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Iowa State Association of Counties



February 2009
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To promote effective and responsible county government for the people of Iowa.

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

Happy Birthday, Mr. Lincoln

By: *Grant Veeder*

ISAC NACo Board Representative
Black Hawk County Auditor



We celebrate Abraham Lincoln's 200th birthday this month with the final installment of the "Lincoln Letters," the series in which we have viewed the life of our sixteenth president through the lens of his experience with Iowa and Iowans.

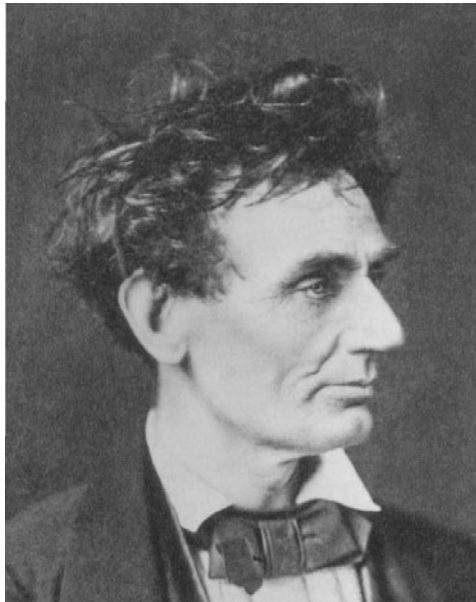
When *Iowa County* editor Rachel Bicego first suggested a year-long series, I thought there might be barely enough stories to eke out 12 or 13 articles. What I eventually found was a rich vein of material that I haven't yet fully mined. I only recently learned about Lincoln's relationship with Henry P. Scholte, one of Pella's founders, who translated Lincoln's 1860 campaign material into Dutch and German for his fellow immigrants. (This was prior to English being mandated as Iowa's official language.) Then there was Iowa Congressman Josiah Grinnell, who visited Lincoln numerous times in the White House, and who also sheltered John Brown and friends in his home after Brown's bloody exploits in Kansas prior to the Civil War.

I have learned of other stories by word of mouth, stories that are tantalizing but difficult to prove. Did Lincoln visit Tama County, where we know he once owned land? A Cedar Falls woman supposedly stitched the buttonholes on Lincoln's suits, and received a picture of the president as a gift. Tradition says that Abe visited a home in Lansing, where the bedroom he slept in is still shown to visitors.

And I would love to find out more about the man in Estherville who, upon expressing satisfaction at Lincoln's assassination, was strung up for his candor.

The articles, in slightly different form, are also available on the Iowa Abraham Lincoln Bicentennial Commission (IALBC) website, www.iowalincolin200.org. The IALBC has sponsored and endorsed numerous celebrations and events throughout the state during the official bicentennial period, which extends from February 12, 2008 through the same date in 2010. These include: the bicentennial kickoff and governor's proclamation

in February of 2008 at the Statehouse; the display of the original Morrill Land Grant Act, signed by Lincoln, at ISU last spring; a Des Moines Juneteenth celebration; a lecture by Lincoln historian Harold Holzer at the Salisbury House last October; a Lincoln birthday celebration at the State Historical building this February 12; and Lincoln exhibits at the Herbert Hoover Library in West Branch and at the University of Iowa through March 22 of this year.



Many local communities are planning commemorative events – if yours hasn't, it's not too late to start. Events range from Dr. Ronald Rietveld's personal Lincolniana collection on display at the Scholte House Museum in Pella to a re-enactment in Newton of "Our American Cousin," the play Lincoln was watching when he was shot, to a Night of 200 Lincolns at the Grout Museum District in Waterloo.

As this two-year celebration proceeds, some people are asking, "Why?" What is the point of celebrating a long-dead politician from an era we hardly recognize, when the president could walk the streets of Washington alone and petitioners could enter the White

House and demand to see the nation's chief executive?

I have a couple of answers to that. First of all, I believe that some things are worth remembering. Many of us who watched the horror of September 11, 2001, unfold feel that the traumatic events of that day should never be forgotten. Our parents felt the same way about the attack on Pearl Harbor in 1941, but try asking your kids about the details of December 7. If we think that future generations should remember the memorable events of our lifetime, shouldn't we remember and try to understand those of the past? Lincoln is largely responsible for the preservation of the United States and the ending of slavery here, which came at a cost in dead and wounded greater than any other losses sustained by the United States in war. These are things that should be kept alive in our national memory.

Still, some will call for relevance. Does Lincoln's experience have anything in it that we can use today? Once you cut through the cult of perfection that started to grow the day after his murder on Good Friday, 1865, I think there is much to learn from Lincoln the man.

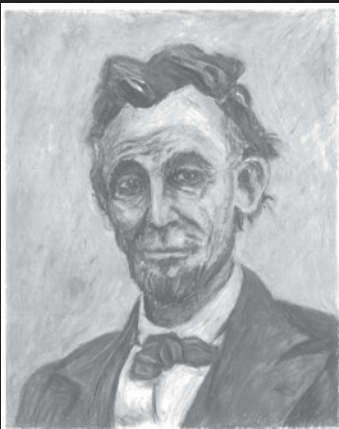
It is an interesting coincidence that the blossoming of interest in Lincoln brought by the bicentennial has been paralleled by the election of a presidential candidate who publicly reveres and emulates Lincoln and even has uncanny similarities to him. But a "Team of Rivals" cabinet and a slim résumé in Congress are superficialities. Every one of us can benefit from a study of Lincoln's life. Lincoln's honesty, his work ethic, his compassion, and his capacity for personal growth are elements that make him a great role model for any age.

A particularly relevant example of the latter involves Lincoln and racial prejudice. Even while opposing slavery, Lincoln for most of his life held racist views that were common in his era. But his knowledge and insight grew with his experience to the point where black leader Frederick Douglass, who once reviled Lincoln for his conservative actions, would say of him, "He was the first great man that I talked with in the United States freely, who in no single instance reminded me of the difference between himself and myself, of the difference of color."

Those of us involved in political leadership can draw much from strengths that Lincoln developed, such as his ability to see the big picture while paying attention to the details; his understanding of people and how to engage their talents; his willingness to compromise and his determination to stand firm, when each is called for; his capacity, again, to learn and change.

Lincoln also showed that leadership in a democracy means more than enacting the will of the people. Good leaders must sometimes use their authority and influence to show the way to change. When Lincoln proclaimed in his Gettysburg Address that the brave men who struggled there were fighting for a new birth of freedom, he was leading the nation to understand that it was sacrificing not only to preserve the Union, which was the North's battle cry at the Civil War's outset, but to eradicate slavery, an evil that made hollow the great principles on which the nation was founded.

If we listen to him, Lincoln can still guide us to follow what he called "the better angels of our nature." There has never been and never will have been a time when the world didn't need that. Lincoln deserves our notice both for what he did and for what we can do by his exceptional example.



About the Cover

For the past year, *The Iowa County* magazine has been very privileged to publish the Lincoln Letters series of articles written by Grant Veeder, Black Hawk County Auditor and NACo Representative on the ISAC Board of Directors. Grant has taken the readers of the magazine on a journey through President Lincoln's connections with Iowa. To celebrate the finale of the series I have created this portrait of Lincoln to grace the cover of the magazine. I chose oil pastels as my medium and used various photographs and paintings as my inspiration.

If you have any photographs or pieces of artwork that you believe would make a great cover for the magazine, please share them with me, Rachel Bicego, by sending the digital file to rbicego@iowacounties.org.

Mental Health/Substance Abuse Parity

What is mental health/substance abuse parity and why do county officials care?

ISAC has joined a coalition of organizations that will be working during the upcoming legislative session to secure passage of full mental health and substance abuse parity legislation. Other organizations involved include the Iowa Medical Society, the Iowa Psychological Association, the Iowa Psychiatric Society, National Alliance for the Mentally Ill – Iowa, AFSCME, Iowa Behavioral Health Association, Iowa Academy of Family Physicians, Iowa Association for Marriage and Family Therapy, Iowa Health Systems, National Association of Social Workers, and Orchard Place.

“Parity” refers to the movement to include mental health and substance abuse financing on the same basis as financing for general health services. The National Advisory Mental Health Council (NAMHC) identifies five benefits from mental health parity:

- Overcoming discrimination against those with mental illnesses;
- Preventing health plans from becoming financially disadvantaged because of adverse selection, because requiring parity in all plans levels the playing field;
- Reducing out-of-pocket expenses for people with mental illnesses and their families;
- Reducing disability by facilitating access to appropriate treatment; and
- Increasing the productivity and social contributions of people affected by mental illnesses.

I might add decreasing the costs of government to support and treat individuals with mental illness and substance abuse problems. In FY 2008, Iowa counties spent \$35.2 million for services for persons with mental illness, \$1.77 million for substance abuse services, \$3.58 million on juvenile justice-related expenses, and \$56.2 million for services for juveniles including shelter care and detention.

According to the Surgeon General, an estimated one in five Americans, approximately 600,000 Iowans, experience a diagnosable mental disorder annually. Of this number one in five is a child or adolescent. Almost half, or 300,000 Iowans, have a significant functional impairment as a result.

A general accounting office report found that inequalities in coverage existed in three basic categories: 1) lower limits on the number of inpatient days or outpatient visits per year; 2) lower annual and/or lifetime caps on total expenditures covered; and 3)

By: Linda Hinton

ISAC Government Relations
Manager



higher financial requirements such as deductibles, co-payments, or co-insurance.

Studies by the National Mental Health Association and the National Alliance for the Mentally Ill found that mental illnesses cost \$113 billion annually in indirect costs. Of this amount, \$8 billion is related to crime and welfare costs. An estimated 16% of all individuals in state and federal prisons have a serious mental illness. Two million Americans are disabled because of mental illness and 40% of America’s homeless are adults with severe mental illnesses.

Iowa’s parity law, passed in 2005, requires group health insurance plans for employers with more than 50 employees and public employee group plans to include the same coverage benefits for the treatment of a biologically-based mental illness as they include for other physically-based illness. Biologically-based mental illnesses are defined to include schizophrenia, bipolar disorders, obsessive-compulsive disorders, pervasive developmental disorders and autistic disorders. Efforts over the past three sessions to expand this coverage to other mental illnesses and to substance abuse have not succeeded.

Representatives Pam Jochum (D-Dubuque) and Mark Smith (D-Marshall) introduced HF 96 in 2007 that would have expanded the types of policies impacted by parity requirements and the types of illnesses included. The bill specified that coverage would be required for mental health treatment provided by a licensed mental health professional or by a licensed hospital or health facility. In addition, the bill required coverage for services provided by a substance abuse counselor, a licensed health facility with a program for alcohol and substance abuse treatment or a licensed substance abuse treatment and rehabilitation facility. These are areas in which counties now provide funding for persons who meet financial guidelines. Advocates for parity legislation are hopeful that there will be companion bills introduced this coming session.

Federal parity legislation included as part of the financial rescue package passed last fall requires health insurance plan years beginning after October 3, 2009 to provide coverage for mental health and substance abuse treatment on par with medical and surgical benefits. The new law prohibits:

- More restrictive utilization limits for mental health and substance abuse treatment, such as caps on outpatient visits or inpatient days, if there are not similar limits for medical and surgical benefits;

- More onerous financial conditions, such as larger copayments, deductibles, coinsurance rates, and out-of-pocket limits; and
- Providing more restrictive conditions for out-of-network coverage.

The new law will apply to self-funded Employment Retirement Income Security Act (ERISA) plans and fully insured group plans, but not individual health insurance. The law will apply to non-ERISA plans such as governmental and church plans. However, as under current law, self-funded governmental plans may opt out of the parity requirement, and the parity rules do not apply to employers with 50 or fewer employees. Plans that can demonstrate a cost increase of at least one percent (two percent for the first year this new rule applies to the plan) may apply for an exemption from the new law's requirements. If granted, the exemption applies prospectively, for one

year at a time. This cost-based exemption is also available under the current federal mental health parity requirements, but few plans attempt to satisfy the exemption requirements.

The Iowa proposal would cover large group plans (plans with more than 50 employees), entities with fewer than 50 employees and individual plans. It will not impact ERISA plans or any other plans not under the control of the Iowa Insurance Commissioner. This expansion should help Iowa counties by shifting some of the burden for supporting persons with mental illness and substance abuse problems to the private sector. In addition, appropriate treatment will help to reduce the number of persons with these health issues who are involved in our judicial and corrections systems. The Iowa Department of Corrections reports that nearly 90% of their inmates report a substance abuse problem. Adequate treatment resources could have a significant impact on state and county incarceration costs.

ISAC Legislative Tracking Tool

With the legislative session in full swing, remember to utilize ISAC's legislative tracking tool. This is an interactive web-based tool for viewing and printing legislative bills. The tool incorporates features such as listing ISAC's position, ISAC staff assigned to monitor the bill, steering committee, House and Senate status along with the Governor's status, and the affiliate(s) that would be interested in this legislation. You will also find hyperlinks to each of the legislative bills for easy retrieval. The end user can also filter and hide columns of information. Printing options are available to allow for printing on letter sized or legal sized paper. You are able to open up the legislative information into an Excel spreadsheet. This will allow for more printing options, such as the placement of headers and column titles on the top of each page. To use the legislative tool visit ISAC's website, www.iowacounties.org. If you have problems using the tool contact Tammy Norman at tnorman@iowacounties.org or 515.244.7181.

Please visit www.iowacounties.org often for the most recent news from our government relations team at the Capitol.

County Wide Law Enforcement: An Experiment that Has Worked

By: *David Vestal*

ISAC General Counsel



There are five counties in Iowa where the county sheriff's office is the only law enforcement agency in the county. Two counties, Ida and Osceola, have "unified law enforcement" pursuant to Iowa Code §28E.21 which outlines one specific way that counties can provide county wide law enforcement. Three other counties, Ringgold, Van Buren and Adams, do not have a formalized unified law enforcement structure. Instead, the sheriff has agreed to provide law enforcement for all of the cities in the county, including the county seat. So has this experiment worked? Has it saved money? What are the advantages and disadvantages? Let's look at some of these counties a little closer.

Ida County - Ida County has actual, honest-to-God unified law enforcement using provisions in Iowa Code §§28E.21 – 28E.30. They have had it since 1976. The current contract is up in 2011, according to Sheriff Wade Harriman. There are five cities in the county, and none of them have any police officers; the cities rely entirely on the sheriff's deputies. There is a public safety commission made up of the five mayors and the three supervisors. The commission sets the public safety budget. The funding for public safety is based on population, and currently the funding is split 43% county and 57% cities. Sheriff Harriman said unified law enforcement works well in his county. He said that a lot of that has to do with having good mayors and county supervisors to work with.

The way unified law enforcement works is that the sheriff has the same autonomy that any other sheriff would have as far as policies and procedures. They are completely up to the sheriff. The sheriff answers to the voters, not the public safety commission. He does enforce city ordinances, which he said can be "cumbersome." But what was Harriman's overall reaction to unified law enforcement? "It works really well."

Osceola County – The county has had actual Iowa Code §28E.21 unified law enforcement since 1972, according to Sheriff Doug Weber. The public safety commission is made up of two supervisors, four small town mayors, and two representatives from Sibley, the county seat. The public safety commission approves the public safety budget. The budget is funded by a funding formula devised by the commission. The current formula is a hybrid of law enforcement use and population.

As far as policies and procedures, those are up to Sheriff Weber. He said that this is the "most cost efficient" way to handle

law enforcement. He said that every year both the cities and the county think that the other should pay more. But that is really the only dispute.

Adams County - Adams County is in a unique position as Iowa's least populated county. According to Sheriff Bill Lyddon, circumstances forced them to come up with a new way of providing law enforcement.

Corning is the county seat. Traditionally it had its own police force. Then in early 2008 the police chief of Corning resigned. Instead of hiring another police chief, in May of 2008 Corning signed a contract to have the county provide the city's law enforcement, at which point the county added two more deputies.

None of the other three cities in the county have had their own police force. They rely on the county. But there is no contract and no money changing hands. So the county sheriff's office is the only law enforcement in the county.

Ringgold County – In 1999, the county seat of Mt. Ayr's police chief quit. The other problem was that the city had trouble keeping police officers because the pay was modest and there was not that much to do. According to Sheriff Mike Sobotka, city officials approached the county about taking over law enforcement for the city, which they agreed to do. None of the other 10 cities in the county has any law enforcement. Nor do they pay the county anything. So for the last nine years the sheriff's office has been the only law enforcement in the county. Ringgold County has the second smallest population in the state.

The city of Mt. Ayr pays the county for two cars, including all maintenance, gas and insurance, and pays for 80 hours of law enforcement a week, including costs related to training, uniforms and equipment. They also pay for a portion of the cost of dispatchers and secretaries. Last year the bill was \$136,000. "We charge them what it costs us. We just want to break even," said the sheriff. The sheriff said that the first few years were rough, with the city and the county having different priorities and different approaches. But he says the arrangement has "been a good deal" for both sides. He said that he has six deputies, and that Mt. Ayr essentially contracts for the services of two of those six. Since Mt. Ayr pays one-third of his budget, he thinks the deal is fair. The contract with Mt. Ayr allows either side to cancel the con-

Continued on page 13.

Local Option Income Surtax

By: Jay Syverson

ISAC Fiscal Analyst



ISAC and other local government groups have pushed the legislature during the last couple of years to allow cities and counties to implement a local option income tax. Our efforts may finally be gaining traction. Last month a legislative interim committee recommended that the legislature allow “revenue diversification” for cities and counties. Among the new revenue sources the committee asked the legislature to consider implementing is a local option income surtax. How would an income surtax work? How much money would it raise? Would it reduce property taxes? This month’s *By the Numbers* tries to answer those questions. Most of the data below is from a report on income surtaxes recently issued by the Legislative Services Agency (LSA).

An income surtax is not the same as an income tax. If your state income tax rate is 8%, and your local income surtax rate is 10%, your total income tax rate is NOT 18%. Rather, think of a surtax as a tax on a tax. If you paid \$500 in state income tax and the local income surtax was 10%, you would owe \$50 in local income surtax – 10% of your state income tax bill. You would pay the surtax along with your state income tax, and the state would send the money back to the appropriate local entity.

Under current law, Iowa school districts can use a local income surtax to fund a variety of programs. Of the 362 school districts, 297 use the income surtax for at least one program. The surtax rate ranges from 0% to 20% (the maximum rate). The average school income surtax rate statewide is 3.6%, and the surtax will generate \$86.6 million in FY 2009. School districts can only use the surtax to replace property tax revenue; the \$86.6 million translates to an average property tax rate reduction of \$0.75 per thousand statewide.

So how would a surtax for cities and counties mesh with the existing scheme for schools? One option would be to have a maximum combined income surtax rate for all entities. For example, the maximum combined surtax rate for all local governments could remain at the current maximum rate, 20%. At the 20% level, the income surtax could generate a total of \$475 million statewide. Recall that the current school surtax generates \$86 million, so there would be about \$389 million of unused surtax capacity. If the surtax were fully implemented statewide, the average amount of surtax paid by Iowans would be \$264 (the surtax would be paid by individuals only, not corporations). If, as is the case for schools, the city/county

surtax was required to be used for property tax reduction, there would be a property tax rate reduction averaging \$3.18 per thousand. This amounts to a property tax reduction of about \$210 for a \$150,000 home and about \$950 for a \$300,000 business. Notice that the effect of this scheme would be to increase the overall tax burden on individuals while reducing the tax burden on businesses.

One significant drawback to having a combined surtax limit is that you might see a race to implement the surtax at the maximum level. A city could rush to implement the surtax at the 20% level, and if successful, the county and school district would effectively be foreclosed from using the surtax. Further, in the four school districts already at 20%, the surtax would not be a viable option for cities and counties.

For those reasons, a better option may be to have separate surtax limits for cities, counties and schools. For example, cities and counties could each have a 5% limit and schools could have a 10% limit. A 5% surtax would raise \$119 million statewide and result in a property tax rate reduction of about \$1.00 per thousand. One potential roadblock to this scheme is that 73 school districts now have surtaxes in place that exceed 10%. However, most school districts that have an income surtax use it to fund the Instructional Support Program, which must be re-approved every five or ten years. Perhaps the school districts with surtax rates exceeding 10% could keep the higher rate until re-approval is required, at which point the maximum rate would be reduced to 10%.

Whatever scheme is ultimately adopted (if a surtax for cities and counties is ever adopted), there are clearly some details yet to be fleshed out. For example, the school income surtax must provide dollar-for-dollar property tax relief. Would the same be required of a city or county income surtax? The legislative interim committee recommended that at least 75% of new revenues be used for property tax relief, with a special emphasis on commercial property tax relief. Another detail is determining what the income surtax revenue could be used for. Would it be general county revenue, available to be spent for all general county purposes? The legislative interim committee recommended the permissible uses of surtax revenue be limited to property tax relief, public safety, infrastructure, and a few other uses.

Continued on page 13.

Becoming Data

By: Robin Harlow

ISAC Technology
Project Manager



CSN Update

The County Community Services Network (CSN) is a system that will connect Mental Health Community Services departments throughout all 99 Iowa counties. Currently, the CSN steering committee is working with “tester” counties to check out the new system and modify it to best fit all county community service needs and requests.

In May 2009, about 25 selected counties will begin migrating from their CoMIS system, or other comparable system into CSN. Once transitioned, the staff of each county will be able to enter and update client information, enter funding requests for clients, review hand-selected reports, view Medicaid billings, and communicate with other counties regarding clients within CSN.

Once the first 25 counties are completely transitioned, three more groups of 24-25 counties will work with ISAC staff to migrate or map their data into CSN with the last group finishing up in August 2009. The best way to stay informed about CSN and its timeline is by visiting the CSN webpage at <http://csnproject.iowacounties.org/>.

Beaming Data

Over the 40 years that Star Trek has been in our culture, it is amazing how some of the gadgets actually became reality. For example, the communicator is equal to our cell phones, and we do carry around hand held computers. But, the use of the transporter always made me uncomfortable. How did it know not to transport your body to the inside of a tree or a boulder? What about the person’s soul? Was it broken down into streams of data? The operation of the transporter did occasionally have its hiccups and deliver someone in segments (ouch!). Although the use of the transporter to beam people is in the distant future, with today’s technology we are mastering the part of moving data from location to location. We can take advantage of beaming data from location to location and at the same time realize significant savings in time, energy, and money.

CSN will allow the counties to reap the benefits of seeds sewn in 2003. Six years ago the seeds of the Electronic Transaction Clearinghouse (ETC) were planted to help counties become HIPAA compliant when transmitting electronic transactions. Because providers were slow to adopt electronic transmission themselves, the ETC became more of an insurance policy;

counties were poised to dance, but waiting for dance partners. In 2007, we have begun to move a couple of large providers into ETC, but the original potential list of HIPAA providers has not yet materialized.

What did materialize is Iowa Medicaid Enterprise (IME) delivering 600,000 transactions annually to the counties via paper. This number excludes the six counties that are already getting these transactions in a data file and are currently loading them into their system. When CSN is in full production, these IME transactions will simply show up in the appropriate county’s claims review screen. The county will then be able process the claims electronically. Within in a year of full production the goal is to be able to beam all CSN claims to the auditor for processing. The auditor will then be able to beam remittance information to CSN, which will in turn be beamed to the provider.

What is the cost of keying these 600,000 transactions? The estimated initial keying time for each paper transaction received from IME is two and a half minutes. The two and a half minutes includes: handling the reports; prep work on the claim; and actual keying time. If we take the keying time multiplied by the 600,000 transactions we get 1.5 million minutes per year. This totals 25,000 hours at the average cost per hour of \$12. The grand total is \$300,000. However, if you add the time to key the information into the auditor’s system (for this purpose let’s assume that it takes half the time of keying into the current system), the costs/savings now jumps to \$450,000 per year.

This little exercise is conservative and only applies to the IME transactions. Depending on the county, it is estimated that the IME transactions are 50% to 70% of the total transactions flowing through the CPC office. There are already plans to address the remaining 30% to 50%, with an ultimate goal of having 95% of all transactions beamed electronically. The hard savings for beaming the transactions electronically could easily reach \$1 million annually.

Through the use of ETC to beam transactions in and out of CSN, we have managed to reap benefits well beyond ETC’s original focus of helping counties to be simply HIPAA compliant. So for now, beam my data Scotty, but I’ll take the bus.

TCM Stocking Stuffers

It is early January as I sit before the warm glow of my computer monitor, sipping hot black tea and reminiscing over the recent holidays and the past year in general. What a great opportunity to kick back, relax, and start composing my Christmas Letter for next year:

Dear Santa:

I've been a relatively good boy this year. I would like to take this opportunity to state that the reports of me dancing on the bar in Strawberry Point were greatly exaggerated and highly inaccurate. It was, in fact, my friends Jake and Kar who were dancing with the natives and I was merely a casual observer. At any rate, here are a few things I'd like to find in my case management Christmas stocking next year:

A "Joe Cubicle - Talk to Me" Bureaucratic Action Figure

Joe will have a firm handshake, direct eye-contact, and extra-large ears (connected to an extra-large brain) that will enable him to hear and understand the value of the input of all shareholders in design processes. Good communication must be a key component if we are to successfully implement the new federal regulations and state interpretation of those regulations that are scheduled to go into effect within the next several months. Good communication must be interactive on all levels (federal to state, state to state, state to county, and county to providers) and must work both ways up and down the ladder. It is not coming down from the mountains with stone tablets (and perhaps a webinar thrown in to train everyone on the nuances of the new 15 minute billing system). It is involving all the aforementioned entities in the process of developing a system that is efficient, functional and results in the practical client outcomes we hope to see (safety, good health and opportunities to live, work, learn and socialize within the communities in which they live). It is not easy to coordinate all these parties in the process, and it's not the easiest way to develop products. But it is the best way to develop products that will be superior to anything developed without this type of involvement.

An Axe

Not to grind, but to cut. Much like businesses and manufacturers who are currently facing financial woes, we need to take a hard look at our current product and decide where to "trim the fat" - and I wouldn't count on us being awarded a multi-billion dollar bailout gift! This means consolidating rules and regulations at a state and federal level to insure they reflect the true guidelines that we are to operate under. Decide whether or not the current Chapter 24 philosophy of "consumer-driven goals" remains the appropriate approach to writing Service Plans when other directives indicate that services

By: Dan Vonnahme

ISAC Case Management Specialist



must be driven by medical necessity/needs and that all services/supports must be addressed as goals in very specific terms of utilization. And then, if needed, change all the rule sets affecting Targeted Case Management (Chapters 24, 90, 79, etc.) accordingly and unilaterally. As I have said before, we are no longer in position to ask "What do we want?" because everyone (from their different perspectives) always wants everything. But this is not possible or practical. The better approach in these times is to ask "What do we (collectively) need?" This type of approach encourages efficiency that is sorely needed. I no longer want to look at files for clients who have only been receiving services for a few years that weigh between 10-15 lbs. and have to be put in 3 inch wide binders, but are still found to have "insufficient information" when it comes time to authorize services for the clients or for the agency's review of documentation for accreditation. As TCM providers, we need to rethink some traditional approaches to documentation and try to meet all the operational parameters put before us. We need to devise methodologies that are more objective and scalable than our present reports, which means state regulators/reviewers may need to adjust to less narrative and subjective "story-telling" and be more open to measureable checklists like those used in medical-based facilities.

A Bahamian Timex Watch

If you've ever been to the Bahama Islands (or to South Florida), you are probably familiar with the concept of Bahamian time. Basically, it reflects the Islanders' very relaxed approach to the concept of time and work. Any request that you have is responded to in the same manner, "No problem, mon." And as long as you don't mind waiting a bit (sometimes a long bit), they will come through with your request. Sometimes, we get so wrapped up in dealing with issues quickly that we never allow ourselves the opportunity to deal with issues correctly.

A "Serenity Now!" pin

This past year has sometimes reminded me of a swimmer trying to run out into the ocean - huge waves keep crashing all around, knocking him off his feet again and again. Bad weather, poor health, financial woes, wide-sweeping federal TCM regulation changes, and so on. But sometimes, we have to learn to adapt to the environments. Like the swimmer, it's sometimes best to turn the other direction and let waves work to carry you in directions you might not have considered before.

That's it Santa. Take care and have a great year! Your Buddy,
Dan

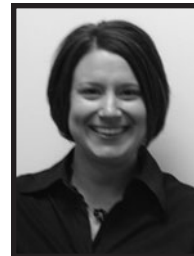
PS - I also want a fire truck and a pony!

ISAC meetings

2009 Spring School Update

By: *Stacy Horner*

ISAC Meeting/Event Administrator



Registration

Online registration for the 2009 ISAC Spring School of Instruction is now available. If you register before 4:30 pm on Monday, February 23, the pre-registration fee is \$110. After this date, all registrations must take place on-site at the Des Moines Marriott Downtown and you will be charged the late fee of \$130.

We strongly encourage pre-registering for the conference as it helps the ISAC staff plan accordingly for conference-wide activities and materials, including the ISAC Networking Lunch. Visit the ISAC website at www.iowacounties.org to register today!

ISAC Networking Lunch

The ISAC Networking Lunch will be held on Thursday, March 5 at 12:00 pm at the Des Moines Marriott Downtown. All conference attendees eat FREE at this conference-wide lunch. This box lunch is included in your registration fee and will include: your favorite deli sandwich, roasted vegetable penne pasta, an apple, potato chips, a freshly baked cookie, and a bottled water or assorted soda. Please attend and enjoy lunch with your fellow association members.

Exhibit Hall Hours

The conference agenda is now available at www.iowacounties.org. Please note that the exhibit hall will only be open for one day (Wednesday, March 4) beginning at 7:30 am. Registration for Wednesday will take place in the exhibit hall and morning refreshments will be served in the exhibit hall from 7:30 am - 9:30 am. After the ISAC General Session and lunch break, the exhibitors will be hosting an ice cream social from 12:30 pm - 1:30 pm. After affiliate time during the afternoon, the exhibitor social hour and vendor drawing will be held from 5:00 pm - 6:30 pm and will be your last opportunity to visit with all of the conference vendors. So, don't forget to stop by after your affiliate time wraps up to grab a little bite to eat and check out the exhibit booths one last time before the exhibit hall closes at 6:30 pm.

Keynote Speaker

ISAC is pleased to host Mercedes Ramirez Johnson during the ISAC general session on Wednesday, March 4. In 1995, she narrowly survived a commercial airplane crash that killed 160 people, including her parents. As one of only four survivors of this tragedy, she vowed that she would make her sec-

ond chance at life count...and that she has - not only for herself, but also for the tens of thousands of people who have heard her story and her message. A full bio is available at www.iowacounties.org.

ISAC Dance

Based on member feedback, the ISAC Dance will be held on Wednesday, March 4 from 8:30 pm - 11:30 pm at the Renaissance Savery Hotel. Keg beer and light snacks will be available during the dance. Please come and enjoy the music, fellowship, and fun!

ISAC Educational Seminars

The topics for the ISAC educational seminars have been announced: Generational Differences: How to effectively work with employees of all ages; Current Trends in Information Technology; Managing County Expenditures in Tough Economic Times; Public Engagement; and Preparing for Retirement. The ISAC educational seminars will be held beginning at 8:00 am on Friday, March 6, at the Des Moines Marriott Downtown. These educational seminar topics will be of great value to all county officials. Please plan to attend.

Hotel Accommodations

ISAC will assist in securing hotel reservations for the following people: ISAC board of directors; ISAC past presidents; affiliate presidents; CCMS board of directors; CRIS board of directors and individuals with disabilities. If you fall within one of these categories, please contact me ASAP if you haven't already made your hotel arrangements. For those individuals with disabilities, ISAC may require you to provide a medical note stating that you have a disability which requires you to stay at the conference hotel. According to the ISAC board of directors policy, all other county officials are responsible for making their own room reservations for the 2009 ISAC Spring School of Instruction.

Hospitality Rooms

If you are interested in hosting a hospitality room during the 2009 ISAC Spring School of Instruction, please contact me ASAP to reserve your hospitality room. Hospitality rooms are now being assigned on a first-come, first-serve basis at the Des Moines Marriott Downtown and Renaissance Savery Hotels. Hospitality rooms at the Des Moines Marriott will be \$210/night plus taxes, and hospitality rooms at the Renais-

sance Savery will be \$190/night plus taxes. You are able to provide your own food and beverage at both hotels. Hospitality rooms will be open during the conference on Wednesday, March 4, from 6:30 pm - 8:30 pm and Thursday, March 5, from 5:30 pm - 7:30 pm.

Hospitality Room Policy

1. All hospitality rooms held in conjunction with an ISAC school must be approved in advance by ISAC. ISAC shall advise conference attendees that accepting food or drinks at non-approved hospitality rooms may violate Iowa's gift law.
2. Hospitality rooms of affiliates, exhibitors, and sponsors shall be approved contingent upon room availability. Other requests may be approved at ISAC's discretion upon payment of an amount equal to an exhibit booth rental.
3. Hospitality rooms shall not be open during regularly scheduled ISAC events.
4. Hospitality rooms shall close at designated times, and the rooms shall be vacated.
5. If these policies are not observed, ISAC reserves the right to refuse future requests to host a hospitality room.

Please also be aware of a new sleeping room cancellation policy that will take effect at the 2009 spring school.

Cancellation Policy

To book a sleeping room in the ISAC block, rooms will not be available without a guest name and a credit card to hold the reservation. Check payment will still be accepted, but a credit card must be used to reserve the room. Changes and cancellations with NO cancellation fee will be accepted 3 weeks prior to the start of the conference. After this time, NO cancellations will be accepted and NO refunds will be given. If you choose to cancel your hotel reservation, you will be charged a cancellation fee, which is one night's lodging plus taxes, to the credit card on file. Name changes on guest room reservations will be accepted.

Conference Website

Please see the 2009 ISAC Spring School website for up-to-date conference details. This website is an excellent resource for all conference details that will be posted as they are finalized. You can find the website by visiting www.iowacounties.org.

As always, please don't hesitate to contact Stacy Horner at shorner@iowacounties.org or 515.244.718 if you have any questions. We look forward to seeing you in Des Moines March 4-6, 2009!

legal briefs

Continued from page 8.

tract on 30 days' notice. The sheriff said that the biggest objection he hears is Mt. Ayr citizens who are upset about "paying twice" for law enforcement.

Parting Ponderable:

"If you've seen one city slum, you've seen them all." – Spiro Agnew

"Capital punishment is our way of demonstrating the sanctity of life." – Orrin Hatch

"If Lincoln were alive today, he'd be turning over in his grave."
– Gerald Ford (on Nixon and Watergate)

by the numbers

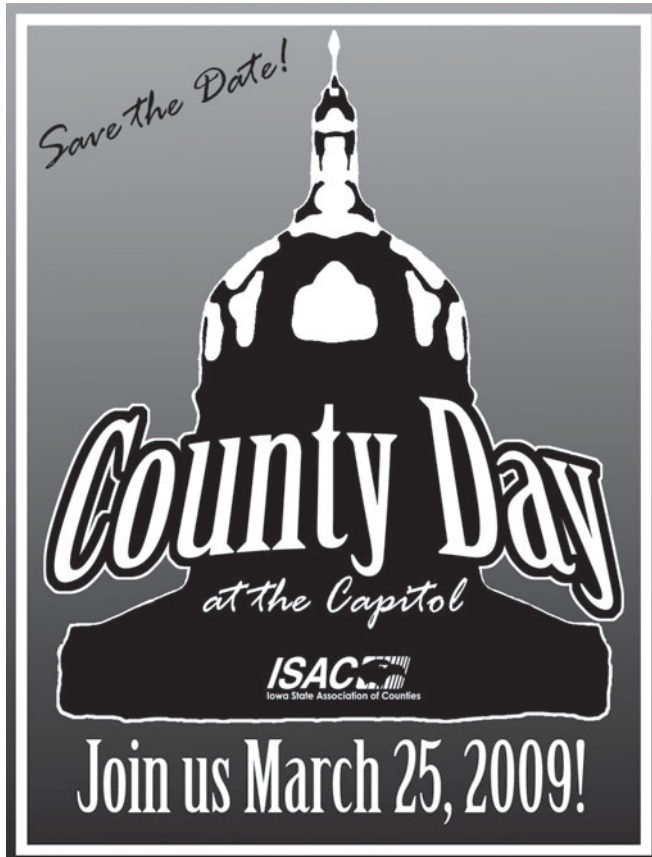
Continued from page 9.

Once all the details are finalized, a city or county income surtax could be implemented with relative ease. In fact, there's one county that already implements an income surtax. Appanoose County imposes an income surtax to fund its emergency medical services (EMS) program, pursuant to Iowa Code chapter 422D. The surtax for EMS must be voter-approved, cannot exceed 1%, and must be renewed every five years. Appanoose County's surtax is 1% and generated \$68,000 in 2008.

ISAC brief

County Day at the Capitol

Join us on Wednesday, March 25, 2009, for the first County Day at the Capitol. This event will begin at the Wallace Building auditorium. There will be special presenters on the hot issues of the time. From there, the group will travel to the Capitol. This time at the statehouse will give county officials



the opportunity to participate in the lobbying process by meeting with their legislators.

We have secured space in the Capitol Rotunda for affiliate displays. This will give each affiliate the opportunity to introduce legislators and the public to your important roles in the effective administration of county government.

Lunch will be provided for legislators and attending county officials in Room 116 on the first floor of the Capitol. This will again give county officials the opportunity to interact with legislators.

In order to have the opportunity to meet with your legislators on this day, each county is encouraged to set up meetings with their legislators in advance. Most days of the session are extremely busy and having a scheduled time with your legislators is very important to make the most of your day.

As an ISAC member county it is important to be involved in the legislative session and to work to promote ISAC's legislative priorities and objectives. The County Day at the Capitol will give our members an opportunity to support ISAC's efforts and work towards improving county government.

It is our hope that by making a concentrated effort to focus on county issues on just one day, that we will have a greater impact at the capitol than in previous years of spreading the days among districts. Please mark your calendars now for March 25, 2009!

Please visit www.iowacounties.org frequently for updates on the day of events.

employment

Winnebago County, located in Forest City, Iowa, in North central Iowa, is seeking qualified applicants for the position of county engineer. The position requires a Bachelor's Degree in civil engineering and possession of or capability of acquiring licensure as a professional engineer from the State of Iowa within six months of employment. Five years progressive experience in the transportation industry including supervisory or managerial experience is preferred, but not required. Work experience with county drainage districts is strongly 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 the budget 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.

2009 ISAC Board of Directors

Gary Anderson, Appanoose County Sheriff, was elected the 2009 ISAC President. He spoke to the audience at the fall school general session and was featured in an article in the January magazine about his goals as president for the upcoming year.

Members of the 2009 Executive Committee:

President: **Gary Anderson**, Appanoose County Sheriff;
1st Vice President: **Chuck Rieken**, Cass County Supervisor;
2nd Vice President: **Marge Pitts**, Clay County Auditor; and
3rd Vice President: **Wayne Walter**, Winneshiek County Treasurer

Ten county officials were recently re-appointed to the ISAC Board of Directors:

Tim McGee, Lucas County Assessor;
Linn Adams, Hardin County Community Services;
Lori Morrissey, Story County Emergency Management;
Michael McClain, Jones County Engineer;
Jon McNamee, Black Hawk County Environment Health;

Wayne Chizek, Marshall County IT/GIS;
Nancy Parrott, Jasper County Recorder;
Terri Henkels, Polk County Public Health;
Harlan Hansen, Humbolt County Supervisor; and
Joe Buffington, Henry County Zoning.

New to the board in 2009 are:

Darin Raymond, Plymouth County Attorney;
Dan Cohen, Buchanan County Conservation; and
Melvyn Houser, Pottawattamie County Supervisor

Past President: **Mike King**, Union County Supervisor
NACo Board Representative: **Grant Veeder**, Black Hawk County Auditor

Overall, there are 19 county officials that comprise the 2009 ISAC Board of Directors. Board members are chosen by their affiliate and serve on the ISAC board until they are replaced by their affiliate. The board members' primary responsibilities include developing and monitoring the ISAC strategic plan, setting legislative priorities, and recommending ISAC's budget. Executive committee members are chosen by the ISAC Board of Directors and serve a one-year term.

miscellaneous

Save the Date! Ready to Run™ Iowa

Friday, April 3, 2009

Scheman Building, Iowa State Center, Iowa State University
Ames, Iowa

Registration is underway for the 2009 Ready to Run™ Iowa campaign training school, which will be held on Friday, April 3, on the campus of Iowa State University. Registration is \$75 a person if postmarked by March 21, 2009, and \$100 per person after March 21. Support from sponsors keeps tuition below our actual costs, and scholarships may be available to help cover travel and registration fees.

Ready to Run™ Iowa is a one-day, comprehensive, bi-partisan campaign training workshop offered every other year by the Carrie Chapman Catt Center for Women and Politics and the Ames League of Women Voters. It is based on the very successful Ready to Run™ New Jersey campaign training for women initiated by the Center for American Women and Poli-

tics at Rutgers University in 1998. Of the nearly 1,000 women who have attended Ready to Run™ New Jersey, more than 25% have run for office and more than 70% of those who ran won their elections!

We are hoping to have the same impact in Iowa, which is still one of only four states that has not elected a woman to the U.S. Congress. Iowa has not elected a woman as governor and it ranks below the national average of 24.2% with 34 women (22.7%) in the State Legislature.

Although Ready to Run™ Iowa addresses topics unique to women as they seek greater participation in the political process, the campaign school is open to anyone who is interested in running for elected office, serving on public boards and commissions, and/or working on a political campaign.

Please visit the Ready to Run™ link on the ISAC or Catt Center web site to learn more about the history and content of this program, download registration forms and information about scholarships, see who is serving on our bi-partisan Advisory Board, and check out Frequently Asked Questions: <http://www.las.iastate.edu/CattCenter/readytorun.shtml>.

ISAC brief

NACo Supports Vilsack



The National Association of Counties (NACo) has expressed its support for the confirmation of Tom Vilsack as Secretary of the U.S. Department of Agriculture.

In a letter sent to Senate Agriculture Nutrition and Forestry Committee Chairman Tom Harkin (D-Iowa), NACo Executive Director Larry E.

Naake cited the former Iowa governor's longstanding commitment to rural communities as the primary reason for the organization's support.

"As the only national organization representing America's counties we are acutely aware of the need for a renewed federal commitment to help rural America gain greater access to important seed capital, infrastructure financing, professional expertise and support services that help translate rural dreams and hopes into reality," Naake said. "Mr. Vilsack's longstanding commitment to rural development, rural renewable energy, agriculture and nutrition programs is good news for rural communities. In Iowa he promoted efforts to build a 21st-century rural economy of cutting-edge companies and technologies to revitalize rural America."

NACo Legislative Conference

Don't miss the 2009 NACo Legislative Conference being held March 7-11, at the Marriott Wardman Park Hotel in Washington, D.C. This critical conference will focus on the new Administration and the 111th Congress. We fully understand travel budgets are extremely tight; however, you can't afford to miss hearing from new Administration officials, cabinet secretaries, and members of Congress and having the opportunity to network with your peers. The information and contacts you will make over these several days will be of real value and benefit to you and your county. In these very difficult times NACo members must work together to learn, provide and share solutions with one another and our partners in the federal government.

Register TODAY online at www.naco.org. Schedule details, hotel information, transportation information, area attraction, and more can also be found at NACo's website.

ISAC will be planning events and meetings during this conference. Please contact Rachel Bicego at rbicego@iowacounties.org for more information and to get updates on ISAC conference activities.



counties in the spotlight



Assessor of the Year

Butler County Assessor Deb McWhirter was awarded Outstanding Member of the Year at the recent Iowa State Association of Assessors annual conference in Des Moines.

This year marks the 60th Anniversary of the creation of the Assessor's Office in local government. She has served as Association President the past year and was nominated for the award by her peers for her contributions to ISAA. McWhirter has worked in the Butler County Assessor's Office since November 1978 and was appointed County Assessor in 1990.

Iowa Communities Assurance Pool

By: *Holly Fokkena*

Butler County Auditor and ICAP Board Member



I have been the Butler County Auditor since November 1998 and have served on the Iowa Communities Assurance Pool Board of Directors since 2005. In both venues I'm exposed to financial information and have the responsibility of acting on behalf of others. I would like to share an observation with you regarding the integrity and viability of the ICAP program.

It seems like every day's news is focused on the economy and what caused the apparent meltdown of Wall Street and the banking industry. There are few exceptions as I scroll down the names of companies experiencing serious financial difficulties. What did those "spared" companies do differently to allow them to avoid the problems facing many of their counterparts? I think a lack of discipline is part of the answer. Or call it greed. It takes discipline to walk away from a "deal" that everyone else is fighting for, because the deal didn't make good sense.

ICAP's rates haven't changed since 1986. The goal of a group self-insurance program owned by public entities is to collect enough money to capitalize the pool, pay claims and administration. Not more, not less. ICAP has not participated in chasing new member entities by charging less than what the covered exposures warrant, just to be competitive during a "soft" market cycle.

ICAP was formed in 1986, the height of a hard (expensive) market. That lasted into the early 1990's. During this period, ICAP's prices were a fraction of insurance company premiums. That changed with the soft insurance market that existed through most of the 1990's. ICAP's prices were undercut by the insurance competition, but the Pool's pricing didn't

go down to attract or retain members. ICAP's leadership wouldn't allow charging less than what it costs to pay claims and administration.

The next hard market hit in 2001, right after 9/11. Most insurance company premiums shot upward and some companies left the public entity market or went out of business. ICAP members didn't experience any casualty increase and over 30 Iowa counties joined ICAP in just two years. None of the insurance companies that competed for Iowa counties in the 1980's are covering counties today. But ICAP is still here, and at the same rates we started with in 1986.

That record not only represents stability for our members, but it is a great example of doing the right thing. Being disciplined when it counts gets rewarded in the end. The 67 Iowa county members of ICAP are not exposed to the cyclical markets of the insurance industry.

My fellow ICAP board members and I met in October and voted to return over \$1.6 million to vested members in the property & casualty program. That represents the largest credit returned in 17 consecutive years of credits to members. 2009 is the third year that Cumulative Reserve Fund equity has been returned to vested members. The board elected to continue the process for those members just achieving vested status.

Contact information is provided below.



Iowa Communities Assurance Pool
5701 Greendale Road
Johnston, IA 50131
phone: 800.383.0116
www.icapiowa.com

Making Medicare Sense: Answers to One of the Most Commonly Asked Medicare Questions

Q: What is the Nursing Home Compare Five-Star Quality Rating System that was announced in December?

A: For the first time in the history of Medicare and Medicaid, the federal government has rated the nation's 15,800 nursing homes based on the quality of care they provide. The system assigns five stars to the top performing facilities, down to one star for poor performers.

Each nursing home is evaluated in three areas critical to assessing quality of care: how the home has scored on the most recent three years of health inspections; how it performs on quality measures; and its staffing levels. Each area is given a score of one to five stars, plus an overall star rating.

The ratings for each nursing home that participates in Medicare and Medicaid can be viewed by visiting www.medicare.gov/nhcompare or by calling 1-800-Medicare (1-800-633-4227). Since the distribution of overall star ratings is not fixed; the number of nursing homes that have one-star ratings or five-star ratings will change over time. CMS expects the distribution to shift towards a higher number of stars over time, as facilities take quality improvement actions.

CMS currently updates the inspection data on *Nursing Home Compare* on a monthly basis and updates the quality measures on a quarterly basis. Data for the *Five-Star Quality Rating System* will be updated on the same schedule.

Making a decision about long-term care is difficult for any family. The ratings, as well as the other tools on *Nursing Home Compare*, provide a first-step for evaluating long-term care options for your loved ones.

First launched in 1998, the *Nursing Home Compare* web site is designed to help consumers with this difficult task. The introduction of the new *Five-Star Quality Rating System* takes the wealth of information already on the site and summarizes



it in a more user-friendly format. The ratings are not meant as a substitute for other actions families must take, such as consulting their physician and visiting homes in their area.

Families should also use the information they find on *Nursing Home Compare* to begin a conversation with the nursing facility administrator about plans to improve care in areas of concern. The overarching goal of the new rating system on *Nursing Home Compare* and all quality initiatives is to provide unbiased information for the public on key measures surrounding quality of care. Through public reporting and increased awareness by consumers, facilities will continue to advance the quality of the care they provide, resulting in better health outcomes for all.

Approximately three million elderly and Americans with disabilities rely on nursing home care annually (about 1.5 million reside in nursing homes at any one time). This is an extraordinarily fragile and vulnerable population. They – and their family members – must be able to count on nursing homes to provide reliable, high quality care. The new *Five-Star Quality Rating System* gives families an objective tool for evaluating that care.

Nursing Home Compare is part of a larger effort by Medicare and Medicaid to improve the quality of healthcare in America by arming consumers with the information needed to make informed decisions.

associate member highlight

Cost Control Associates

With shrinking budgets and rising utility costs, would your county like to receive refunds and/or savings from your energy, telecom and cellular providers?

Cost Control Associates has teamed up with the National Association of Counties to provide contingency fee based telecom and energy programs intended to uncover hidden refunds and cost savings. This program allows a county to have a review made of telecom, cellular and energy expenses with no costs incurred if refunds/savings are not achieved.

This service is offered under a contract that resulted from a national bid by Dallas County, Texas and the National Association of Counties. This publicly solicited contract meets the competitive bid requirements for local governments because most local governments have the ability to piggyback on a publicly solicited contract issued by a lead public agency.

Counties and other governments can choose from the following program offerings: cellular phone cost review; other telecom cost review including local, long distance, internet, and data lines; and electricity, natural gas and other utilities

These programs have proven effective for over 200 county, state and municipal governments including Dallas County, Texas, the City of Cleveland and the states of New York and Massachusetts. The programs have produced millions of dollars in refunds and cost savings for Cost Control Associates clients. Based on their nationwide experience, the company believes your utility and/or telecom carriers offer an excellent opportunity for refunds and cost savings.



Even if you have had such services performed in the past, periodic updates are recommended due to tariff changes, rate plan changes, facilities changes, administration changes, etc. Budget constraints are a concern to most counties, and Cost Control Associates would like to help by putting their 19 years of experience to work for you.

Contact Norm Poli and he will rush to you a package explaining how and what this service will do, references, case studies and a copy of the two page NACo agreement.

Norm Poli
Midwest Regional Director
Cost Control Associates, Inc.
www.costcontrolassociates.com
989.358.1590

Jim Sawyer
Director
NACo Financial Services Corp.
202.661.8868

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If you are interested in advertising in The Iowa County magazine please contact Rachel E. Bicego at 515.244.7181 or rbicego@iowacounties.org. Advertising information is available on ISAC's website, www.iowacounties.org, under corporate opportunities.

Past issues of The Iowa County can be viewed on ISAC's website, www.iowacounties.org, under news.

Editor's Note: For consideration of materials to be published in *The Iowa County* magazine, please submit before the first Friday of the previous month. (Materials for the March 2009 magazine are due on Friday, February.)

Thank you! Rachel

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calendar

February

- 3 CCMS Administrators Training
(Adventureland Inn, Altoona)
- 5 ISAC Executive Board Meeting
(ISAC Office, Des Moines)
- 6 District 4 Legislative Meeting
(Griswold Community Center, Griswold)
- 18-20 CCMS Fundamentals Training
(Holiday Inn Airport, Des Moines)
- 19-20 ISAC Board of Directors Meeting
(ISAC Offices)
- 23 CCMS Training Committee Meeting
(ISAC Office, Des Moines)

March

- 4-6 ISAC Spring School of Instruction
(Marriott Downtown and Renaissance
Savery, Des Moines)
- 7-11 NACo Legislative Conference
(Washington, D.C.)
- 25 County Day at the Capitol
(State Capitol, Des Moines)

April

- 14 CCMS Administrators Training
(Holiday Inn Northwest)
- 15 CCMS Cost Report Training
(Holiday Inn Northwest)
- 16 CCMS Support Staff Training
(Holiday Inn Northwest)
- 30 ISAC Board of Directors Meeting
(ISAC Offices)

May

- 14 CCMS Administrators Training
(Holiday Inn Northwest)

June

- 10-12 ICIT Mid-Year Conference
(West Des Moines Marriott)

- 14 CCMS Administrators Training
(Holiday Inn Northwest)
- 15-17 Assessing Officers (NCRAAO) Conference
(Holiday Inn Airport, Des Moines)
- 17-19 CCMS Fundamentals Training
(Holiday Inn Airport, Des Moines)

July

- 15 ISAC Golf Scholarship Fundraiser
(Jester Park, Granger)
- 16 ISAC Board of Directors Meeting
(ISAC Office, Des Moines)
- 24-29 NACo Annual Conference
(Nashville, TN)

August

- 5-7 Recorder's Summer School
(Honey Creek Resort)
- 6-7 2009 Supervisors Executive Board
(Council Bluffs)
- 12-14 CCMS Annual Conference
(Holiday Inn Airport, Des Moines)

September

- 17-18 ISAC Board of Directors Retreat
(Honey Creek Resort)

October

- 29-30 ISAC Board of Directors Retreat
(ISAC Office, Des Moines)

November

- 18-20 ISAC Fall School of Instruction
(Coralville Marriott Hotel and
Convention Center, Coralville)

December

- 10 ISAC Board of Directors
(ISAC Office, Des Moines)

Please visit ISAC's online calendar of events at www.iowacounties.org and click on 'Upcoming Events.' A listing of all the meetings scheduled thus far in 2008, 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, please contact Stacy Horner at (515) 244-7181 or shorner@iowacounties.org.



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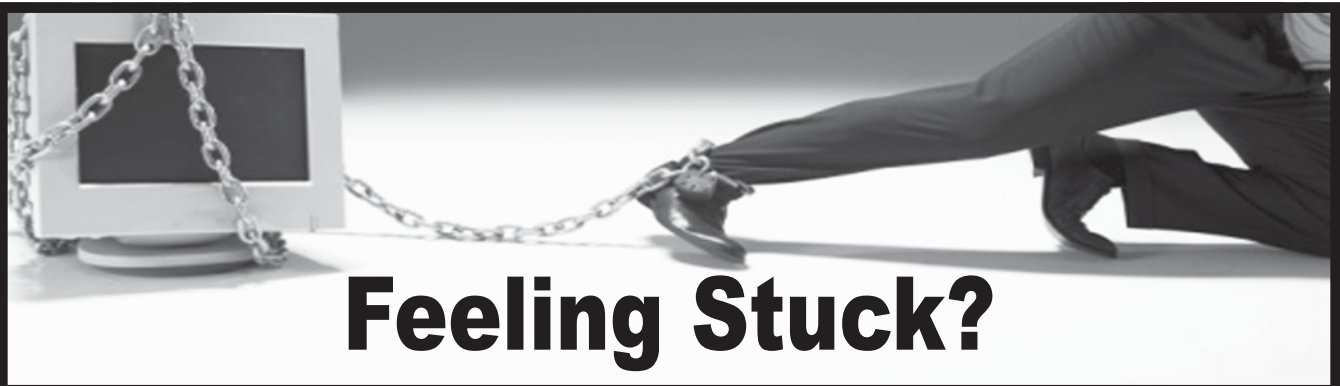
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