

# The Iowa County

Iowa State Association of Counties



August 2012

County Leadership Institute

Mike Wentzien



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# The Iowa County

August 2012 \* Volume 41, Number 8

The Iowa County: The official magazine of the Iowa State Association of Counties  
5500 Westown Parkway, Suite 190  
West Des Moines, IA 50266  
515.244.7181 FAX 515.244.6397  
[www.iowacounties.org](http://www.iowacounties.org)  
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ISAC members are elected and appointed county officials from all 99 counties. *The Iowa County* (ISSN 0892-3795, USPS 0002-150) is published monthly by the Iowa State Association of Counties, 5500 Westown Parkway, Suite 190, West Des Moines, IA 50266. Periodicals postage paid at Des Moines, IA 50318. POSTMASTER: Send address changes to [rbicego@iowacounties.org](mailto:rbicego@iowacounties.org). Subscriptions: \$25 per year.

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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.

## County Leadership Institute

By: Ben Rogers

Linn County Supervisor



Each year, 25 county elected officials from across the United States are selected to participate in the prestigious National County Leadership Institute—an intensive three and a half day leadership-training program sponsored by the National Association of Counties (NACo) and facilitated by the Cambridge Leadership Associates. I was honored to be Iowa's representative in this year's class in Washington, D.C. The course work focused on two major topics. The first being the distinction between leadership and our authoritative role as elected officials. The second topic was the difference between adaptive challenges and technical problems and how differentiating between the two is critical to the success of any organization, especially government.

An article cannot replicate three days of training, but here are the salient points that impacted me most. The first was to define and understand the difference between "leadership" and "authority." The most common mistake in public life is to treat authority and leadership as the same thing. Authority is a contract for services. As supervisor, treasurer, recorder, sheriff, auditor and county attorney there are specific services and functions our offices provide. Those services are mutually exclusive from leadership. We are not leaders because we certify elections or approve claims. Those are specific functions granted to public office by law.

Leadership is defined, by the Cambridge Leadership Associates, as "disappointing people you value at a level you can absorb and mobilizing people to narrow the gap between their current reality and their aspirations." Unlike authority, leadership is an activity and leaders must go outside the scope of authority to drive change or challenge the status quo. For me, understanding leadership in this manner was transformative, and I realized that the tightly held beliefs I had on leadership was not true leadership. It can be easy to not step outside the scope of authority to make transformative or difficult decisions because disappointing constituencies of people we value was more than we could absorb. Does this sound familiar to decisions you have had to make or choosing to not do something because a couple people spoke up at a meeting or were against the issue?

Another subject that made me look at my job as a Linn County Supervisor with a new perspective was the differences between adaptive challenges and technical problems. Similar to authority and leadership, treating the two as the same thing is what stymie an organization from success. Strong leadership is essential when faced with adaptive challenges or technical problems.

According to the Cambridge Leadership Associates, adaptive challenges and adaptive leadership are defined as "influencing change that builds and enables the ability of individuals and organizations to thrive. Specifically, that leadership is the practice of *mobilizing groups of people to tackle tough challenges.*" As elected officials, we need to clearly understand the importance of *adaptation* to be able to diagnose a problem correctly and use the appropriate processes to build our organization's adaptive capacity—our ability to change.

It can be difficult for leaders to properly identify issues requiring adaptive challenges within local government for several reasons. With adaptive challenges, the problem and the solution are both undefined; require input from many stakeholders, the use of experimentation and smart risk-taking to discover a new way to perform an old task. Secondly, much of what we do in county government is to provide mandated services as prescribed by law. Delivering these services is technical in nature—they have specific processes, procedures and known solutions. These technical problems differ from adaptive challenges and a significant cause of failure in leadership is triggered by treating adaptive challenges as if they were technical problems, similar to the mistake of treating authority and leadership as the same thing.

Technical problems have known solutions that can be implemented by current know-how. They can be addressed and resolved through the expertise of elected officials and staff through the structures, procedures and ways of doing things within the organization. Adaptive challenges can only be addressed through changing people's priorities, beliefs, habits and loyalties and this differs significantly from technical problems with known solutions. Adapting can be challenging. It requires an individual or groups of people to experience a certain level of loss; people will do anything to avoid loss and that is generally the perception on why it is difficult for people to embrace change.

In a practical example, Linn County has had to adapt to significant reductions in state funding for Mental Health/Developmental Disability services for FY 2012 and FY 2013. What used to be technical problems are now adaptive changes. Prior to our deficit, we had the current know-how, processes and procedures to get residents the services they need. With many of these services now reduced or eliminated, these technical problems required adaptive solutions. We had to engage more

Continues on page 5.

## District Meeting Bylaws Summary

Now that all of the June legislative district meetings are complete, I wanted to report back on the result of each of the district bylaws discussions and related votes. I truly enjoyed the opportunity to work with the districts on this project, and appreciated the level of engagement and lively discussion that occurred on the topic at each meeting. Much like the practices of the districts before addressing the organizational topic, the results varied widely amongst the districts.

**District I:** District I voted to not adopt bylaws and not have district officers in the future. District I currently has some funds, which are being held on the District's behalf at ISAC. The District voted to postpone a vote on how to disburse those funds until the 2013 legislative district meeting in order to allow more time to consider the options.

**District II:** District II voted to not adopt bylaws and not have district officers in the future. District II voted to distribute its funds at the 2011 legislative district meeting and, thus, did not have to address that issue this year.

**District III:** District III voted to not adopt bylaws and not have district officers in the future. District III did have some funds to distribute and voted to donate those funds to the ISAC Education Foundation, and to designate that the funds be used to give an additional scholarship for District III in 2013.

**District IV:** District IV voted to adopt the sample bylaws as written; however, the District will consider if any modifications or customizations need to be made and will address those possible amendments at its 2013 legislative district meeting. You can find District IV's bylaws as adopted on ISAC's website. District IV elected officers for the next year and the officers will stay the same as last year: Scott Belt, President,

**By: Kristi Harshbarger**

ISAC Legal Counsel



Pottawattamie County Supervisor; Mark Wedemeyer, Vice President, Cass County Supervisor; and Joyce Jensen, Secretary / Treasurer, Cass County Recorder.

**District V:** District V voted on several amendments to the sample bylaws and then voted to adopt the bylaws as amended. The amendments were largely designed to make the sample bylaws concur with the District's historical practices and included making the District's annual meeting its December meeting, electing officers bi-annually, requiring member approval (as opposed to officer approval) to have ISAC hold District revenues, and requiring amendments to the bylaws to be approved by the members via a motion from the floor (as opposed to having officers vet any proposed amendments before they are presented to the members). You can find District V's bylaws as adopted on ISAC's website.

**District VI:** District VI voted to not adopt bylaws, but to continue to have District officers. District VI elected officers for the next year and the officers will stay the same as last year: Rod Sullivan, President, Johnson County Supervisor; Lu Barron, Vice President, Linn County Supervisor; and Kim Painter, Secretary, Johnson County Recorder. District VI does not have any funds, and, therefore, did not need to address the distribution issue.

For those of you that were not able to attend your district meeting and would like more information on this issue and the options that were presented at the 2012 legislative district meetings, please see the May 2012 Legal Briefs article. If you have any other questions about this issue, the discussions at the district meetings on the topic, or the resulting votes by the districts, please do not hesitate to contact me.

## feature

Continued from page 4.

stakeholders, create more partnerships with non-profits and rethink how we deliver services. This is an example of an entire organization shifting from the technical, process-oriented way of doing things into a new environment of adapting to changes beyond our control.

The County Leadership Institute has helped me develop a better understanding of the issues that we face as elected officials

and to more effectively identify problems as adaptive or technical. I would highly recommend the County Leadership Institute to anyone who is interested in being able to look at issues in your county through a new lens with a sharper focus. Please contact ISAC Executive Director Bill Peterson for more information on how to apply or contact me about my experience: [ben.rogers@linncounty.org](mailto:ben.rogers@linncounty.org).

# capitol comments

## Mike Wentzien

Since it's summertime I decided to veer from the usual topics that are covered under the capitol comments section and write about Mike Wentzien, someone who has played a big part in showing me the ropes at the capitol and who I work closely with while the legislature is in session. And no, this isn't some retirement send-off. In Mike's words, he's "having fun" and he doesn't show signs of slowing down anytime soon.

Mike got his start in local government in 1970 when he ran for city council. He served two terms and then chose not to run again after becoming co-chair of his town's centennial celebrations in 1980. He felt that needed his full commitment. After the centennial celebrations were over, there was a mid-term opening on the Tama County board of supervisors for which Mike applied and was appointed. He then ran for election in 1982 and re-election in 1984. He chose not to run again in 1988.

Following his terms as county supervisor, Mike went back to Gladbrook and ran his hardware store. It wasn't long, though, before he was back in politics. Not liking the way things were being run by the current mayor, Mike ran for mayor, and was elected, in 1990. He served for four years, during which time the great flood of '93 happened. Mike ran a plumbing shop as well and was up many nights during that time. He chose not to run again in 1994 and recruited someone else and then again in '96. That person would only run though if Mike ran for city council, which he did.

This brings us to 1998. During coffee time at his plumbing store that was attended by county supervisors and city councilmen, Mike was told that the county supervisors were in need of a lobbyist and that he should apply. He did just that and was hired, starting at the beginning of the 1999 session.

In that first year of lobbying, Mike developed a good relationship with John Easter, whom he called his mentor. I have heard many stories from both John and Mike about their lobbying days together and wanted to share one or two. On Mike's first day at the capitol John and he were standing outside the House chambers when the Speaker of the House came out and yelled at John about an article on the legislature that was written by ISAC staff. Mike, who was standing there wide-

**By: Hanna De Groot**

ISAC Public Policy Specialist



eyed, knew the Speaker and when the Speaker turned and asked what Mike was doing there, he told him he was with John. That was Mike's first initiation into lobbying at the statehouse. It's not always like that, but there are times when things can get very heated.

John and Mike had a great time lobbying together and relied on each other when battling threats like property tax limitation. Getting through those days could be tough, especially when the votes were stacked against the counties and there was no

way of changing that day's vote. I have found out that Mike likes Johnny Cash and there is a song called "25 Minutes to Go" that he would start to sing. It's a song of impending peril in which a prisoner has only 25 minutes until his hanging. This became their theme song when they were going to get rolled on an issue, and there was nothing else to do. Having never heard of it, I did a search on the Internet. It's a catchy tune that we may need to bring back for those tough days in the future!

When Mike started lobbying for the county supervisors he was handed a one-page paper of the county supervisors' legislative agenda for that year, of which half didn't make sense to him. Following his experience with that, he instigated the legislative recommendations in booklet form. This is still used today.

Mike has stated that the lobbying position he holds is a highpoint in his life and feels he has more of an effect on good public policy than if he were an elected official. And that is his main focus – the development of good public policy and what is best for the state of Iowa, boards of supervisors, and county government. Along with Mike's focus on good public policy, is the protection of county government. He feels, as all of us do who work for county government, that counties need to protect themselves from undue mandates and be a positive force for growth in Iowa.

He enjoys his work for the supervisors and maintains that they are the thread within the county to uphold good county

Continues on next page.

government. It is important that they develop good working relationships with all of the other offices in the county. And even though Mike is only hired by the supervisors, he never hesitates to champion issues for the other affiliates of ISAC as long as there isn't a conflict of interest with the supervisors.

Mike has enjoyed the acquaintances he has made over the years. He told me that he used to call them friends, but then his wife corrected him and said he should be calling them acquaintances. The thing is he truly does consider a lot of the people (county supervisors, ISAC personnel, lobbyists at the statehouse, legislators) that he's met along the way friends. He has developed a great rapport with the people at the statehouse and even though he questions how effective he may be at times, I see the respect he has gained. Legislators often stop at our office in the capitol cafeteria to ask Mike's opinion of different issues.

Mike doesn't get into party politics and likes to tell the story of how, after his first year of lobbying, he sat down to write letters to those legislators he had worked with that year and wanted to thank. He didn't even think about their party affiliation but after writing the letters he made a pile for republican legislators and one for democrat legislators and it was an even fifteen each. That was indicative of his approach and respect of those legislators. He is after good public policy and his hope is that all legislators are too.

Mike may see his position as a lobbyist for the supervisors as a highpoint but his family is the most important thing to him. He speaks often of his wife Sara of 45 years and his three children, boy and girl twins and a younger daughter. He is proud of their successes and only wishes they all lived closer. He also has eight grandkids of whom he loves bragging and showing pictures. Mike loves spending time with his family as well as following Hawkeye athletics, cheering for the New York Yankees, and keeping his toes in the political structure at the local level.

One more thing to close out this article – Mike also enjoys cooking and will often share with us at the capitol what he has cooked or is planning on preparing for upcoming meals. Linda Hinton, our government relations manager, decided one day that the ISAC policy team needed to visit Mike during the summer to partake of some of this delicious food. We have now done that the past two years and enjoyed ourselves tremendously. Mike is not all talk and puts together a delicious meal. I hope we can keep that tradition up! It is a great way to unwind after session.

It has been said that Mike is perfect for his job and the best deal in town. He's a good guy, dependable, loyal, honest, and smart. And I know a lot of county officials and legislators would agree. I certainly do! Thanks, Mike, for everything and I'm looking forward to next session (and the delicious meal to follow)!

## Save these Important Dates!

ISAC's  
*Fall School*  
of Instruction  
November 28-30, 2012

*New Location!*

Veteran's Memorial Community Choice Credit Union Convention Center  
Des Moines, Iowa

Wednesday, August 29 (8:30 am)  
Fall School Registration Opens

Friday, October 12 (4:30 pm)  
Affiliate Agendas and Conference  
Program Information Due

Friday, November 2 (4:30 pm)  
Fall School Housing Bureau Deadline

Tuesday, November 13 (4:30 pm)  
Fall School Pre-Registration Deadline

## Changing Technology: Electronic Health Records

Change is constant. One thing I have learned in the last year is that you can always count on change. Rules, requirements, definitions are constantly being redefined. One of the main reasons that things can change so quickly is because technology is changing. Therefore, we must change in order to stay relevant. One area in which change occurs rapidly is the medical field, specifically how we look at maintaining medical records. The last time I was at the doctor, the doctor came in to the exam room using an iPad and selecting different things, and taking digital notes as he asked me questions. My entire medical history came up to be viewed on one small mobile device. This is where our country is moving toward, an electronic method of maintaining and viewing medical records. This is largely due to two pieces of legislation known as HITECH in conjunction with HIPAA. It is with the guidance of these two pieces of federal legislation that we move toward the goal of an Electronic Health Record (EHR).

### What is EHR?

An EHR is a secure, real-time, point-of-care, patient centric information resource. EHR aids in clinician's decision making by providing access to patient health record information where and when they need it and by incorporating evidence-based decision support. EHR automates and streamlines the clinician's workflow, closing loops in communication and response that result in delays or gaps in care. EHRs may include a range of data, including demographics, medical history, medication and allergies, immunization status, laboratory test results, radiology images, vital signs, personal stats like age and weight, and billing information. This is an all-encompassing digital media in which all medical and health information is stored and shared electronically between authorized entities to ensure proper and timely medical care and treatment. EHR also supports the collection of data for uses other than direct clinical care, such as billing, quality management, outcomes reporting, resource planning, and public health disease surveillance and reporting.

### What is HIPAA?

The Health Insurance Portability and Accountability Act (HIPAA) of 1996 was enacted by the United States Congress and signed by President Bill Clinton in 1996. Title I of HIPAA protects health insurance coverage for workers and their fami-

**By: Gina Fontanini**

ISAC Program Support  
Coordinator



lies when they change or lose their jobs. Title II of HIPAA, known as the Administrative Simplification (AS) provisions, requires the establishment of national standards for electronic health care transactions and national identifiers for providers, health insurance plans, and employers. The Administrative Simplification provisions also address the security and privacy of health data. The standards are meant to improve the efficiency and effectiveness of the nation's health care system by encouraging the widespread use of electronic data interchange in the U.S. health care system. There are two rules mentioned in HIPAA that effect how EHR are managed, the Privacy Rule and the Security rule. These are outlined below along with a definition of the HITECH, which is the lead piece of legislation surrounding the push for EHR.

### What is the Privacy Rule?

The Privacy Rule establishes national standards to protect individuals' medical records and other personal health information and applies to health plans, health care clearinghouses, and those health care providers that conduct certain health care transactions electronically. The Rule requires appropriate safeguards to protect the privacy of personal health information, and sets limits and conditions on the uses and disclosures that may be made of such information without patient authorization. The Rule also gives patients' rights over their health information, including rights to examine and obtain a copy of their health records, and to request corrections.

### What is the Security Rule?

The HIPAA Security Rule establishes national standards to protect individuals' electronic personal health information that is created, received, used, or maintained by a covered entity. The Security Rule requires appropriate administrative, physical and technical safeguards to ensure the confidentiality, integrity, and security of electronic protected health information.

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## ICIT Mid-Year Conference Celebrates 10 Years

By: *Tammy Norman*  
ISAC Office Manager



I attended the ICIT Mid-Year Conference which was held on June 13 - 15 at the West Des Moines Marriott. As with ICIT Mid-Year Conferences in the past, the conference involved a theme, and this year's was 10 Years of Saving the Day! – Super Hero's theme. I was especially interested in attending the introductory sessions of training that are aimed at those of us that are not techies. I found these sessions to be highly informative and understandable for all levels of knowledge.

I sat in on a session entitled "Technology in the Court Room" that featured Andy Prosser from the Iowa Attorney General's Office. This session was helpful in understanding the importance of bringing all end users to the discussion table when making large technology purchases. You should include not only the first county office that initializes the use of the technology but all those that will use it after, too. I also sat in a few of the basic Microsoft classes such as Excel, PowerPoint, Introduction into Word and Outlook, and Introduction to Sharepoint. These were very basic tutorials; however, they were perfect for those who may be new to these software programs or do not use them very often. The instruction was given in a very simple to understand and easy to follow method.

Security was another topic that was discussed during the ICIT conference, including "Email Encryption" which is extremely important when complying with HIPAA and sending files that have personal and private information through emails. "Cyber Security Issues by the FBI" was a thought provoking session

that made me aware of how dependent most of us are on the Internet and use of technology. One important point made is the need to ensure each of us has a plan in place to run our office if and when we are cut off due to either a natural disaster or someone hacking into our network system and rendering it useless.

Finally, the "ICIT Tech Team Update" was an enlightening session that provided an update on the technology teams that are being offered to counties that have limited or no IT staff/department. These teams go in and provide an assessment of a county's networks and computers. They also can give GIS assessments for counties. These assessments are provided at a nominal cost to the county. There is no requirement to implement the changes or purchases that are given by the ICIT Tech Team; it is purely a resource to assist the county in making future network and computers decisions.

**Website Note:** Just a quick reminder, the ISAC Fall School of Instruction online registration will be available on the ISAC website at 8:30 am on Wednesday, August 29.

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

Continued from page 8.

### What is HITECH?

The Health Information Technology for Economic and Clinical Health Act (HITECH), part of the 2009 stimulus package, set meaningful use of interoperable EHR adoption in the health care system as a critical national goal and incentivized EHR adoption. The goal is not adoption alone but 'meaningful use' of EHRs — that is, their use by providers to achieve significant improvements in care. It also established incentives to comply with EHR.

Here at ISAC, the CSN team continues to evolve with change. We have dedicated ourselves to forward thinking strategies much like the HITECH bill's incentivizing techniques for moving to an EHR format. I believe that forward thinking is what drives change. One of the essential components of change is the ability to adapt to it. My goal as a CSN and ISAC staff member is to continue in adapting to change quickly and efficiently, because just like Bruce Barton (an American author, advertising executive, and politician) once said, "When you are through changing, you are through."

# ISAC meetings

## Plan to Attend the 2012 ISAC Fall School

ISAC will host the 2012 ISAC Fall School of Instruction on November 28-30 at the Veterans Memorial Community Choice Credit Union Convention Center in Des Moines. After hosting the fall school at the Coralville Marriott Hotel and Conference Center for the past four years, it will now be held at the recently renovated convention center, which is located right off of I-235 in downtown Des Moines at 833 Fifth Street.

Online conference registration and hotel rooms through online housing for the 2012 fall school will open on Wednesday, August 29 at 8:30 am. Please remember that you must register for the conference on the ISAC website before you are able to reserve your hotel room through online housing. Advanced conference registration closes at 4:30 pm on Tuesday, November 13; however, the ISAC hotel room blocks will only be available until 4:30 pm on Friday, November 2. We strongly encourage you to pre-register for the conference. It greatly helps the ISAC staff to plan accordingly for meals and materials. This keeps the conference registration rates as low as possible, which in turn saves money for your county. Please note that your name badge is REQUIRED for all conference events.

### Conference Registration Fees

ISAC members and preferred vendors:

- Advanced registration fee - \$130 (November 13, 4:30 pm pre-registration deadline)
- At-the-door registration fee - \$160
- Additional family/spouse lunch ticket - \$25

ISAC non-members:

\*For assistance with non-member registrations, please contact Tammy Norman at [tnorman@iowacounties.org](mailto:tnorman@iowacounties.org).

- Advanced registration fee - \$390 (November 13, 4:30 pm pre-registration deadline)
- At-the-door registration fee - \$480

### Conference Hotels

- Des Moines Marriott Downtown (conference headquarters hotel) - 700 Grand Avenue
- Renaissance Des Moines Savery Hotel - 401 Locust Street
- Embassy Suites Des Moines Downtown - 101 East Locust Street
- Holiday Inn Downtown - 1050 6th Avenue

**By: Stacy Horner**

ISAC Meeting/Event  
Administrator



All hotels will provide complimentary shuttle service to and from the convention center. Additional complimentary shuttle service will also be provided during the conference to and from the Des Moines Marriott Downtown, Renaissance Des Moines Savery Hotel and the convention center through the Greater Des Moines CVB.

Please do not call any of the ISAC conference hotels to book your hotel accommodations. Hotel room reservations made at ISAC conference hotels will not be valid if you call and reserve a room or reserve a room on a hotel website. You must go through the online housing website after registering for the conference to reserve a hotel room.

After registering for a hotel room through the Meetingmax Online Housing System, you will receive an acknowledgement email immediately from the Meetingmax Online Housing System. The acknowledgement email will contain your hotel location, room type/rate, arrival/departure date, credit card information, and a change request link. This hotel reservation acknowledgement from Meetingmax confirms your sleeping room for the conference. Closer to the conference date, the hotel (you selected and that is listed on your acknowledgement email) will send you a hotel confirmation number. Both the acknowledgement and confirmation emails will contain a change request link in case you should need to make any changes or cancellations to your reservation.

You may only reserve one hotel room per conference registration. This is a first come, first served registration system and the name on the reservation must match the name of the meeting registration. You are more than welcome to share a double room with another conference attendee. Please have only one of the two individuals who wants to share a room request a double room through online housing. If you are registering more than one individual in your county, you will need to register and make each hotel reservation individually, but you may use the same credit card.

The ISAC conference room blocks will only be available until 4:30 pm on Friday, November 2. After this date, the ISAC conference room blocks will be closed and the special conference rates will be unavailable. Please make all changes or cancellations to your hotel accommodations prior to Friday, November 2.

# ISAC meetings

The ISAC conference hotels will receive the reservation lists from online housing beginning on Monday, November 5. The hotel of your choice will send a confirmation number to confirm receipt of your reservation. Only after this date may you contact the hotel directly for any changes to your reservation. **It is your responsibility to call the hotel directly if you decide to cancel or change your room reservation prior to or during the conference.**

## Affiliate Agendas

Affiliate agendas must be sent to ISAC by Friday, October 12 prior to the housing bureau deadline of Friday, November 2. As soon as ISAC receives an affiliate agenda, it will be posted on the ISAC website for conference attendees to review.

## Conference Parking

If you don't choose to park at your hotel and utilize the complimentary shuttle services, parking is available for \$7/day north of the convention center with entrances off the following streets: Third, Fifth, and Crocker. These parking lots offer the closest and most convenient access to the convention center with easy access to I-235. Please have cash payment available. For directions and more detailed parking information, please visit <http://www.iowaeventscenter.com/convention/attend-an-event/maps-directions-parking/>.

## ISAC Steps to Wellness

ISAC is excited to introduce the "ISAC Steps to Wellness" walking program being premiered during the 2012 fall school. With the support of the ISAC Wellness Program and Wellmark Blue Cross Blue Shield, ISAC Steps to Wellness is designed to encourage conference attendees to exercise through walking while using the great skywalk system that downtown Des

Moines has to offer. All conference attendees will have the opportunity to participate in the walking program free of charge and a chance to win spring school registrations and other gifts.

In each registration packet, Wellmark will provide a pedometer so each attendee can keep track of the number of steps taken throughout the conference. Program rules and a log sheet will be attached to the pedometer. As soon as the conference participant picks up their registration packet, they should put on their pedometer and keep it on until they leave the conference. Upon conference departure, we will ask participants to turn in their final number of steps on their log sheet during ISAC registration hours.

Participants who turn in their log sheet and walk at least 5,000 steps (around 2.5 miles) during the conference will receive a small gift for their participation. The top three walkers (most steps taken during the 2012 ISAC Fall School of Instruction) will receive a FREE conference registration to the 2013 ISAC Spring School of Instruction. All ISAC Steps to Wellness participants will be recognized for their participation on the ISAC website and in the magazine.

## ISAC Conference Website

Please bookmark the fall school webpage at <http://www.iowacounties.org/fallschool.htm>. It is updated often with the latest conference information you will need to prepare for the conference, including: hotel reservation instructions; conference agendas; shuttle schedules; exhibit hall information and much more! Please contact [shorner@iowacounties.org](mailto:shorner@iowacounties.org) if you have any questions. We look forward to seeing you in November!



## About the Cover

The cover photo was taken during the ceremony in which county officials received their certificate for completing the County Leadership Institute. Pictured on Ben's left is Jeffrey Lawrence with Cambridge Leadership Associates and to the right is Edward Ferguson with NACo.

I'm always looking for interesting photos for the cover of the magazine and interesting feature stories, please contact me at [rbicego@iowacounties.org](mailto:rbicego@iowacounties.org).

## MHDS Redesign

As you are all aware, the Mental Health and Disability Services (MHDS) Redesign Policy Bill, SF 2315, was passed by the legislature this year. While the legislation has passed, there are still many questions and issues to be resolved before we will know what the final outcome will look like. Some things we do know and some things are beginning to take place as we move in that direction.

Beginning July 1, 2012, the state will take over funding of all Medicaid services. This will be a change for counties in how they receive funding, which may cause many counties to implement waiting lists for services. While the legislation did provide for transition funds, there will be guidelines for application and receipt of these funds, and will likely not be available before January 1, 2013. The other notable issues regarding transition money is 1) there is no guarantee a county will receive the funds and 2) the funds are one time monies so a county will have to have a plan to sustain the particular service that the money is used for.

Counties have either decided what region they will go into, or county supervisors are meeting to look at the feasibility of aligning in a region. SF 2315 set forth the requirements for the region; counties that form a region must: be contiguous; consist of at least three counties; have the capacity to provide the required core services; have a community mental health center or federally qualified health center with providers capable of providing mental health services or other similar services; have inpatient psychiatric services reasonably available; and have a regional administration structure with clear lines of accountability. That being said, counties may be exempted from joining a region, but the Department of Human Services (DHS) must approve all exemptions. The DHS and MHDS Commission will be establishing rules for a county being exempted from joining a region. By April 1, 2013, regions must be identified and have submitted a letter of intent to DHS, at which time DHS will have the final determination if the region meets the requirements set forth in the legislation. From April 2, 2013 through July 1, 2013 DHS will assist counties to join regions; if a county has not agreed to be part of a region by July 1, 2013, DHS will assign the county to a region.

During FY 2013 the following workgroups have either begun meeting or will begin meeting: Transition Committee (will begin meeting upon Legislative appointments); Data Workgroup; Workforce Workgroup; Outcome and Performance Measures Committee; Children's Disability Workgroup; and the Judicial Workgroup. A study Committee to review levy equalization begins meeting upon legislative appointment.

**By: Deb Eckerman Slack**  
ISAC Case Management  
Services Manager



During FY 2013, DHS will be assisting counties/regions on 28E guidance and regional governance, along with providing technical assistance to regions who have filed a letter of intent of formation of a region. Standardized functional assessments for ID, MI and BI are to be implemented, but we do not know what the assessments will be or the process for completion will be.

Legal settlement is repealed and residency is established beginning July 1, 2013. As you know, many counties provide TCM or service coordination to many individuals who live outside their county and not in a licensed care facility, but have legal settlement in their county. CCMS will be working with other entities to try and streamline this process so that counties/regions can be prepared to serve the residents of their counties.

The legislation outlines not only what the requirements are for forming a region, but also sets forth what the region is responsible for, including such things as preparing and administering a comprehensive mental health and disability service and budget plan, a policy and procedure manual for the service system, identifying local access points for service, and the designation of the targeted case management providers and for implementation of evidence-based models of case management to name a few.

While the legislation spells out intent, guidelines and some specifics regarding the redesign and a regional service system, there is still much work to do and questions to be answered before we know how the system will look once the regions begin operating on or before July 1, 2014. The one thing that needs to be at the forefront of all decisions and work done are the individuals that we are serving. The common goal that all of the stakeholders have is to provide high quality, cost effective services to individuals with disabilities to live safe, healthy lives in their communities. While we work through this challenging time, let's keep in mind this goal, and look for opportunities to enhance the lives of the individuals we serve.

On a side note, CMS (Center for Medicare and Medicaid Services) approved Iowa's application for a state Balancing Incentive Payment Program (BIPP) grant. The goal of BIPP is to provide persons with more access to home and community based services and reduce reliance on institutional services. With this grant, Iowa will receive an enhanced match rate of 2% for non-institutional long term services and supports. The BIPP grant establishes "conflict-free case management." More information will be coming as the work begins on this.

## ISAC Marketing Program Overhaul

During their February meeting, the ISAC Board of Directors approved the FY 2013 ISAC budget proposal which was later approved by the ISAC membership during the 2012 ISAC Spring School of Instruction General Session. A major discussion point of the budget proposal was the overhaul of ISAC's marketing efforts. The opportunities that ISAC previously offered to companies wanting to do business with counties were done on an a la carte basis. In 2013 this will change to a program that allows wider visibility for a better price by offering package deals to these companies.

Throughout the year ISAC offers many ways in which companies can increase their visibility and build relationships with county officials and employees. In the past these opportunities have been priced separately. For instance, advertising in this magazine was purchased as a single item as were exhibit booths at the spring and fall schools. This way of doing business did not maximize company budgets, intended outcome or staff time.

Starting on January 1, 2013 the new and improved ISAC marketing program will begin. The program will feature an entirely new definition of an ISAC Preferred Vendor by offering levels of preferred vendors packages. Elite, Platinum, Gold and Silver preferred vendor packages will be available for dollar amounts half of what each package is valued. By creating new and bundling existing benefits, ISAC is able to offer these exclusive packages at incredibly reasonable prices while continuing to support our operations throughout the year. The 2013 Marketing Guide details all packages and can be found at [www.iowacounties.org](http://www.iowacounties.org).

The preferred vendor packages are a great deal and the best options for any company looking for a presence with the counties of Iowa. However, we know that there are companies interested

**By: Rachel E. Bicego**

ISAC Marketing/Communication  
Coordinator



in feeling out the market in Iowa, and for these companies we are continuing to offer a la carte options. These options include exhibit booths at the spring and fall schools and magazine advertising. Also distinct from the packages are sponsorships for the golf scholarship fundraiser and exhibit booths for the supervisors statewide meeting. Funds for these opportunities do not go to ISAC and therefore are being kept separate from the preferred vendor packages.

Other notable changes in 2013 include how we will handle non-member conference registrations. Individuals from companies who are not preferred vendors and/or exhibitors at the conference will not be able to purchase conference registrations. This will be an exclusive perk of exhibitors and preferred vendors. As an effort to protect the privacy of county officials, we will no longer offer the electronic version of the county directory for purchase. The electronic directory will only be given to ISAC Elite and Platinum Preferred Vendors as a benefit. Previously unoffered benefits are also available to elite preferred vendors, all of which can be seen in the 2013 Marketing Guide.

The income that ISAC generates from outside companies through these opportunities has made up around 6% of our annual operating budget. Much of this income is used to offset conference expenses which in turn keeps your meeting registrations very low. The advertising dollars enable us to publish and mail copies of this magazine to every county department free of charge. So please thank and support our preferred vendors for making all of this possible.

If you have any questions regarding the new marketing efforts for ISAC please don't hesitate to contact me at 515.244.7181 or [rbicego@iowacounties.org](mailto:rbicego@iowacounties.org).

# ISAC brief

## Board Meeting Summary: June 28, 2012

Harlan Hansen, ISAC 2<sup>nd</sup> Vice President, called the meeting to order. Kathryn Babcock, Chickasaw County Public Health, was sworn in as the public health affiliate representative.

Bill Peterson introduced Casey Lehman, Audit Supervisor for McGowen, Hurst, Clark & Smith, P.C. (McGowen). Casey gave an overview of the FY 2012 audit that is scheduled to begin in August 2012. The staff was dismissed giving the board opportunity to raise any issues or concerns prior to the start of the audit.

Deb Eckerman Slack gave an overview of County Case Management Services (CCMS) and provided a list of board of directors as recommended by the CCMS Board. The board approved the recommended appointments unanimously.

Deb updated the board on the CSN Case Management Module.

The ISAC Board of Directors meeting minutes from the April 19, 2012 were reviewed and approved unanimously.

Brad Holtan gave the financial report as of May 31, 2012 and an overview of the funds. FY 2012 was scheduled to end with a deficit of \$117,000, but it will actually be around \$40,000. The financial report was unanimously accepted.

Brad gave a report of all held investments. In the last month the group health program funds were moved to the Short Term Asset Management program.

Brad reported that the 8<sup>th</sup> annual ISAC Scholarship Golf Fundraiser sponsorship and golfer registration levels are very low.

Kristi Harshbarger gave an update on ISAC vs. IDR.

Brad Holtan reported on the audit proposal for the next four years. The proposed fees are in line with what ISAC has been paying and won't increase more than 3% to 5% per year. Prior to the current three year contract that will end after the FY 2012 audit, ISAC did an RFP, and the board selected to continue with McGowen. The proposal was unanimously accepted by the Board.

Hanna De Groot and Mary Beth Mellick gave an overview of the Legislative District Meetings. Bill discussed mental health redesign and a probable need for resources from ISAC in the future.

Bill Peterson updated the board on the structure of the ISAC districts. Draft bylaws were created by Kristi and the chosen structure varied greatly by district.

Stacy Horner gave the board an update on the district attendance for the Legislative District Meetings and the planning of the 2012 Fall School of Instruction. Registration will open on Wednesday, August 29 at 8:30 am. ISAC Steps to Wellness will be a new program at the fall school to promote walking and wellness during the conference. The program will be incentivized with free spring school registrations.

The NACo report was given by Grant Veeder and Bill Peterson.

The Board unanimously approved a \$500 contribution to the Smart Planning Conference.

The meeting was adjourned after board members shared issues, concerns, ideas and achievements.

# employment

## Practitioner/Practitioner Trainee

Intensive Psychiatric Rehabilitation Service Practitioner/Trainee Central Iowa Recovery (CIR), a multi-county consortium, has fulltime openings for practitioners and practitioner trainees in the North Central Iowa area. County locations include Boone, Madison, Guthrie, Hamilton, Hardin, Franklin and Marshall.

Bachelor Degree in Human Services field required. One year experience working with adults with mental illness preferred. Send resume to Tim Bedford, CIR Director, 500 Fairmeadow Drive, Webster City, Iowa 50595 or [tbedford@hamiltoncountymhsb.org](mailto:tbedford@hamiltoncountymhsb.org).

## ISAC Endorses the NACo Prescription Discount Card Program

ISAC now officially endorses the NACo Prescription Discount Card Program, which is one of the largest discount programs in the country serving county residents.

Since the NACo program began seven years ago, it has saved county residents nationwide more than \$470 million. Nearly 38 million prescriptions have been filled through the program.

Currently, 47 of Iowa's counties participate in the NACo program.

The association considered many factors before making the endorsement. Those factors include the program's past successful track record, staff and marketing support, history of proven savings, size of the participating pharmacy network, legal compliance and customer service.

The new endorsement agreement includes funding for the association of \$.40 for each prescription when the NACo card gives the best price and does not affect the savings percentage to residents. ISAC will partner with NACo and the program administrator, CVS Caremark, to grow the program and get cards into the hands of more county residents so they can benefit in these tough times.

Highlights and Features of the NACo Prescription Discount Card Program include:

**It's Free**—No cost to the county, no cost to taxpayers.

**Valuable Discounts**—Average savings program-wide of 24% and savings up to 75% on an individual prescription.

**Generates Goodwill**—County officials are able to generate some positive media publicity, and NACo will assist you by generating and placing press releases.

**Easy Access**—Residents can obtain a printed card or may print one conveniently from the web at [www.nacorx.org](http://www.nacorx.org).

**Marketing Support**—Card and stands shipped to pharmacies and multiple county locations, unlimited free materials, press and PSA assistance. NACo will work with you to design a campaign based on your needs.

**Marketing Reimbursement Fee**—New in 2012! The NACo program offers an option for counties to receive a \$1 per prescription marketing reimbursement fee when the card gives the best price. Counties that do not want to receive the reimbursement can continue with the existing program and expect a 2 to 2.5% increase in savings to residents.

For more information on implementing this great program or enhancing your current efforts, please go to ISAC's website at [www.iowacounties.org](http://www.iowacounties.org) or call Brad Holtan at 515.244.7181. You can also access information directly from NACo's website at [www.naco.org](http://www.naco.org). Select "Solutions Center" from the top of the screen and click on the "NACo Prescription Discount Card Program" icon or any link to the program on the page. NACo membership staff can also be reached toll-free at 1.888.407.NACo (6226) and ask for "membership."

## employment

### County Engineer

Winnebago County, located in Forest City in North Central Iowa, is seeking qualified applicants for the position of County Engineer. Position requires a Bachelor's Degree in Civil Engineering and a Professional Engineer license from the state of Iowa.

Five years progressive experience in the transportation industry including supervisory or managerial experience preferred but not required. Knowledge of county drainage districts is preferred but not required. The county engineer is directly responsible for planning, organizing, and managing the design, construction, and maintenance of the secondary roads

and bridges. The county engineer is also directly responsible for managing a budget of \$3.8 million and the supervision of 23 full-time employees.

Excellent benefits with salary commensurate with qualifications and experience. Submit cover letter with resume to: Winnebago County Board of Supervisors, 126 South Clark Street, Forest City, Iowa, 50436. Applications will be accepted until the position is filled. Winnebago County is an Equal Opportunity Employer.

# preferred vendor highlights

## Nyhart

Thank you for considering Nyhart for your GASB 45 actuarial needs. We have been providing GASB 45 services to governmental entities across Iowa since 2008 and are a preferred vendor through the ISAC and the Iowa Public Agency Investment Trust (IPAIT). We have the right experience, tools, and consultants to effectively manage your Other Post-Employment Benefit (OPEB) reporting obligations. At Nyhart, we take pride in being able to solve complex problems in a cost efficient and timely manner with little or no hassle to our clients. We believe the benefits you will receive by selecting Nyhart include the following:

- **State/Local Experience.** Nyhart works with over 50 counties, cities, towns, hospitals, and utilities in Iowa.
- **National Perspective.** Nyhart has more than 300 GASB clients around the United States. Our clients include six state capitals, the state of Indiana, five universities and colleges, 40 school districts, and over 150 cities, towns and counties.
- **Dedicated Team.** You and your team will have direct access to a team of professionals who know your postretirement benefit plan design. We have 15 credentialed actuaries and over 10 actuarial analysts on staff that are able to assist you.
- **Technology and Education.** Nyhart invests annually in technology to ensure effective, timely service and administration. From having the newest tools, to responding to your needs, to continually training our administration, consulting and legal staffs, we stay ahead of the issues so that we confidently can handle or assist you with any benefit issues that arise.

### About Nyhart

Nyhart is an employee benefit consulting, actuarial, and administration firm that has been in business since 1943. We are 100% employee owned, a unique factor that makes the success of our clients personally important to every one of our employee-owners.

We provide actuarial services, consulting and administrative services for defined contribution and defined benefit plans, consulting and administrative services for Flexible Spending Accounts (FSA), Health Reimbursement Arrangements (HRA), Health Savings Accounts (HSA) and COBRA, as well as human resource consulting to more than 1,000 clients in 48 states. Headquartered in Indianapolis, IN, we have 86 employees with offices in Chicago, Kansas City, Atlanta and St. Louis.

In 2009, our Company was selected as a “Company to Watch” by the Indiana Economic Development Corporation. We have also been chosen a “Best Places to Work” company in 2009, 2010 and 2011.

Visit [www.nyhart.com](http://www.nyhart.com) for more information on our firm and other services provided.

### Professional Credentials and Experience

Nyhart has the appropriate credentials and experience to help you complete your GASB 45 disclosures. Some highlights include:

- Proper qualifications to issue Public Statements of Actuarial Opinion (PSAO) in accordance with the Qualification Standards of the American Academy of Actuaries
- Services conform to Actuarial Standards of Practice, Actuarial Code of Professional Conduct, and Government Account Standards Board Statements 43 and 45
- Credentialed actuaries that are Members of the American Academy of Actuaries and Society of Actuaries with a combined 30+ years of actuarial experience

### What are GASB 45 and OPEB?

GASB 45 is a governmental financial reporting requirement for all state and local governments, universities, hospitals, public utilities, and school districts that sponsor post-employment benefits. These benefits include medical, dental, vision, life insurance, and disability. In certain circumstances, sick leave credits should also be included in GASB 45.

OPEBs are the post-employment benefits just mentioned that an employee begins receiving at retirement. It is these benefits that are provided to retirees that generates a GASB 45 liability. It is important to note that OPEB does not include benefits paid through pensions or severance, as those benefits are covered under GASB 16, 27, and/or 47.

### Why do we have an OPEB liability?

In most cases, retirees are paying the same premiums as active employees. Because of the inherently higher cost of health care coverage for retirees, the premiums being charged to retirees are not sufficient to cover the actual cost of coverage. In most cases, this cost can be two or three times more than the cost to cover your younger, active employees. This higher cost creates an implicit subsidy. An implicit rate subsidy is the GASB 45 liability created when retirees do not pay the true cost of their health care coverage. What is the true cost of retiree health care coverage? The cost will vary depending on your plans' experience and current demographic, however in almost all cases, the cost of retiree health care coverage is greater than the premium being charged to your retirees.



# preferred vendor highlights

Explicit subsidies are created when you offer your employees health care benefits on a post-employment basis. Examples of subsidies include paying for a portion of health premiums, offering to convert sick leave credits to health premiums, paying for life insurance premiums, etc. Paying for these benefits also creates an OPEB liability.

## How do I comply with GASB 45?

Depending on the size of your entity, GASB 45 regulations provide options for your reporting obligations. If your plan has 200 plan members or more, you are required to complete a full actuarial valuation biennially. With less than 200 plan members, full actuarial valuations are required triennially. If your entity has less than 100 plan members, the Alternative Measurement Method (AMM) can be utilized. This is a simplified version of a GASB 45 valuation that uses pre-determined assumptions as prescribed by the regulation.

## GASB 45 Services

Nyhart will provide services required to comply with GASB 45 on a fixed fee basis. Our services include:

- Determination of the actuarial accrued liability (AAL), annual OPEB cost (AOC), net OPEB obligation (NOO), and annual required contribution (ARC). Multi-year projections of pay-as-you-go costs are also provided
- Preparation of comprehensive GASB 45 disclosure report
- Conference calls and onsite meetings to review preliminary and final results
- Electronic and paper copies of all reports that are generated
- Discussions with auditors as required

Please contact us for a fee quote. Our fees are based on current membership in your health plan and complexity of benefits being offered.

## GASB 45 Process

Our goal with GASB 45 clients is to alleviate you of as much responsibility as possible – when we are done with the project, we want you to say “That was easy.” We commit to upholding a level of service that exceeds your expectations from the moment we begin working with you.

Below is a sample GASB 45 project timeline, however we will work on your schedule and our turnaround times can be modified to meet your needs as necessary.

Step	Milestone	Responsibility	Estimated Timeline
1	Planning	Client & Nyhart	1 <sup>st</sup> Week
2	Data collection	Client	1 <sup>st</sup> Week
3	Perform actuarial calculations	Nyhart	2 <sup>nd</sup> Week
4	Release of preliminary report	Nyhart	3 <sup>rd</sup> Week
5	Discuss results	Client & Nyhart	3 <sup>rd</sup> Week
6	Release final report	Nyhart	4 <sup>th</sup> Week

Total: 4 - 6 Weeks

## Contact Us

For more information or if you would like to discuss your GASB 45 reporting obligations, please contact Randy Gomez or Suraj Datta:

Randy Gomez, FSA, MAAA  
[Randy.Gomez@nyhart.com](mailto:Randy.Gomez@nyhart.com)  
 317.845.3595

Suraj Datta, MBA  
[Suraj.Datta@nyhart.com](mailto:Suraj.Datta@nyhart.com)  
 317.845.3594



## miscellaneous

### Sporer Inducted into Iowa Insurance Hall of Fame

Russell (Russ) T. Sporer, a long-time insurance agent and insurance advocate for Iowa public entities, was inducted into the Iowa Insurance Hall of Fame on Wednesday, May 16, at Drake University's Olmsted Center in Des Moines. Mr. Sporer



was one of five insurance professionals inducted this year.

Nominators indicated Mr. Sporer deserved recognition for his selfless help of other insurance agents, many of whom consider Mr. Sporer a trusted source, mentor and friend.

Mr. Sporer has a long history of success in the industry and has been awarded recognition as Iowa's Agent of the Year on two separate occasions. He has been a principal for NOEL Insurance Agency in Ottumwa since 1974 and has served a number of other organizations as well.

Mr. Sporer served as the president of the Independent Insurance Agents of Iowa (IIAI) from 1999 to 2000. In addition, he has held positions on various committees for both the IIAI and the Independent Insurance Agents and Brokers of America,

as well as the City of Ottumwa. He has also volunteered for a number of organizations and has been actively involved in Veterans Affairs.

Mr. Sporer has earned the respect of other agents, company representatives and clients for his abilities, initiative and expertise in the public entity and health insurance sectors. He embraces the qualities both clients and professionals respect in an agent. Mr. Sporer is knowledgeable, professional, genuine and compassionate – all characteristics that show through in his interactions and in his work.

In addition to his role as principal of NOEL Insurance, Mr. Sporer serves as a principal and marketing representative of County Risk Management Services, Inc. (CRMS), which represents the Iowa Communities Assurance Pool (ICAP) and Iowa Municipalities Workers' Compensation Association (IMWCA) to Iowa counties. Mr. Sporer often serves as an expert witness in legal cases involving the industry and as an educator for courses offered by IIAI.

The Iowa Insurance Hall of Fame was created in 1997 to celebrate the proud heritage of the Iowa Insurance Industry and to recognize industry leaders.

## miscellaneous

### Water Conservation

Water conservation is a win-win-win scenario: it helps the environment, saves you money and is easy to do.

Many people do not realize that they can save lots of water without making major changes to their lifestyle. For instance, if you don't have a low-flush toilet, try placing three plastic containers filled with water in the toilet tank. Doing so will save a gallon of water every time you flush.

Also, consider switching to a low-flow showerhead. Standard showerheads use 4.5-gallons-per-minute, while low-flow showerheads only use 2.5. This switch would save roughly

20,000 gallons of water per year for a family of four with substantial energy savings from less hot water use.

Finally, this is a great time to create a rain barrel. Rain barrels are containers that collect rainwater that can later be used for watering around the yard. This is important since the average homeowner uses 40% of their household water in the yard during the summer.

For more information, including a video on how to build your own rain barrel, visit [IowaEnvironmentalFocus.org](http://IowaEnvironmentalFocus.org).

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# 2012/2013 calendar

## **August 2012**

- 8-10 CCMS Annual Conference  
(Embassy Suites Des Moines Downtown)
- 8-10 Records Annual Conference  
(Arrowwood Resort, Okoboji)
- 16-17 ISAC LPC Retreat  
(Hilton Garden Inn, Johnston)
- 23 ISAC Scholarship Golf Fundraiser  
(Otter Creek Golf Course, Ankeny)
- 29 Fall School Registration Opens (8:30 am)

## **September 2012**

- 13-14 ISAC Board of Directors Retreat  
(Hotel Winneshiek, Decorah)
- 27 ISAC LPC Meeting  
(ISAC Office, West Des Moines)
- 30-3 Assessors Annual Conference  
(Holiday Inn Airport, Des Moines)

## **October 2012**

- 12 Fall School Program Deadline
- 17-18 CCMS Fundamentals Training  
(Courtyard by Marriott, Ankeny)
- 23 CCMS Administrators Meeting  
(Stoney Creek Inn, Johnston)
- 25-26 ISAC Board of Directors Meeting  
(ISAC Office, West Des Moines)

## **November 2012**

- 1 CCMS Advanced Case Management Meeting  
(Hilton Garden Inn, Johnston)
- 2 Fall School Housing Bureau Deadline
- 13 Fall School Pre-registration Deadline
- 11-14 County Attorneys Fall Training Conference  
(Dubuque)
- 28-30 ISAC Fall School of Instruction  
(Veteran's Memorial Community Choice Credit Union Convention Center, Des Moines)

## **December 2012**

- 4-6 Engineers Statewide Annual Conference  
(Scheman Center, Ames)
- 13 ISAC Board of Directors Meeting  
(ISAC Office, West Des Moines)

## **January 2013**

- 8 CCMS Administrators Meeting  
(Hilton Garden Inn, Johnston)
- 23-24 New County Officers School  
(The Meadows Events and Conference Center, Altoona)

## **February 2013**

- 6 Statewide Supervisors Meeting  
(Courtyard by Marriott, Ankeny)
- 27-28 CCMS Fundamentals Training  
(Courtyard by Marriott, Ankeny)

## **March 2013**

- 2-6 NACo Legislative Conference  
(Washington, D.C.)
- 14-15 ISAC Spring School of Instruction  
(Des Moines Marriott Downtown)

## **April 2013**

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

## **May 2013**

- 2 CCMS Advanced Case Management Meeting  
(Stoney Creek Inn, Johnston)

## **June 2013**

- 6 CCMS Supervisors Training  
(Hilton Garden Inn, Johnston)
- 19-20 CCMS Fundamentals Training  
(Courtyard by Marriott, Ankeny)

## **Future ISAC Conferences**

ISAC Spring School of Instruction  
(Des Moines Marriott Downtown)  
· March 14-15, 2013  
· March 13-14, 2014

ISAC Fall School of Instruction  
(Veteran's Memorial Community Choice Credit Union Convention Center, Des Moines)  
· November 13-15, 2013  
· November 12-14, 2014

Please visit ISAC's online calendar of events at [www.iowacounties.org](http://www.iowacounties.org) and click on 'Upcoming Events.' A listing of all the meetings scheduled for 2012-2013, 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](mailto:shorner@iowacounties.org).



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