CCMS Administrators Meeting
(Hilton Garden Inn, Johnston)
- 22-23 ISAC University
(West Des Moines Marriott)

February 2014

- 5 Statewide Supervisors Meeting
(Courtyard by Marriott, Ankeny)

March 2014

- 1-5 NACo Legislative Conference
(Washington Hilton, Washington, D.C.)
- 12 County Day at the Capitol
(Des Moines)
- 13-14 ISAC Spring School of Instruction
(Des Moines Marriott Downtown)

April 2014

- 8 CCMS Administrators Meeting
(Hilton Garden Inn, Johnston)

May 2014

- 14-16 ISCTA Annual May School
(Waterloo)

June 2014

- 11-13 ICIT Midyear Conference
(West Des Moines Marriott)

July 2014

- 8 CCMS Administrators Meeting
(Stoney Creek Inn, Johnston)
- 11-14 NACo County Solutions and Idea Marketplace
(New Orleans, LA)

October 2014

- 14 CCMS Administrators Meeting
(Hilton Garden Inn, Johnston)
- 15-16 CCMS Fundamentals Training
(Courtyard by Marriott, Ankeny)

November 2014

- 6 CCMS Advanced Case Management Meeting
(Stoney Creek Inn, Johnston)
- 12-14 ISAC Fall School of Instruction
(Veteran's Memorial Community Choice Credit Union Convention Center, Des Moines)

December 2014

- 9-11 ICEA Annual Conference
(Ames)

Please visit ISAC's online calendar of events at www.iowacounties.org and click on 'Upcoming Events.' A listing of all the meetings scheduled for 2013, agendas and meeting notices can be found on ISAC's website. A majority of ISAC's meetings offer online registration. If you have any questions about the meetings listed above or would like to add an affiliate meeting to the ISAC Calendar, please contact Stacy Horner at 515.244.7181 or shorner@iowacounties.org.

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