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The Iowa County

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The Iowa County: The official magazine of the
Iowa State Association of Counties
501 SW 7th St., Ste. Q Des Moines, IA 50309
(515) 244-7181 FAX (515) 244-6397
www.iowacounties.org
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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.

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ISAC members are elected and appointed county officials from all 99 counties. The Iowa County (ISSN 0892-3795) is published monthly by the Iowa State Association of Counties 501 SW 7th St., Ste. Q, Des Moines, IA 50309-4540. Periodicals postage paid at Des Moines, IA 50318. POSTMASTER: Send address changes to The Iowa County, 501 SW 7th St., Ste. Q, Des Moines, IA 50309-4540. Subscriptions: \$20 per year.

Planning For The Year Ahead

Anyone who assumes the presidency of any organization is conflicted in many ways: wondering if you have the time, wondering if you'll do justice to the responsibility, wondering if you'll have the capacity to make a difference. Those are among my thoughts as I become ISAC's president. I didn't seek the position, but having been asked three years ago by a nominating committee to take on the responsibility, I do so now gladly. You will find that I will endeavor during this year to forge an even stronger association overseen by an even stronger board. Time will tell, of course, whether I have any success in those rather large goals.

It is my plan to share with you periodically as the year goes along some of my thoughts, suggestions, concerns, as well as occasional information about the activities of your Board of Directors. It is also my plan, as I indicated at the general session in November, to travel and speak on behalf of ISAC and counties in general as much as my schedule allows and as much as opportunity invites. Toward that end I would welcome your assistance in identifying service clubs, editorial boards, church groups, and any other groups which have some interest in local government and which, as a result, might be interested in hearing from the president of ISAC.

Intergovernmental Decision-Making Partnership

Throughout most of my career in local government, I have advocated what I refer to as an "intergovernmental decision-making partnership." I have long urged institutionalizing intergovernmental relationships as a necessary approach to true intergovernmental cooperation. The Governor and the Legislature during the past few months have expressed an interest in improving state-local relations and invited counties to participate in analyzing and improving the relationship. I eagerly embrace the opportunity that their invitation provides and encourage all county officials to remain open-minded as to their expressed interest in improving the relationship.

Recently, several members of the ISAC Board of Directors participated in a conference facilitated by the Public Strategies Group (PSG). The conference was attended by city and county officials who are open and eager to improve the state-local relationship and by many legislators who seem likewise interested. It will not happen, however, if the Governor is not serious about sharing decision-making and if the Legislature is not open to ongoing, active input from local government. My own "take" on this is that it remains to be seen whether the Governor and the Legislature are serious. A good measure will be whether they are agreeable to some form of "institutionalizing" a participatory role for county and city governments. We want and deserve a Governor who calls not to tell us why he's done something after the fact, but to consult us before a decision is made. We want and deserve a Legislature which consults us before it takes money out of our certified

By: *J. Patrick White*

ISAC President &
Johnson County Attorney



budgets. It is a bit of a cliché, but nonetheless remains true, that the constituency which the Governor and the Legislature serve is exactly the same as that served by county officials. This is a topic which will stay at the top of my itinerary through this coming year and, from time to time, I'll keep you apprised of whether we are making any progress.

ISAC's 2004 Legislative Priorities

Let's talk about the ISAC legislative priorities for 2004. The total book of ISAC policy statements and legislative objectives now runs 49 pages with close to 150 total statements and objectives. To pursue all of those with equal vigor, time and resources would be impossible as a practical matter and present a much-weakened message. Focusing on priorities helps our members become well informed and targets our efforts to a more manageable set of priorities. While I certainly am not attempting to dissuade you from speaking with your Legislators about items which are not our priorities, I am suggesting to you that the more emphasis you can give to our priorities, the more you can learn about them and the more articulate you can become in advancing them as legislative objectives, the better the chances of our organizational success. Hearing the same legislative priorities from the maximum number of our individual members has the potential to have a tremendous legislative impact. It is simply in all of our interests, and in the interest of advancing county government as a service-delivery mechanism, for us to send the same message and focus as much as possible on the priorities which were adopted at the general session in November.

The six priorities which need your attention and assistance this year are: E-911 system completion, public participation in the legislative process, stabilization of agricultural land values, the local government fiscal reform act, MH/DD system redesign and Protecting Iowa's Children. Now that those six issues have been identified, they will become the focus of our staff time and resources. To the extent that each of you will help in any way you can to advance the cause of those six priorities, the better chance of success we have and the stronger we will present ourselves as an organization.

Again, I look forward to representing all of you in the year ahead and being the best spokesperson for the organization that I can be. I wish for all of you and for ISAC a happy and successful 2004.

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Use The Right Tools

By: *William R. Peterson*

ISAC Executive Director



Do you have one those neighbors whose yard always looks perfect? He can fix anything that breaks? The floor of the storage shed he built on the hillside next to his house was level – instead of, well you get the idea. No matter what, he always does the job right. Using my keen powers of observation (being male it isn't permissible to ask), I finally figured out why everything he did was perfect. He seemed to use the right tools for every job – this was a revelation to me. I thought construction and repair tools consisted of hammer, flat head screwdriver, and duct tape. This got me thinking.

A new legislative session is about start that will be as fiscally challenging as any in recent or distant memory. There appears to be little disagreement about this point. I started to wonder whether we provide the right tools in our toolbox to keep you informed about and involved in the legislative process. I think we do. The question is: Do you know about those tools and how to access them?

You need to provide only two things – interest and a computer with internet access. If you don't have a computer with access to the internet, now is the time to get it. I can't imagine doing my job without one and I can't imagine that you can do yours. That may be a strong statement but it is the key to accessing our toolbox. I know some of you reluctant types are still waiting to see whether this computer fad is going to catch on, but trust me, it is.

What does ISAC provide? You can find our toolbox at www.iowacounties.org. Typing those 20 characters into your browser will take you to the ISAC website. If this is the first time you have visited our website, you may want to click on the quick link called “**Where to Look.**” This new link will provide you with a brief summary of the “**Quick Links**” categories and should be helpful in finding the right tools. If you are a more experienced website user, look in the following three places for information on legislation.

1. **Legislative Information** should be the starting point for legislative information. It includes current legislative policies and objectives, legislative summaries, articles relating to legislative action, analysis of legislative proposals, copies of fiscal notes, etc. Legislative Information contains a detailed listing (and link to the bill) of all bills that ISAC is registered to lobby, the staff persons assigned, and ISAC affiliates that should review the bill. To access the 2004 legislative session bills click on “**Bills of Interest.**”

2. **ISAC Update** is a newsletter that focuses on the current issues. It is published at least weekly during the legislative session. ISAC Update will contain summaries of legislation of interest to counties, the key legislators working the bill, and any action steps that county officials need to take. Also, ISAC Update is emailed directly to every county official with an email address.

3. **Hot Topics** contains articles and information that are of immediate interest to counties. Hot Topics will often include reports or presentations that are of interest to counties. Breaking information will often appear in the Hop Topics section for a brief period even if it is covered in detail elsewhere on the website.

If you access these tools, you will have everything you need to keep up-to-date on the latest actions in the Iowa Legislature. If you have trouble navigating the website and feel like you need some one-to-one help, please call Denise Obrecht or Tammy Norman at the ISAC office. Remember, knowing about and using the right tools can help you inform legislators about how legislative actions can impact the citizens in your county. It can turn you into that neighbor who does everything right.



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Senator Iverson: His Views on County Issues

ISAC staff members Jay Syverson and Denise Obrecht sat down with Senate Majority Leader Stewart Iverson on November 7 at his office in Des Moines. Below are excerpts from the interview.

What are your thoughts on the relationship between state and local governments? What can counties do to improve the relationship with the Legislature?

In my situation, I visit with county officials or they will give me a call; I will talk with them on questions. I don't see that there is a problem at all [with the relationship between the state and local governments]; I think we have a pretty good relationship between the cities and counties and the state. The biggest thing is keeping an open line of communications.

State matching funds are still needed to draw down federal HAVA dollars so counties can update voting equipment, train voting officials, etc. Last year the Legislature did not explicitly appropriate that money. Do you anticipate a similar scenario this year?

Last year what we cut we actually reached agreement twice with the Governor's office on the HAVA bill and then found out it wasn't an agreement. And that is why the funds did not get done by the Legislature last year; the Governor transferred the money. I don't know what will happen this year. I don't know what the requirements are. I don't know how many dollars will be needed this year, maybe you guys know.

ISAC: According to the Fiscal Bureau's latest newsletter, the Secretary of State is asking for \$250,000 to provide the 5% match for HAVA.

We will certainly take this under consideration; as I say, I don't know right now. We will certainly keep that [request] in mind when we go through all of the budget stuff.

If you were a county supervisor, how would you deal with the issue of consolidation?

When you talk about consolidation of services, I am assuming, there are some options under the law [currently]. I know some counties are now sharing engineers or where Woodbury County actually has the recorder and the auditor [as] the same person. I would think that every county would look at ways of combining services or things like that to make it more cost efficient. I think that is our responsibility as elected officials, no matter what level we are at. But if I were a county supervisor I would certainly

explore all of the possibilities and I think that is a fair thing for all of us to do.

Do you think there is a correlation between state mandates and high property taxes? If yes, do legislators share in the blame for high property taxes?

When I chaired [the] Local Government [Committee] 10 years ago, and since that time, we have been very, very careful to look at any mandates that come down from the state. And I know when I chaired Local Government, ISAC had talked to me about all of these mandates and stuff, and I said, "Okay, bring me a list of the mandates that you want repealed." The second year that I chaired Local Government they brought me a list and there were quite a few things on there. Here is my frustration – we lost about half the bill in committee because someone said, "Ah, we can't do away with that. We can't stop this or we can't stop that." And then we lost a bunch more of it on the floor. By the time we got done we had a bill that virtually didn't do much of anything. And quite frankly at that time I was a little upset with ISAC who did virtually nothing to help us get the bill passed. And I would like to know, I have asked this question, "How many mandates have come down on counties in the last 10 years since we have been in control?" I watch that very closely and we have a lot of other people that watch that very closely because we are very sensitive to that. I don't want to dump a bunch of mandates onto the county without providing the funding. Does it happen sometimes? Yes, there is no doubt about that, but we're very cautious of that and we try to be very careful about that. But I welcome, if there are mandates that [counties] would like to do away with, sure we will talk about them.



Senator Iverson

Do you think the TIF system needs to be reformed? How?

[The Senate] actually [has] some people working on TIF reform. I know the House sent us a bill, and I know over here we have people that continue to work on that throughout the interim with the counties, cities and everybody who was affected. I know the school systems aren't affected as much because the state actually back fills the \$5.40 levy that is required – that is \$28 million. And I know I have concerns about that. If these local governments want to do TIFs, fine; I don't have a problem with that. But I don't necessarily think that the state ought to back fill the school portion. I am thinking there will probably be a bill [on TIF]. As I was saying, the House actually passed a bill, and I know there is still work on it being done, so I would assume we will get that bill [and] bring everybody together, or almost together, as best we can.

There has been talk of eliminating property tax credit reimbursements. What is your opinion on this? If you are in favor, should counties (and cities) be able to pass on the effect of this to taxpayers?

There is always talk about a lot of things. And do I think it is our responsibility to look at everything? Yes. Do I think realistically that eliminating the property tax credits will happen? No. But I think that when we talk about property tax reform, when we talk about doing things differently, I think we have to have discussions about everything. I think that is only fair. That is what, \$160 million? I think that is something we can talk about, but realistically I would doubt [eliminating the credit reimbursements] would pass unless something comes in to help on the funding stream somewhere else.

What are your thoughts on the new property tax system being tested and discussed?

With property tax I think it is a fine and good thing [to think] about doing some things differently. I think that it is very important to test it for a few years. We actually changed [HF 692] in the Senate from the way it came from the House and said, alright, we are going to do this as a pilot project. [Then] we will come back and reevaluate; we will see how it works. [The system] may have to be tweaked, whatever. If it looks like it is working well, then I think in three years from now the Legislature actually has to vote on it again. So I think it is better to [implement the new system] as a pilot project than to just put it statewide. So I think they are going about it in the right way. I certainly think that when we talk about doing things differently that doesn't bother me at all. I think we have to be thinking sometimes outside of the box. The biggest concern, and I don't have a handle on this, because the mix we've got out there, we've got commercial property, residential, and ag land. Those are really the only three sources of property [tax revenue]. So when you change the mix.... And I know there is a lot of concern about the commercial tax side; [their values are taxed] at 100%. And if you take [the tax burden] off of commercial, who do you put it onto? [Do] you put it on ag? [Do] you put it on residential? So we haven't got that one resolved.

If you were given free hand to make one change in Iowa's governmental system, what would that change be? And why would you make that change?

The one change that I would make, and I think it is something that we definitely need to do, is right now the Governor, and only the Governor, negotiates with all the state workers. Since the Legislature is responsible for appropriating, I think the Legislature ought to approve the contract or have the ability to change the contract, very similar to what Minnesota does. Because [the Legislature] has no say so in what gets negotiated and all of a sudden we are presented with the bill, and the only option we have is we can fully fund it or under fund it. With the counties,

when they negotiate, the supervisors have to approve that. Well [the Legislature doesn't] get to approve. We don't get to do anything, except we are handed a bill. And I don't think that's right. I think the Legislature should approve. So that is probably one thing I would change.

Do you think there needs to be more public participation in the legislative process?

I think we have a lot of participation in the legislative process right now. You know most [legislators], when session is on, have town meetings every Saturday. And a lot of people choose to come to those. When a bill is drafted, we have subcommittee meetings, we have committee meetings, and then it goes to the floor and all of that. Sometimes that can happen fairly rapidly but I think most folks are pretty well aware of what's going on. I know I have been criticized for what we call the working group because I actually started that two sessions ago with the livestock [issue]. And what I did is we had six Republicans, six Democrats, and said "Okay, what do you want to talk about with the livestock regulation?" So I just started writing down on the chalkboard. And then we went back and went through [the issues] one by one. When you have a bill draft and everybody has a bill, then you have a document to work from. Then it is much simpler; then it is easier to go through your subcommittee, committee meetings, and all of that. But when you are starting out with nothing, then I think a working group is okay. As I say, it is not for use everywhere. And I know legislators can request public hearings, some do that. So I think we have a fairly open process.

Sen. Iverson's View On...

State Mandates:

"I don't want to dump a bunch of mandates onto the county without providing the funding."

Property Tax Credit Reimbursements:

"Do I think realistically that eliminating the property tax credits will happen? No."

New Property Tax System:

"I certainly think that when we talk about doing things differently that doesn't bother me at all."

Visit ISAC's website (www.iowacounties.org) under 'Legislative Information' for the complete interview with Sen. Stewart Iverson. Read about his views on supervisors taking over the duties of township trustees, the reduction in ag land taxable values, and counties working with PSG.

ISAC's Top Legislative Priorities

"If the Creator had a purpose in equipping us with a neck, he surely meant for us to stick it out." - Arthur Koestler

December and January bring numerous small meetings between legislators and lobbyists. These are previous to or are in lieu of formal meetings held with the legislative leadership during the opening weeks of the legislative session. The topic of the small, informal meetings: the lobbyist's client's wish list. The interest group seeks to familiarize the legislator with the policies which they seek to add to or take out of the Code. The lawmaker may want to convey what they believe are the chances that items on the list have of obtaining approval. They may keep a poker face because 1) they are not sure of the issue's chances of passage, or 2) they know that this one doesn't have a snowball's chance in Hades of surviving the legislative gauntlet.

ISAC's Policy Process

ISAC is no different than any other interest group without a political action committee. We have to make our case for our wish list on their merits, like any other group, but without holding out the prospect of a campaign contribution. ISAC has no fewer than 59 legislative objectives in its 2004 wish list. Most groups who have representation at the Statehouse during the legislative session bring legislators their desires listed on a one side sheet of paper. Why do we bring them a 50 page booklet? Essentially, for two reasons: 1) the Code of Iowa and 2) participatory democracy.

The duties and responsibilities of county government in this state, as spelled out in both the statutory and the administrative Code, are wide and varied. As someone who has represented counties in the rotunda for 15 years, I believe that counties have a broader array of issues to present to legislators and to state agency personnel with whom they work than any other interest group. ISAC's policy process is truly fashioned from the ground up. Seven policy committees, composed of county officials representing nearly all of the 15 ISAC affiliate organizations, discuss and compose what becomes our legislative wish list. Because those who participate in our policymaking process are those who actually deliver that broad array of services for which counties are responsible, a long list of issues are included in what the committees roll out.

Of the 59 objectives produced by the seven committees, no more than six received the priority stamp from ISAC's board of directors. The priorities for 2004 include: 1) completion of Iowa's E-911 system, 2) changes in the legislative process to increase public participation, 3) stabilization of agricultural land values, 4) enactment of a local government fiscal reform law, 5) redesign of the mental health/developmental disabilities system, and 6) enact major changes to enhance the protection of Iowa's at-risk children.

By: Robert Mulqueen

ISAC Public Policy Analyst



Top Priority For The Year: E-911

The issue involving emergency telephone dispatch, or 911 service, is the top priority established by the ISAC board of directors. This issue was alive briefly last year.

By the late 1980s basic 911 service was available across the state. Enabling legislation passed in 1989 allowed for the beginning of "enhanced" 911. This refers to a system in which the telephone number and the location of an emergency caller appears on a television-like screen in front of the dispatcher in the county's communications center or public safety answering point. The computer hardware and software which enables this minor miracle, as well as the monthly telephone subscriber updates from each telephone company serving a county, are not inexpensive. Purchasing and maintaining the enhanced system is paid for largely by means of a surcharge on individual customer telephone billings. The surcharge is arrived at courtesy of countywide referendum, the option of which was authorized in the 1989 legislation. County surcharges run from \$.25 to \$1 per month.

Through the 1990s the number of cellular or wireless telephones in use rose dramatically. The voter approved surcharges do not apply to wireless telephones. And as the number of wireless telephones in use goes up, the number of consumers who are choosing to keep their traditional telephones is going down. As these go down, the amount of original surcharge revenue goes down.

The use of wireless telephones in making an emergency call, because they are mobile, do not have the advantage of the enhanced system. The dispatcher could not, without a conversation with the caller, know the caller's number or location, unlike the use of a "wire-in-the-wall" traditional telephone. In 1998, legislation was approved that provided for a statewide \$.50 per month surcharge on cellular or wireless telephone bills. The revenue would be applied to the first phase of creating the next generation of enhanced systems: enabling the cellular telephone number to show up on the dispatcher's screen. Now the technology is available to enable the wireless phone user's location to appear on that screen. This is what the 911 legislative priority is about: completing a seamless emergency telephone system incorporating enhanced service for both wire and wireless telephone users.

Some legislators have complained that county 911 service boards already have money or they are spending the surcharge revenues improperly. The county 911 commissions which have been accruing funds are doing it for a reason that any banker would approve. They are saving it to replace aging and out-of-date equipment. As for the improper equipment purchase argument, that complaint is bogus. Iowa deserves a seamless system now. It will save lives.

Exactly What Is A "Public Improvement?"

Competitive Bidding

At the end of November, Polk County got an interesting ruling in a case involving the \$217 million Iowa Events Center. At issue was the state's competitive bidding law.

Siemens, a nationwide company, submitted a \$5 million proposal for the design and hardware for the fire alarm and security systems for the building. The proposal also involved the temperature and humidity controls and the computer programs and hardware for the operation of the ventilation and air conditioning equipment and lighting. The proposal was for technology, fixtures and attachments.

After Siemens did some initial work for the county totaling \$97,000, other potential bidders threatened litigation. The county determined that it would have to bid the \$5 million proposal. Although there was no written contract, Siemens said that the work had been promised to them. The county said that Siemens' full proposal could not be accepted yet because it was subject to competitive bidding. Siemens denied that the competitive bidding statute applied.

Both sides moved for summary judgment. The district court judge had to decide whether Iowa Code §331.341 applied to Siemens' proposal. It states that when an estimated cost of a "public improvement" exceeds \$50,000, competitive bidding procedures must be used. A "public improvement" is defined in Iowa Code §384.95 as any "building or construction work" to be paid for with county funds.

Siemens argued that "building" is used as a verb in that statute, and that "construction work" contemplates work involving either a building or some other fixed structure. Siemens asserted that it was designing the fire alarm and security systems for the Events Center, and providing the necessary electronic hardware components, but was not responsible for installing them. Siemens was, it argued, not "building" anything.

The county responded that Iowa Code §384.95 defines "public improvement" as "including a building or improvement constructed or jointly operated" with another agency. So "building" is used in the statute as a noun, not a verb. The county argued that designing and manufacturing customized components to be installed in the Events Center was "building or construction work." In other words, the statute covers buildings (fixed structures) and construction work (work on sewers, streets or fixed structures).

The district court judge said that the fact that Siemens was not responsible for the actual installation of the hardware components was a "red herring." He held that the term "public improvement" should be interpreted broadly, and that in this case the definition of "public improvement" was broad enough to encompass the kind of tasks in the Siemens proposal.

The court held that Siemens' proposal was subject to the competitive bidding statute, and granted Polk County's motion for summary judgment. And the time this column was written, there had been no appeal.

By: *David Vestal*

ISAC Deputy Director



Even if a proposal does not involve hands-on work on a county building, if the proposal includes designing or constructing customized equipment which is eventually going to be installed in the building by someone else, that proposal is subject to competitive bidding.

Sexual Harassment

Is there a right way and a wrong way to conduct a sexual harassment investigation? This was the issue in a recent Iowa federal district court decision. In *Fisher v EDS*, 278 F.Supp.2d 980, the plaintiff, Vikki Fisher, filed a complaint against EDS, her former employer, claiming that she was subjected to sexual comments and touching.

Fisher claimed that EDS' investigation of her complaint was deficient in six particulars: 1)it used its regular outside counsel to conduct the investigation; 2)the investigator did not discuss the complaint with Fisher before conducting other interviews; 3)the investigation focused on Fisher's job performance rather than on the alleged harassing conduct; 4)the investigator failed to properly interview all witnesses; 5)a written report of the investigation was not made until some time after the conclusion of the investigation; and 6)the written report does not show who at EDS heard the results of the investigation, or when. These deficiencies, said Fisher, rendered the investigation "insufficient and improper."

The federal judge discounted this claim. He said that a sexual harassment investigation is satisfactory as long as it is "fair, reasonable and prompt." He said that an investigation "need not be perfect, so long as there is no bad faith or a rigged conclusion."

The judge said there are no rules governing the manner in which an investigation must be conducted. He pointed out that in this case the alleged harasser was separated from Fisher by EDS, he was cautioned about the consequences of a substantiated complaint, he was warned not to retaliate, and no further harassment occurred.

According to the judge, any alleged deficiencies in the investigation did not alter his conclusion "that EDS acted promptly and reasonably to remedy the harassment and avoid future incidents." The judge granted EDS' motion for summary judgment, finding that EDS had exercised reasonable care to prevent and promptly correct the alleged harassing behavior.

There is no one correct way to conduct a sexual harassment investigation. But however you do it, make sure it is fair, reasonable, prompt and impartial.

Parting Ponderable:

"I was already rich before this. I work with some great guys. I have great relatives and my family is just wonderful. I was, like, way richer than this money will ever make me." Wise words from Todd Brobston, a 40-year-old Fort Madison street department worker, upon winning \$1.3 million in Iowa Lottery.

health check

Stressed? Me?

Stress. This health concern is most troublesome. It comes in such variety it is sometimes hard to even identify. Stress has serious side effects from heart disease to depression. When I was in college a friend of mine who was in med school said that his professor told him that 92% of the things that make us ill are caused by stress. This was some years ago and although the percentage couldn't get too much higher, I would bet it is worse now.

One key factor in managing stress is to identify what causes stress and then take steps to cope with it. One simple example is waiting. Waiting for people in a variety of situations really can cause me a lot of stress. In recognizing that, I now take a book or a magazine with me when I think I might have to stand in line or wait in the car. (A book tucked in the pocket or purse can be a stress saver especially during this hurry up and wait holiday season!)

Another thing that my husband and I have identified is news coverage. That isn't one that would be obvious to me, but an article in the Hope Health Newsletter addressed this issue. The article stated that people who saw the most news coverage of the 9/11 disaster suffered far more emotional disturbances and de-

By: Sandy Longfellow

ISAC Administrative Assistant



pression than those who didn't watch much coverage.

We started to think about the things on the news (and commercials). The coverage on television was of disasters of every sort: rapes, beatings, arrests, trials, burglaries, and illness. Our limiting of news began with the 10:00 variety and it was much less stressful getting to sleep. If you have an insomnia problem anyway, all those news items begin to spin in your head.

It was working so well that we decided to cut out the 5pm – 6:30pm news as well. (Do we really need 1 ½ hours of news?) Now before you think we are burying our heads in the sand, we do get news via the newspaper and internet which is plenty. The good thing about the newspaper is that you get to pick and choose what you want to be informed about.

These steps have made a great deal of difference. A side benefit is that we are much more likely to go to bed when we are tired than feeling compelled to stay up for the news broadcast. There are plenty of things in life we really can't control so I would urge you to control the things you can!

technology center

Cost Saving Tips

Recently I received some exciting cost saving tips that I would like to pass onto you. The first one concerns online computer training. The National Association of Counties (NACo) offers an online computer-training program entitled NACo Internet University that is cost effective and user friendly. The training is available to NACo members and non-members. However, NACo members do receive a discount. The cost is just \$195 per individual, per library for NACo members, and \$250 for non-members. This price entitles the user to one full year of unlimited access to the library of your choice. The libraries that you are able to choose from is the IT Library which offers more than 200 courses ranging from basic Microsoft Office programs, IBM programs, Lotus, and Oracle to actual programming and networking classes. The other library that you can choose from is the Professional Skill Development Library. It offers courses ranging from customer service, e-business, leadership training, and management skills. Once you complete training the courses you select, you will receive a certificate of completion. You can access this program by typing in the following address: <http://www.nacoiu.org/OpenSite/login.cfm>. A quick note, NACo is currently in the process of renegotiating its contract with the provider of these services and should have information up and

By: Tammy Norman

ISAC Technical
Administrative Assistant



going this month. I will keep you posted on the status of this cost effective program, the good news is they anticipate reduced pricing, not increased!

If NACo's online training does not interest you, the state of Iowa also provides online IT classes. It offers a range of courses from basic program applications to computer network maintenance and designing. The cost of this program is definitely affordable with several different options ranging from unlimited access to purchasing a single course. To find out more about this program, just type in the following address: <http://www.infoweb.state.ia.us/knowledgecomm/defaultreg.htm> and see if this program is what you are searching for.

Website Note: I will keep you up-to-date on NACo's Internet University and will let you know when it becomes available with new pricing and courses. I encourage any tips or comments you may have so that I can share them in future columns. Please send to me via e-mail at tnorman@iowacounties.org or by calling 515-244-7181. Until next month, keep clicking!

NADD Conference: It's A Hit!

I couldn't believe my good fortune! Months ago, I had registered to attend the 20th Annual NADD (National Association of the Dually Diagnosed) Conference in Chicago from Oct. 22 - Oct. 25. And now, my beloved Cubbies were standing on the brink of history. A 3-2 lead over the wild-card Florida Marlins in the National League Championship series... scheduled to play the last two games in Chicago with dominating pitching aces Prior & Wood ready to go... Games 4 & 5 of the World Series tentatively scheduled in Chicago when I would be in town...

The stars were aligning perfectly! Barring a catastrophic meltdown of epic proportions, I was going to be in Wrigleyville as the miracle on the corner of Clark & Addison unfolded. And then... and then... THE GOAT! Oh well, if nothing else we Cub fans are a resilient lot, so everyone repeat after me, "Wait 'til next year!"

But what about this year? This was my first visit to the NADD conference, and I was eager to see what they had to offer. The theme of this year's conference was "Promoting Mental Wellness Across the Lifespan in Person's with Developmental Disabilities." Conference objectives stated that participants could expect to:

- * Cite important aspects of genetic syndromes and quality of life for persons with mental retardation.
- * Discuss cross-systems levels of program, service, and supports coordination.
- * Identify best practices utilized in assessment and treatment of persons with dual diagnosis.
- * Utilize research principles to guide practices for dual diagnosis.
- * Identify new psychopharmacological approaches used to treat all aspects of the life span.

Keynote and plenary sessions tended to focus more on the research aspects and implications of Dual Diagnosis. Topics reviewed included: "Genetic Syndromes: Guideposts for Mental Health Intervention" by Elisabeth Dykens, PhD; "Seedlings Are Not Trees – Recent Advances in Mental Health and the Developmental Perspective" by Bryan King, MD; and "Promoting Healthy Aging and Community Inclusion of Adults with Developmental Disabilities" by Tamar Heller, PhD.

As you might note from the credentials listed, this was a group well versed in academicism – I don't think I've ever seen such a large group of PhD's (with a smattering of MD's for good measure) in one place outside of a college! And even though much of the discussion focused on research within more facility-based service systems (with an emphasis on medication and behavioral modification strategies), I was pleased to hear discussion that acknowledged the importance of considering the person's strengths and the underlying personal motivations that may manifest itself in what is often perceived as puzzling behaviors. As researchers begin to acknowledge these factors and incorporate them into their research designs, it can't help but provide tangible scientific support for those things we advocate for in com-

By: *Dan Vonnahme*

ISAC Case Management
Specialist



munity-based service systems.

The breakout sessions tended to be a bit more grounded in practical application. Sessions such as "When Steel-Toed Boots are Aimed at Your Shins – Let's Deal with Aggression PLEASE!" by Susan Gabriel NP/CS and "Sexuality Education for Individuals with Developmental Disabilities: A Comprehensive Approach" by Lucille Duguay, LCSW and Deborah Taylor, RN/CDDN delivered practical information that could be utilized by service provider agencies in everyday applications.

There was also an interesting session presented by Susan Wilson (PhD/BCBA) entitled "A Four-Stage Model for Behavioral Intervention in People with Developmental Disabilities and Psychiatric Disorders." The stages identified are: Stage 1 – Optimal Function, Stage 2 – Antecedents/Precursors, Stage 3 – Acting Out, Stage 4 – Resolution. Each stage outlines Behaviors and Interventions so that staff can identify individual patterns of symptom presentation and utilize predetermined interventions to help move the person back toward (or maintain) the Stage 1 condition of "Optimal Function." Dr. Wilson addressed the current dichotomy of the view of maladaptive behavior between psychologists ("behavior is learned, predictable, and treated by manipulating environmental variables") and psychiatrists ("behavior is biologically based, unpredictable, and treated by manipulation of internal variables"). The beauty of the model is that interventions from both approaches can be successfully incorporated, depending on which stage the individual is currently in.

I also liked a session entitled "Common Errors & Creative Solutions in the Assessment and Treatment of Individuals with Developmental Disabilities and Psychiatric Disorders" by Laurie Charlot (PhD) and Joan Beasley (PhD). They caution us to avoid the pitfalls of oversimplification and reductionism when assessing and developing services for people with DD. For example, we need to be sure to consider developmental, medical, physical, and environmental factors when assessing a person whose behaviors might initially strike us as "psychotic" "paranoid" or "bizarre." One of the things I really liked about this session was the way it dovetails into many of the concepts that are championed by the Strengths-Based approach to Targeted Case Management. It emphasizes avoidance of "blaming the victim" and recommends a multi-disciplinary, person-centered approach that focuses on "helping" the person instead of "controlling" them.

All in all, this was an interesting opportunity to hear the perspective of professionals involved more in the clinical/academic aspect of dual-diagnosed populations. And while we have some differences, we also have some strong commonalities that will help us to bridge the gaps to provide quality services to the people we serve. Now, if you'll excuse me, I think my Roasted Goat is ready to come out of the oven.

ISAC brief

ISAC Fall School 2004

By: *Jerri Noboa*

ISAC Meetings Administrator

As I promised the ISAC Board of Directors and your affiliate presidents, I will make monthly updates on the 2004 fall school to help ease the transition of the move to a new facility. As you know, we are not only moving to a new facility (the downtown Marriott and Renaissance Savery in Des Moines) but we are moving to dates of a Sunday, Monday, and Tuesday. The actual conference dates are November 14 – 16, 2004. In the early 1990s we were at the Des Moines Convention Center. Rest assured this is not where we are going again. The meetings will be in the hotels themselves.

I am the first to say I hate to leave the Holiday Inn Airport. They have some of the best people to work with. I have been working with them for so many years that they can anticipate my wants before I ask. But, the truth is we have just out grown the facility. At the Marriot and Savery all affiliates will have adequate meeting space and all meeting rooms can be set with tables and chairs. I will not have to turn away exhibitors (10 just this last fall school).

A tentative agenda now sees Sunday as pre-conference meetings and possibly an opening general session or even a reception. Monday ISAC seminars and affiliate meetings and Tuesday affiliate meetings. In the meantime, please watch for my monthly articles to make it as smooth a transition as possible. In the future I'll discuss parking, hotel check in process, the skywalk system, and restaurant and deli locations. In the meantime think positive and tell yourselves that sometimes change is good!

Visit ISAC's website (www.iowacounties.org) under 'Upcoming Events' for further information about the 2004 ISAC Fall School of Instruction.



Recognition and Thanks

The ISAC staff wishes to thank the following associations and people for their help and assistance in making the 2003 Fall School a success.

The 13 organizations that sponsored the conference: ING Financial Advisors, LLC; The Sidwell Company; Solutions, Inc.;

First American Real Estate Tax Service; IPAIT; J.A. Reno Associates, Inc.; Aero-Metric, Inc.; Incode; PMC, ProMap Corporation; Maximus, Inc.; Public Employee Training Services; R & D Industries, Inc.; Ruan Securities Corporation. We thank these organizations for their continued financial support to ISAC.

The Alumni Association for supervising the ISAC Information Table. When we are short on staff, we know we can count on them for help. They collected money for the raffle, sold tickets, gave directions to meeting rooms, and other general information.

The Sheriffs and Deputies Association for providing security during the visit of Under Secretary Asa Hutchinson. They swept the media meeting room and ballrooms, guarded the entry way for the Under Secretary, and checked credentials of everyone going into the ISAC General Session.

Chuck Rieken, Cass County Supervisor, and Harry Graves, Johnson County Conservation Director, for raffling off four tickets to the 2004 Iowa State vs. Iowa football game, which netted the ISAC Scholarship Program \$600.

Last but not least, the Treasurers Association for selling raffle tickets, collecting items for the raffle, and soliciting the local auto dealerships in Iowa for contributions in order to raise money for the ISAC Scholarship Program. We are pleased to announce that after expenses they netted \$29,200.

Top Scholarship Raffle Winner

The Iowa County Treasurers' Association held a raffle to raise money for ISAC's scholarship program and received approximately \$43,000 through raffle sales and contributions. Troy Kluender from Schleswig, IA won the grand prize, \$15,000 towards a car from an IADA participating dealer.

The raffle drawing was held during the ISAC Fall School of Instruction on November 20 and participants did not have to be present to win. The scholarships will be awarded at the ISAC Spring School in March 2004 to children of county employees. Pictured: Judy Groth, Crawford County Treasurer; Troy Schleswig; and Phil Didier of Johnson Motor Company in Denison.



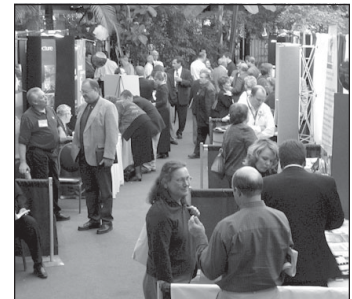
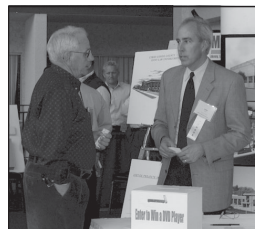
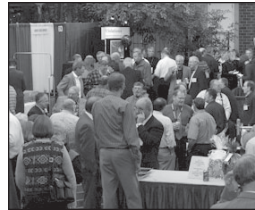
ISAC's Fall School A Success

ISAC's 60th Fall School of Instruction & Policy Setting Conference was held November 19-21, 2003 at the Holiday Inn Airport in Des Moines, IA. Approximately 1,200 county officials, exhibitors, alumni and legislators were in attendance. Affiliate meetings were held each day, along with ISAC's general session on Thursday morning. During the general session, ISAC's legislative priorities were approved, innovation award winners were honored, and Under Secretary for Border & Transportation Security Asa Hutchinson gave a keynote address. Other guest speakers include NACo President Elect Angelo Kyle and Iowa Emergency Management Division Administrator and Homeland Security Advisor Ellen Gordon.

On Thursday afternoon a raffle was held by the auditors and an auction for tickets to the 2004 Iowa vs. Iowa State football game. Proceeds from these events totaled over \$29,000 and went to the ISAC scholarship fund. The conference was a huge success and thank you to all that attended!

ISAC's Spring School will be held March 17-19, 2004. The Recorders and Assessors will be meeting at the Four Points Sheraton. Registration information will be available on ISAC's website (www.iowacounties.org) under 'Upcoming Events' by mid-January.

Right: Midland GIS Solutions was one of 46 exhibitors at the ISAC Fall School. Below: County officials enjoyed networking and looking over the services available in the exhibitor area.



Above: Keynote Speaker Asa Hutchinson. Above right: ISAC President J. Patrick White. Right: NACo President Elect Angelo Kyle. Below right: Iowa Emergency Management Division Administrator and Homeland Security Advisor Ellen Gordon. Below: Innovation Award winner.



Above: Winnebago County Auditor Bob Paulson posed with the Whitesidewalls during their performance for the ISAC Dance. Right: Past President Dick Heidloff and wife Glenda at the President's Reception. Below right: Cindy Dieck with American Risk Pool Consultants presented the ISAC seminar "The Do's and Don'ts of Performance Appraisals." Below: Lt. Governor Sally Pederson spoke to the Supervisors Affiliate regarding MH/DD Restructuring.



counties in the spotlight

The **Iowa State County Treasurer's Association** (ISCTA) announced the first winner from the statewide contest "Get Back," sponsored by ISCTA. Amy Sinnwell from Mitchellville, IA won \$500 after being randomly selected from individuals that paid their property taxes on-line for the September 30, 2003 property tax deadline. Amy is a special education first grade teacher in the Norwalk school district, a certified EMT and certified firefighter on the Mitchellville VFD. ISCTA would like to thank the Bank of America for making this contest possible. Payments made October 1, 2003 through March 31, 2004 are eligible for a second drawing to be held in mid April 2004.



The BureauCats, a band almost entirely comprised of **Scott County** employees, will be having a Mid-Winter's Night Bash next month. Their performance will be held February 20 at the Starlight Ballroom, Mississippi Valley Fairgrounds, in Davenport, IA from 6:30pm - 10pm. In addition to the BureauCats band members, there will be other government people performing as guests. County board chair Carol Schaefer, Chief Administrative Officer Ray Wierson, Facility & Support Services Member Chris Still, Clerk of Court Juvenile Court Clerk Michelle Hilligoss, and Attorney & 7th Judicial District Clerk to the Judges Aaron Shileney. Come out and shake off the winter blues with the BureauCats and their special guests! Please check their web site at www.bureaucats.com for further details.

Ida County Supervisor Jerry Ralston has spent countless hours using his personal talents to maintain and beautify the Ida County Courthouse and grounds. For 2003, Jerry's largest project involved the protection of over 75 trees on the courthouse grounds from lawn mowers and trimmers. With help from inmates at the Ida County Jail, sod was removed from around tree trunks and replaced with commercial grade edging, weed halt fabric and washed rock. Because of Jerry's efforts, Ida County will enjoy efficient grounds care and healthy trees for years to come.



James D. King, the former **Des Moines County** Engineer was appointed Fayette County Engineer in April of this year. On November 10, JD's Army Reserve unit was called to active military duty. JD is a United States Army Reserve Officer and is a Major in the Army Corps of Engineers. He initially reported to duty at Camp Dodge in Des Moines and was to re-

port to Fort Reilly Kansas on December 1. He expects to be sent to Iraq the first part of January. His tour of duty is presently scheduled for one year and his unit should return in January 2005 if all goes as now planned. JD has a wife and four daughters who anxiously await his return.

The **Iowa State Association of Assessors** (ISAA) held their Annual Conference and School of Instruction October 26-29 in West Des Moines, Iowa. Scott Labus, Cedar Rapids Deputy City Assessor, received the 2003 Outstanding Member Award. This award is presented to the ISAA's member who has demonstrated a particularly significant contribution to activities of ISAA.

Woodbury County formally accepted a federal grant that will allow county and city law enforcement to buy equipment and pay for investigations. The \$76,350 Project Safe Neighborhoods grant will be used to buy thermal imaging units for the Woodbury County Sheriff's Office and Sioux City Police Department. Grant money will also be used to pay overtime to officers investigating gun crimes. The two-year grant requires no local matching funds.

(Taken from the Sioux City Journal, October 15)

With winds gusting up to 35 mph, **Woodbury County's** official flag made its debut atop the Woodbury County Courthouse. A competition was held in June to design a flag as part of the county's 150th anniversary celebration. Paul Smith, a seventh-grade student from Woodrow Wilson Middle School, won the competition. Paul submitted the winning entry of the 77 offered by students across Woodbury County. The yellow flag contains Woodbury County symbols, including a bridge spanning a river, a cow, an ear of corn, Sioux City City Hall, and the Floyd Monument.

(Taken from the Sioux City Journal, October 29)

The **Audubon County** Courthouse was named to the National Register of Historic Places. Its listing will be celebrated, along with others selected this year, at the annual Historic Preservation Week conducted at the State Historical Society of Iowa in May 2004.

(Taken from the Audubon Co. Advocate Journal, October 31)

Louisa County was recognized by the Iowa Municipalities Workers' Compensation Association (IMWCA) as a leader in safety and risk management. The county received the IMWCA Bronze Award for Outstanding Achievement in Risk Management at an awards ceremony in Davenport on September 26. The award was presented to five cities and four counties for maintaining remarkable workers' compensation loss histories.

(Taken from Morning Sun News-Herald, November 6)

Leadership Determined

The ISAC Alumni Association met during ISAC's Fall School on November 20 at the Holiday Inn Airport in Des Moines. The following individuals were voted to fill the following leadership positions:

President: Bev Dickerson

1st Vice President: Marilyn Rubner

2nd Vice President/Secretary: Warren Richart

Members of the Alumni Association also asked to be involved in ISAC's policy process by having an alumni member be non-voting participants for each ISAC steering committee. The following individuals were selected:

County Administration & Organization Steering Committee: Merle McFarlane and Bev Dickerson

Environment & Public Health Steering Committee: Bev Dickerson

Human Services Steering Committee: Marilyn Rubner

Land Use & Rural Affairs Steering Committee: Jack Foresman

Public Safety Steering Committee: Carmen Thorson

Taxation & Finance Steering Committee: Warren Richart and Sharon Winchell

Transportation Steering Committee: Merle McFarlane

Drainage Sub-Steering Committee: Donald Heerdt and Loren Thompson

Anyone who is a former elected or appointed county employee is eligible to join the ISAC Alumni Association. The dues are \$25 per year. Members receive a subscription to *The Iowa County* magazine and an invitation to the ISAC Schools (free registration and same sleeping room rates as other attendees.) *The Iowa County* magazine will keep you current with county issues and include information about ISAC Alumni Association activities. Alumni meetings are held during the ISAC Fall School of Instruction and the ISAC Spring School of Instruction. Other meetings are held throughout the year as needed. Visit ISAC's website (www.iowacounties.org) and click on 'About ISAC' then 'Members' for a membership application.

miscellaneous

Freedom Communities

As counties struggle to address the reductions in state aid, agricultural assessed values, residential rollbacks and increasing healthcare, mental health, and other costs, it poses a critical question on how to maintain services that are vital for our quality of life and economic vitality. There will be no easy answers. One important ingredient to the solution is a change in the state and local relationship.

At a conference of state and local leaders held in October in Johnston, the participants were asked to list the perceived interests of each other. The county leaders described the state leader's interest as worried about being reelected and obtaining campaign donations, while the state leaders described the county's main interest as survival. It perhaps best exemplifies why the relationship is broken.

Fixing it will not be easy – nor will it occur overnight. To add to the challenge – additional cuts in state aid are a real possibility. However, steps can be made that can improve the relationship and address our community's challenges to ensure quality services are delivered and a community's economic vitality is enhanced.

One approach – referred to as Freedom Communities – can spark a discussion on how a new relationship could be formed. First, the state needs to provide much greater freedom and flexibility to local governments so they can determine how best to deliver services and how to pay for them.

Second, local leaders need to take the risks involved with

By Bob Rafferty, consultant, Public Strategies Group

implementing different approaches to service delivery. There are many examples of this throughout Iowa – however current laws make many possible improvements very difficult or impossible to implement. The Freedom Community concept is designed to provide local communities with the legal flexibilities to deliver services in new ways.

Third, the Freedom Community concept would provide the greater confidence of accountability. Currently, the state places many restrictions on local government revenue, because of a lack of confidence that the current convoluted property tax system allows citizens to understand and hold local officials accountable. The concept would provide local leaders the complete flexibility on revenue in return for agreement to provide citizens regular, easy to understand financial and performance reports.

Communities, which are defined as more than one government entity, would have a significant hurdle to qualify to obtain the broad freedoms. Current concepts would require communities to have share or realign at least 50% of their services.

The Freedom Community concept is designed to start the debate on the legislative changes needed to ensure local governments have the tools and legal ability to deliver government services in new ways.

For more information, you can log on to www.iowalocalgov.org or contact Bob Rafferty at 515-327-1131.

What The Heck Is The 'Franchise Tax?'

The Iowa legislature reduced funding to local governments by \$60 million during the 2003 legislative session. But those people familiar with the events surrounding SF 453 know that the cut was originally proposed to be \$70 million. Along with the reduction in machinery and equipment (M&E) replacement funding and the elimination of personal property replacement funding, the initial bill eliminated the local share of the franchise tax revenues. Tired of the screams coming from cities and counties around the state, or perhaps finally becoming privy to the follies of the bill, the Legislature eventually restored \$8.8 million of franchise tax funding and increased M&E funding in the final bill. While many people were understandably upset over the proposed loss of revenues, few truly know what the franchise tax is, who pays it and how locals get a share of the revenue. This article hopes to answer those questions and clarify this somewhat confusing topic.

Iowa's franchise tax is not imposed on the gross receipts of Burger King, Quizno's, or any other franchised business in the state. In this case, the term 'franchise' does not refer to the most commonly thought of definition of the word: "Authorization granted to someone to sell or distribute a company's goods or services in a certain area." Instead, the term refers to "a privilege or right granted a person or group by a government, especially the establishment of a corporation's existence." The group being granted the privilege of existence by Iowa, and thus the group upon which the franchise tax is imposed, is banks.

The franchise tax is essentially a 5% income tax imposed on banks for the privilege of doing business in this state. If the taxpayer is a multi-state company, only that portion of its adjusted net income attributable to Iowa business is taxed. The tax is collected by the Department of Revenue and Finance and initially deposited in the state's general fund. Every year, according to Iowa Code §405A.10, a portion of the franchise

By: Jay Syverson

ISAC Fiscal Policy Analyst



tax revenues are distributed back to the local governments whence they came. The 'passback,' so to speak, has been set at \$8.8 million since 1997 (prior to an across-the-board budget cut). Any revenues in excess of the cap are retained in the state's general fund. Because franchise tax revenues usually total around \$32 million, the state has kept about \$23 million each year.

Prior to the implementation of the \$8.8 million cap on the local share, franchise tax revenues were divided on a percentage basis – 55% to the state and 45% to the locals. The local portion was further divided then as it is now – 60% to cities and 40% to counties. So prior to 1997, the total breakdown of franchise tax revenues was 55% to the state, 27% to cities and 18% to counties. Now, however, because of the cap on the local share, the breakdown is 72% to the state, 17% to cities and 11% to counties. The state keeps 17% more of the pie now than it did only seven years ago; and apparently it still isn't enough. It is a little worrisome that a state with a \$5 billion budget has resorted to bullying tactics over \$8 million.

Here is something else that should worry local governments: the Reinvention Bill, SF 453, repealed Iowa Code §405A.10, the section that contains the standing appropriation of franchise tax revenue to local governments. A later bill, SF 458, appropriated \$8.8 million for franchise tax revenue allocation for fiscal year 2004, *but did not undo the repeal of §405A.10*. That means the franchise tax allocation is no longer a standing appropriation; the legislature must explicitly appropriate those dollars each year to allow them to go back to local governments. If the results of the 2003 session are any indication, that is unlikely to happen in the coming years. Therefore, counties should not plan on receiving any franchise tax revenues in their FY05 budgets.

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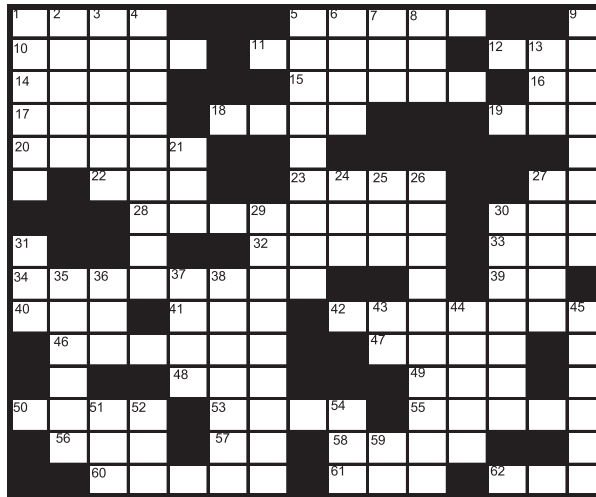
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county crossword

'B, C, D' Counties

Across Clues

- 1) Benton Supervisor, or abbr. for a different county
- 5) Boone's "John of all trades"
- 10) Pale
- 11) Chickasaw Legislator
- 12) Night creature
- 14) Des Moines business mogul
- 15) How a 12 across "sees"
- 16) Chinese film star Jet
- 17) April event, often
- 18) Buchanan Auditor or Cerro Gordo Engineer
- 19) Des Moines' neighbor
- 20) Borden Milk cow
- 22) Assman, Kinney, or McKnight (abbr.)
- 23) Young equine
- 27) Abbr. in a Powerball Jackpot
- 28) Dickinson Supervisor
- 30) What a doomed legislative package may be (abbr.)
- 32) Cedar Conservation Director
- 33) A long, long time
- 34) Boone Veterans' Affairs Director
- 39) All-Star Game team
- 40) What atomic clocks keep (abbr.)
- 41) "___ will be done"
- 42) Clarke's "Allan of all trades"
- 46) Former Lew of NBA fame
- 47) SE Asian nation
- 48) ___ Lanka
- 49) Methylrhenum Trioxide (abbr.)
- 50) Opie's dad



Across Clues cont.

- 53) Des Moines' nearly famous author/Supervisor
- 55) Tube pasta
- 56) Bring legal action against
- 57) ___ Paso
- 58) Dallas seat
- 60) Cherokee Assessor and others
- 61) What you might call Wartburg's mascot
- 62) Dixie Chicks album

Down Clues

- 1) Desolate
- 2) Typical
- 3) Long chair
- 4) PGA Tour player Brian

Down Clues cont.

- 5) Buena Vista Supervisor or Crawford Attorney
- 6) "Read him the ___ Act"
- 7) Ornamental vase
- 8) 90's punk music genre
- 9) Dubuque Treasurer
- 13) Lager alternative
- 21) Freud's self
- 24) OK capital's coll.
- 25) They might follow oohs
- 26) Black Hawk Supervisor
- 27) What many counties are short of
- 29) Wapsi River town south of 1 across
- 30) Crawford seat
- 31) Clay Public Health Administrator
- 35) Diet for an Assessor, or western Benton town
- 36) Sony rival
- 37) Buena Vista Engineer
- 38) Fruity frozen dessert
- 43) Clinton's conservative Griffiths
- 44) Wedding reception site, often
- 45) Chickasaw Veterans' Affairs Director
- 51) Response from a smart-aleck teen
- 52) Vote for
- 54) Used to be
- 59) Fmr. Princess of Wales

Puzzle by:
Jay Syverson, ISAC Staff



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ISAC will run county classified ads in *The Iowa County* free of charge! All classified ads will also be placed on ISAC's website (www.iowacounties.org) under 'County Information.'

Contact Denise Obrecht at 515-244-7181 or dobrecht@iowacounties.org for placement of classified ads.

Visit www.iowacounties.org!

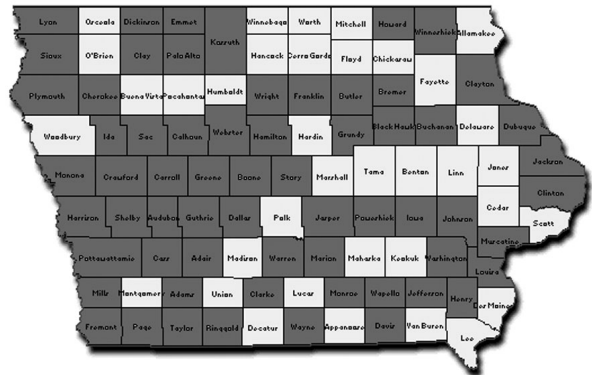
ISAC's website is filled with information on the legislative session, ISAC meetings and access to our new on-line meeting registration, HIPAA information, the official listing of county officials, links to county websites and much more!

If you need help getting started click on the link "Where to Look."

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County Risk Management Services, Inc. (CRMS) has provided marketing services to the Iowa Communities Assurance Pool (ICAP) and the Iowa Municipalities Workers Compensation Association (IMWCA) since 1987.



Its principals (clockwise from lower center: Clarence Hoffman, Fred Dolezal, Russ Sporer, Ken Bilbrey) work with local insurance agents across the state to introduce and represent these programs to Iowa Counties. Currently, sixty-three counties are represented by CRMS and participate in one or both programs.

The IMWCA was formed in 1981 to offer workers compensation and employers liability coverage to Iowa public entities. Current membership stands at 471. ICAP’s inception was 1986. ICAP provides property and casualty coverages to 485 members.

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For Additional Information, call County Risk Management Services at 800-397-4947

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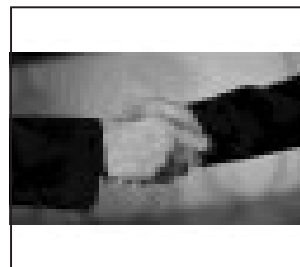
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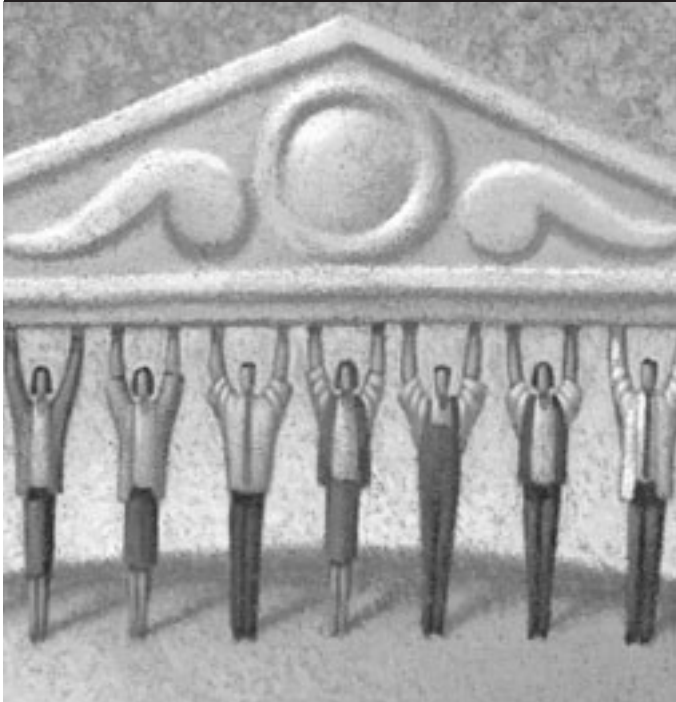
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For more information contact Lisa Cole, NACo Director of Enterprise Services, at 202.942.4270 or email lcole@naco.org.



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calendar

JANUARY

- 1 ISAC OFFICE CLOSED
- 5-9 SrcSDE Administration for SQL WServer
(location TBA)
- 8 Community Services Legislative Review
Committee (ISAC Office)
- 9 ISAC Legislative Liaisons Meeting
(ISAC Office)
- 13 *CCMS Administrators (Baymont, DM)*
- 14 CPC's Statewide Meeting
(Adventureland, Altoona)
- 16 ISAC Board of Directors (ISAC Office)
- 21 Treasurers & ICIT Meeting
(Holiday Inn Airport, DM)
- 22 ISAC U (Holiday Inn Airport, DM)
- 22 Supervisors Executive Board
(Holiday Inn Airport, DM)
- 23 Supervisors Winter Meeting
(Holiday Inn Airport, DM)
- 23 *CCMS Board of Directors
(Holiday Inn Airport, DM)*
- 29 Supervisors Press Conference (Capitol, DM)

FEBRUARY

- 5 ISAC Executive Committee Meeting
(ISAC Office)
- 8-11 Sheriffs & Deputies Patrol School
(Four Points Sheraton, DM)
- 9-10 Introduction to ArcSDE Using ArcInfo 8
(location TBA)
- 11-12 Introduction to ArcSDE Using ArcInfo 8
(location TBA)
- 12-13 ISAC Board of Directors (ISAC Office)
- 19 Scholarship Interviews (ISAC Office)
- 26 Scholarship Interviews Snow Day
(ISAC Office)
- 27 - Mar. 2 NACo Legislative Conference
(Washington D.C.)

MARCH

- 4 *CCMS Central Supervisors Support Group
(ISAC Office)*
- 10-11 *CCMS Fundamentals of Case Management
(location TBA)*
- 15 IPAIT (ISAC Office)
- 17 *CCMS Board of Directors
(Holiday Inn Airport, DM)*
- 17-19 ISAC Spring School (Holiday Inn Airport, DM)
- 30-31 Iowa Environmental Health Assn. Annual
Meeting (Scheman Center, Ames)

APRIL

- 15 ISAC Board of Directors/IMWCA, ICAP &
League Boards Picnic (Jester Park)
- 16 ISAC Board of Directors (ISAC Office)
- 20 *CCMS Administrators (location TBA)*
- 21 *CCMS Cost Report Training (location TBA)*
- 22 *CCMS Support Staff Training (location TBA)*
- 25-28 Sheriffs & Deputies Civil School
(Holiday Inn Airport, DM)

MAY

- 5-6 *CCMS Advanced Case Manager
(location TBA)*
- 12-14 Treasurers Statewide Meeting (Dubuque)

JUNE

- 1 *CCMS "New Supervisor Forum" (location TBA)*
- 2 *CCMS "Supervisor Training" (location TBA)*

For agendas or additional information on any of the above listed meetings please visit our website at www.iowacounties.org and click on Upcoming Events! If you have any questions about the meetings listed above, please contact Jerri at (515) 244-7181 or by email at jnoboa@iowacounties.org.

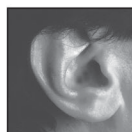
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