



The
Iowa County
Iowa State Association of Counties

January 2008
A New Year Begins

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ISAC President & Executive Director	4-5
<i>Mike King, Bill Peterson</i>	
Capitol Comments	6
<i>Linda Hinton, Nathan Bonnett, Hanna De Groot</i>	
Legal Briefs	7
<i>David Vestal</i>	
Case Management	8
<i>Deb Eckerman</i>	
Technology Center	9
<i>Robin Harlow</i>	
By the Numbers	10
<i>Jay Syverson</i>	
ISAC Meetings	10-12
<i>Jerri Noboa</i>	
ISAC Brief	13-15
NACo News	16
Associate Member Highlights	17
Miscellaneous	18
Calendar of Events	22



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Sam Watson - Information Technology Specialist

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.

feature

Is it a journey or a game?

If you had just one more day at your job, what would you do?

Don't sweat the small stuff. Some issues you stress about may not make a difference in an hour, a day, or even a year from now.

Many civil servants, myself included, have bigger things that, to them, matter and make a difference. Your actions make a difference to people you work with and people you work around. You are a role model. Some may call it being scrutinized—at any rate, you are a very visible asset to your constituents.

Study and follow the issues—stay focused, learn from discussions, and listen. Don't lose your ability to hear and understand. Ask questions. Listen to the answers.

Continue your path on projects. This year NACo and ISAC are working together on a campaign called *Restore the Partnership*. Don't let your local role become politicized. Groups of elected officials from all levels must meet and discuss ideas to benefit the needs of residents. Everyone who works together can make government run more effectively. Attend events and offer your expertise to other candidates and officials. County officials are ready to work together. We must have communication and cooperation with all candidates and other county officials as well.

By: Mike King

ISAC President & Union County Supervisor



This year NACo's annual convention in July is being held in Kansas City, Mo. Counties should consider putting this worthwhile event into this year's budgets. Counties that are non-members should join. It is a very informative and a wonderful learning experience with people from all over the United States who deal with many of the same issues as ours. The speakers are interesting and very educational. You never know, the next President of the United States may be one of the speakers! The networking is amazing. For new members there are deals that will assist you in joining. As state NACo membership chairman please feel free to call me.

The ISAC Top Priorities this year are funding of TIME 21, real internet access for rural iowans, property tax reform, adequate funding for mental health services, sex offender residency law, state funding of all-paper voting systems and last but not least urban renewal (tax increment financing). The ISAC staff will be working hard with the legislators to resolve these issues; however, your help is needed. Contact your local legislators and stress the importance of these issues. It is a team effort, and together we will all benefit.

Don't sweat the small stuff. Do pay attention to detail.

Make your one more day count—spend it using time wisely and continuing to make positive differences.

HAPPY NEW YEAR!!!

ISAC
Leadership Conference 2008
January 16-17, 2008
Holiday Inn Airport Des Moines



Come join us for this exciting day-and-a-half conference that will give you down-to-earth training on how to become a better leader. The conference will provide unique content that is packed with practical and powerful success strategies. The dynamic speakers will give you practical information that you can begin using as soon as you return home.

Register TODAY at www.iowacounties.org!

By: Bill Peterson
ISAC Executive Director



As I look back on 2007 and forward to 2008, I am wondering how the past year has flown by so quickly and whether next year will be the same. I believe 2007 was a year that contained successes for the association in many areas. It seems appropriate to reflect a little on those successes and who was responsible for achieving them before jumping headlong into the next year.

The overall results of the 2007 legislative session were very positive. The legislative team of John Easter and Linda Hinton did a great job of achieving the goals established by the membership through our policy committee process. While John and Linda were on the frontline, they had ample backup support from Jay Syverson and David Vestal. This group worked as a team on additional funding for mental health, election reforms, 28E publication improvements, and county bonding authority. In addition, the local government innovations board and the Tim Shields Center for Governing Excellence were authorized. I would be making a big mistake if I failed to mention the assistance of Mike Wentzien, lobbyist for the Iowa State Association of County Supervisors. Mike is always a tremendous help to our lobbying team. Finally, it is important to recognize the assistance of the affiliate legislative liaisons and association members in achieving success. Our members and the affiliate legislative representatives are critical to making the connection between our legislative goals and the legislature. This connection is vital if our efforts are to be successful.

Success was also achieved in a number of program areas. First, the Iowa Public Agency Investment Trust celebrated 20 years of successful operation. A joint venture of the Iowa League of Cities, Iowa Association of Municipal Utilities, and Iowa State Association of Counties, IPAIT continues to add important value to members in the area of public fund investments. That value can be measured in two ways: first, it provides an attractive rate of return while providing public bodies with a focus on the safety and security of investments; second, it offers an alternative investment vehicle that provides competition in the marketplace assuring a competitive rate environment for public fund deposits.

Another achievement that needs to be mentioned is the successful completion of an upgrade to the Electronic Transactions Clearinghouse (ETC). ETC was created to assist our members in complying with the requirements for securely transmitting claims for medical services between providers and payers of these services. The system was upgraded and is now successfully processing transactions between Linn and Polk Counties and their service providers. Robin Harlow, ISAC Technology Project Manager, has been instrumental in moving this project toward completion. Additional value will be added to the system when the CoMIS Replacement Project is completed in 2008.

While 2007 will be remembered for a number of successes, it will also be remembered as a year of significant staff change. Staff members

Angie Ross (Secretary/Receptionist), Denise Obrecht (Marketing/Communications Coordinator), Sandy Longfellow (Administrative Assistant), John Easter (Director of Intergovernmental Relations), and Deb Westvold (Case Management Director) all resigned and moved on to new adventures in their lives. They all contributed to association achievements over the years they worked here and each will be missed in different ways. It will be interesting to watch the development of the individuals that have been selected to take their places.

Here is a brief summary of those having new positions. Hanna DeGroot initially replaced Angie but will now be part of the lobbying team. Jenna Kunstle was recently hired to replace Hanna. Rachel Bicego has taken over the role of marketing/communications coordinator. Linda Hinton has a new role as government relations manager. Deb Eckerman is the new manager of the case management program. Nate Bonnett has also joined the lobbying team this year. Sam Watson fills the newly created position of Information Technology Specialist.

I shouldn't be surprised that 2007 went by fast with all that activity. We have one more staff change coming up at the end of January 2008. And, while I am hoping there is a pool of qualified applicants to choose from, whoever fills this vacancy will have the toughest shoes to fill. As you know, Jerri Noboa is retiring at the end of January after 30 years of working for ISAC. What makes these tough shoes to fill? I suppose simply put, Jerri has set the bar so high in providing member satisfaction – it is hard to imagine anyone achieving that level. How did she accomplish that member satisfaction? She did it not by giving everybody what they wanted – she did it by giving them exactly what they needed. If you don't understand why this is a rare talent, I guess I can't explain it to you. I hope you watch for information about Jerri's retirement party – I know she would like to say goodbye to all of you.

Finally, I want to conclude by commending all of you for the affiliate representatives you send to the ISAC Board of Directors. They do a great job. I don't think they know what they are getting into when you send them – but they keep coming back to provide the oversight needed to keep us going in the right direction. I hope you will take a moment to thank them sometime. It will be well deserved.

About the Cover:

The cover picture was taken by Bill Peterson on a 2007 vacation. It was taken on the Oregon coast near Cannon Beach.

capitol comments

ISAC Policy Team in Place

The ISAC policy team is in place and getting ready for the 2008 legislative session. Linda Hinton, Government Relations Manager, will be handling human services, public health, and tax policy issues. She will serve as the staff liaison to the community services, public health and treasurers affiliates.

Linda has an undergraduate degree from Upper Iowa University, a graduate degree from the University of Iowa and a law degree from Drake University. She began her career in public policy after graduating from law school in 1990. She held a staff position on the U.S. Senate Subcommittee on Disability Policy in 1992-1993, prior to moving back to Iowa to become the Executive Director of the Iowa Association of Rehabilitation and Residential Facilities (now the Iowa Association of Community Providers). After a stint as MH/DD Division Administrator at the Iowa Department of Human Services and lobbying for Polk County, she came to ISAC in 2003 as assistant legal counsel. She has lobbied on health and human services issues since that time.

Nate Bonnett recently joined ISAC as a Public Policy Specialist and will cover issues concerning environmental health, land use and rural affairs, and transportation. Nate will serve as the staff liaison to the emergency management, engineers, environmental health, and conservation directors affiliates.

Nate earned a B.S. degree in Animal Ecology from Iowa State University in 2004. In 2007, he completed a law degree and certificate in environmental and energy law at Chicago-Kent College of Law, Illinois Institute of Technology. While in law school he clerked at the Uniform Law Commissioners, Chicago Environmental Law Clinic, and U.S. Environmental Protection Agency Region V Office of Regional Counsel. He also spent time working in the Corporate Ethics and Compliance Department at Takeda Pharmaceuticals North America and as a research assistant for the Institute on Biotechnology and the Human Future/Center on Nanotechnology and Society. Nate is excited to be back in Iowa, as he was raised in the town of Bussey in Marion County, and is proud to be a member of the ISAC team.



Hanna DeGroot, Public Policy Specialist, will be covering the issues pertaining to county administration and organization, drainage, e-government, elections and motor vehicles. Hanna will serve as the staff liaison to the auditors and recorders affiliates.

Hanna earned a B.A. degree in Political Studies from Dordt College in 2006. While at Dordt she interned at the Sioux County Auditor's office where she assisted with the preparation for the 2006 primary elections. She was previously the Receptionist/Administrative Assistant for ISAC and is looking forward to working in her new role as Public Policy Specialist.

Other staff will continue to assist the "on-the-hill" lobbyists. David Vestal assists with issues related to public safety and labor and workforce. He serves as staff liaison to county attorneys, sheriffs, and zoning. Jay Syverson provides staff support on tax and finance issues and does fiscal impact analysis on all legislative proposals affecting counties. Jay serves as staff liaison to the assessors affiliate. Robin Harlow serves as staff liaison to the information technology affiliate and will assist with IT and e-government issues.

Don't miss it!

ISAC's 2008 Spring School of Instruction

March 12 - 14, 2008 Downtown Marriott and Renaissance Savery Des Moines

More information? Visit www.iowacounties.org

Clearing Trees in the County Right-of-Way

By: David Vestal
ISAC General Counsel



Harvesting Trees: From time-to-time a question comes up about cutting down trees in the secondary road right-of-way.

Even though we are talking about the right-of-way, the abutting landowner owns the land to the centerline of the road subject to the easement rights of the county. See Arthur D. Peterson, *Arboreal Law in Iowa*, 44 Iowa L. Rev. 680, 685-86 (1959).

Then Iowa Code § 314.7 complicates things further. It says that county officials in charge of maintenance of the highway “shall not cut down or injure any tree growing by the wayside which does not materially obstruct the highway” or interfere with highway maintenance.

Add to that Iowa Code § 658.4, which provides for triple damages for willfully injuring any tree “on the land of another.”

What you get is that often abutting landowners, who may have planted the trees themselves years ago, have great emotional attachment to the trees, and will claim that a county has no legal right to remove the trees.

Here is the state of the law in Iowa: “County employees in charge of maintenance work on a county road cannot without express permission of the owner or occupant enter property belonging to another that adjoins the right-of-way and remove or injure trees located on that property, but may lawfully remove trees in the right-of-way or branches of trees that overhang the right-of-way.”

That is the jury instruction that was approved in Alberhasky v. Johnson County, a 2003 Iowa Court of Appeals decision. In that case, all of the trees that were removed were within the county’s right-of-way. The county engineer claimed that trees interfered with the maintenance of the road. The evidence indicated that they formed a canopy over the road that hit large vehicles and kept the dirt road from drying out. The jury found for the county. On appeal, the adjacent property owner argued that the county had no legal right to remove the trees even if the trees were in the county’s right-of-way. After considering that argument, the appellate court affirmed the trial court’s judgment for the county.

The decision is unpublished, which usually undercuts its value as precedent. But in this case, the Court said that it was precisely following the common law as already established long ago in the early case of (*Bills v. Belknap*, [36 Iowa 583, 585 (1873)]).

So apparently this has been the law in Iowa for 134 years.

Both Alberhasky and Bills say trees may be removed from the right-of-way for the safety of the traveling public. But as Bills says, “If the removal of these trees is not required for the free and proper use of the highway, no principle of law will permit it to be done against the will and interest of the land owner.”

Cutting down trees in a right-of-way is a serious matter. The county needs to take into account both the law, and the express public policy in Iowa in favor of preserving trees. But if a tree in the right-of-way compromises the use of the highway, it can be removed.

Competing with the Private Sector: A county supervisor recently asked me whether the county could purchase a building for county office space, and then rent some of the space in the building to private businesses. So essentially the county would be in the landlord business.

There is nothing in the Iowa Code specifically prohibiting such an arrangement.

The only potential barrier to such an arrangement would be Iowa Code chapter 23A, which basically prohibits counties from entering into competition with private industry.

But Iowa Code § 23A.2(1) allows such competition if it is “authorized by statute, rule, ordinance or regulation.”

So the board would need to pass an ordinance approving the purchase and citing Iowa Code chapter 23A. If they did that, then there would be no chapter 23A problem.

For a case where this approach worked, see Coralville Hotel Associates v. City of Coralville, 684 NW2d 245 (2004).

In that case the City of Coralville wanted to build a hotel over the legal objection of other local hotels. The City won, because they had followed chapter 23A. The Iowa Supreme Court said, “The language of the statute is precise and unambiguous: if a municipality enacts an ordinance specifically authorizing itself to compete with private enterprise, it may then do so.”

Conservation Board Personnel Decisions: I was asked at the Fall School who has ultimate authority regarding the hiring and firing of conservation employees, the director or the board. Iowa Code § 350.4(6) says that the director, “subject to the approval of the board,” may employ persons and fix their compensation. The Iowa Attorney General issued an AG’s opinion on November 1, 2000 interpreting this “subject to the approval” language. It said that this language means that the county conservation board has the authority to pass judgment on the conservation director’s decisions regarding the employment and compensation of individual employees.

Parting Ponderable: At an after-work party in 1993, Canadian attorney Garry Hoy was showing a group of visiting law students how unbreakable the windows were in the Toronto-Dominion Bank Tower. He threw himself against one and it held. He did it again, and it gave way. Hoy plunged 24 stories to his death.

case management

Greetings!

As most of you know by now I have taken the position of County Case Management Services Manager, which became effective November 1, 2007. I am excited about this challenging opportunity and look forward to working with all of you. I have been with ISAC/CCMS since January 2004 as a Case Management Specialist. Prior to my life here, I supervised a Targeted Case Management program, I worked as a case manager, and I did direct service. I have been in the human services field for over 20 years-oh how time flies when you are having fun!

I have set several goals for myself and CCMS for the coming year. We plan to begin strategic planning with the CCMS Board to give a more clear direction of where we are going and what we can do to better serve our counties. I look forward to this. We are lucky enough to have a truly wonderful board that is interested and concerned about the challenges that we face. Members of the CCMS Board are: Mike King, Union County and ISAC President; Sally Stutsman, Johnson County; Mary Jo Wilhelm, Howard County; Tim Hoschek, Des Moines County; Ellen Gaffney, Buchanan County; Elaine Armstrong, Page County; Jack Willey, Jackson County; Steve Reuter, Bremer County; Harlan Hansen, Humboldt County and ISAC board member; Larry Vest, Tama County; and Jeff Simonsen, Cherokee County.

The second goal I have is to begin building a better partnership with entities that we work with, including but not necessarily limited to the Department of Human Services (DHS), Iowa Medicaid Enterprise (IME), Magellan and Iowa Association of Community Providers (IACP). I already have a meeting scheduled with the Director of IACP and with individuals from DHS and IME. I am hoping to have regular, ongoing meetings with individuals from these entities to ensure that the information being disseminated is accurate, and that we are all proceeding with a common understanding. I believe case managers and these entities all have the same goal, to provide *high quality, cost effective* services to the individuals we serve. From this foundation we need to work together to reach these goals.

I also want to continue to visit County Case Management agencies throughout the state. It is important for me to continue these contacts to remain aware first-hand of issues that are faced on a daily basis, and to remain aware of key quality issues that CCMS can address to make case managers' jobs more manageable.

I also need to acknowledge my colleagues, the CCMS staff, Dan Vonnahme, Linda Kemp and Jackie Olson Leech. I feel very lucky to have such a high quality staff to work with. I appreciate the work that they do, and the input and partnership I get from them on various aspects of this job. I also need to mention the ISAC staff. The ISAC organization and personnel are wonderful to work with. There is a wealth of experience, knowledge and motivation within this organization that I feel very lucky to be a part of. And in that same vein, I appreciate all of the case managers throughout the state

By: Deb Eckerman

Case Management Services
Manager



that work hard every day to make the lives of the individuals they serve better.

I will close with one of my favorite quotes by Ralph Waldo Emerson.

SUCCESS

To laugh often and much, to win the respect of intelligent people and the affection of children, to earn appreciation of honest critics and to endure the betrayal of false friends, to appreciate beauty, to find the best in others, to leave the world a bit better, whether by a healthy child, a garden patch, or a redeemed social condition, to know even one life breathed easier because you lived, this is to have succeeded.

As the saying goes, "change is the only thing that stays the same," and folks that have worked in targeted case management for any length of time know how true this is. In November we received the final OIG audit report. In December we received the Centers for Medicaid and Medicare Services (CMS) Interim Final Regulations on Targeted Case Management (TCM). This revises current Medicaid regulations to incorporate changes made by section 6052 of the Deficit Reduction Act (DRA) of 2005. These changes do not make any significant changes in the definition of TCM or how we currently provide the service, but I believe these revisions will make significant changes to how targeted case management is tracked and reimbursed, along with changes to case management for waiver recipients.



ISAC
Iowa State Association of Counties

**District Legislative Days
2008**

District 2 and 3 - February 6
District 1 and 4 - February 13
District 6 - February 20
District 5 - February 27

(All meetings will be held in the Wallace Building auditorium.)

Be There!

CoMIS + ETC = County CSN

After several months of scoping the replacement for CoMIS, the committee made decisions on December 5, 2007. The first decision was to select Spindustry Systems as the primary developer for the project. The second decision was to rename the project from CoMIS Replacement to the County Community Services Network or County CSN for short.

The selection of Spindustry Systems came after months of review of those vendors that have previously built a version of CoMIS. Spindustry Systems is a premiere web strategy, web design and web development firm. They built the original Tri-County CoMIS system several years ago. The committee feels confident that Spindustry will help to deliver a superior tool for community services.

During the ISAC Fall School the committee solicited names and Community Services Network was most frequently mentioned. The committee modified the name slightly to reflect a county twist and thus County CSN was born.

The County CSN is being accomplished by merging the Community Services business processes with the Electronic Transaction Clearinghouse (ETC). This combination will produce a tool for county community services to use for years to come.

For the last four years, ETC members have paid dues to remain HIPAA compliant. ETC had the rudimentary web interface to process transaction, but was limited to HIPAA transactions. The existing interface allowed the user to print or export the transactions to an Excel spreadsheet, but was limited in its usability.

Users of the County CSN will now have access to their information through any computer with a browser. CPCs working for multiple counties will have the information about all of their counties simply by logging in. Whether the CPC is accessing from home, another county location, or the Des Moines Airport, the information will be available.

It is expected that as we develop the County CSN, the system will capture transactions related to community services and deliver them to the proper individual for authorization. Once authorized, the transaction can be sent to the auditor for payment.

An ETC member will not only be HIPAA compliant, but will have use of a tool that will reduce data entry, connect counties, and provide required reporting to the state.

The next milestone will be on January 9, 2008, when the committee will request additional funding from IowaAccess to complete the design phase of the project. It is anticipated that this request will be approved.

There is a lot of work to be accomplished and we have asked for everyone's help in bringing the new system live. So whether it

By: Robin Harlow
ISAC Technology
Project Manager



be training, testing, or designing, we will need your input and feedback to ensure that the system is truly a useful tool.

Real Internet Access for Rural Iowans

One of the 2008 ISAC Legislative Top Priorities is "Real Internet Access for Rural Iowans." HF 622 is the remaining legislation tied to this objective. There is a short window of opportunity that only comes around every couple of decades and if rural Iowans are to have real internet access, we must work to see this legislation is successful.

Most people are aware that in February 2009 they will need a digital television or a converter to get reception. What they don't know is that the frequency (700 megahertz) of the bandwidth that carried the old airwaves will be placed up for public auction. This bandwidth is important because of its ability to penetrate building and structures. It is ideal for providing high-speed internet access to rural Iowans.

How does this impact rural Iowans?

Depending on the geography, the coverage of the signal will be a 20 to 30 mile radius from the transmitting structure. Placing equipment on a single rural water tower would allow high-speed internet access to farms and small towns within 15 miles of the equipment.

Today, if you receive a television signal, you will be able to get broadband coverage at prices and speeds that are comparable to the metro areas of Iowa.

Broadband access is vital for rural areas to remain economically competitive with other parts of not only the U.S., but also the world. Access to high-speed internet is essential if rural counties are to gain and/or retain growing businesses and a growing population.

HF622 lays out a plan to purchase bandwidth and install the equipment to fill the gap in broadband coverage that exists between what the telephone companies profitability can provide and the antiquated dialup service that is the only option for many rural Iowans. The bill provides broadband coverage for 99.95% of all Iowans.

More information about HF622 will be provided in the weeks to come at www.iowacounties.org and in our Friday ISAC updates. Now is the time to reduce the growing digital gap between rural and urban. Only by making your state legislator aware of the importance of this legislation will we be able to close the gap during this short window of opportunity.

by the numbers

Local Option Sales Tax

By: Jay Syverson
ISAC Fiscal Analyst



In 1985 the Legislature gave Iowa cities and counties the ability to impose a local option sales tax (LOST). The initial reaction from the vast majority of local governments was lukewarm. In 1986 just two cities imposed a LOST – Polk City and Bertram. The total revenue generated that year was \$11,941. Ten more cities hopped on the LOST bandwagon in 1987, including Ames and Sioux City, and total revenue jumped to \$3.6 million. Story County was the first county government to receive any LOST revenue; it received over \$700,000 in its first year, 1988.

Once counties and cities both had LOST in place, the revenue allocation formula became important. Many people think that each city gets the LOST revenue generated from sales within the city and the county gets the LOST revenue generated from sales in the rural area, but that's not the case. A county only receives LOST revenue if the LOST is imposed in the rural area after approval by the rural voters, and a city only receives LOST revenue if the LOST is imposed in the city after approval by the city voters. However, once a LOST is imposed, all of the LOST revenue collected within a county goes into a distribution fund. The money is then allocated back to the cities and the county according to a formula based 75% on population and 25% on property taxes levied. The population factor is derived from the most recent federal census data, but the property tax factor comes from property taxes levied from 1983-1985 – the three years prior to when the LOST law was enacted. Why do we allocate LOST revenue based on property taxes levied more than 20 years ago? The only rationale that comes to mind is that if LOST revenue was allocated based on current property taxes, that would actually give cities and counties an incentive to raise property taxes so they could also get more LOST revenue. That would be a strange result, especially considering that many counties use LOST revenue to provide property tax relief.

While local governments initially avoided LOST like high school kids avoid chaperones at the prom, they have warmed up to the idea considerably. The number of jurisdictions that have implemented a LOST has increased every year, and 880 jurisdictions (including 85 counties) imposed a LOST in 2007. As more cities and counties began imposing a LOST, the revenue increased dramatically as well. With the exception of 2004, LOST revenue has increased every year, and it totaled more than \$211 million in 2006. For more information visit:
www.legis.state.ia.us/lsadocs/IssReview/2008/IRSL001.PDF.

meetings

District Legislative Days

Four district-focused meetings are scheduled weekly during the month of February. Each ISAC district is invited to come to the Capitol to spend a day meeting with ISAC lobbyists, department heads and legislators. All county officials are invited to attend. This is a great opportunity for county officials to sit down with state policy makers and shed light on how specific bills and actions will affect their county. This program will be part of an effort to bring officials from all 99 counties to visit the Capitol at least once during the legislative session.

As a member of ISAC, we count on you to help us promote the association's legislative objectives for the year. As a county official, you share constituents with your legislators. This local connection helps your voice have a significant impact on the way lawmakers vote on key issues affecting counties. In order to take advantage of your unique influence, it's imperative that your legislators hear from you! By taking part in District Legislative Days, you will have a significant effect on the legislation that impacts the future of local government.

The dates and regions are as follows:

- Wednesday, February 6 Districts 2 and 3
- Wednesday, February 13 Districts 1 and 4
- Wednesday, February 20 District 6
- Wednesday, February 27 District 5

Each day will begin with a program at the Wallace Building Auditorium (502 East 9th Street). **The agenda for that meeting will be as follows:**

- 9:30am Welcome and introductions – Bill Peterson
- 9:40am Governor's office representative (invited)
- 10:00am Department head (invited)
- 10:30am ISAC lobby staff highlights and Q & A
- 10:45am Adjourn to the Capitol

County officials are encouraged to schedule individual meetings with their legislators and to attend legislative committee meetings and floor sessions the rest of the day.

You can register your county by calling Jenna Kunstle, ISAC staff, at 515-244-7181 or by email at jkunstle@iowacounties.org. Tell Jenna your district, the date you plan to attend, the number of county officials you anticipate will be coming, who the contact person from your county will be, and how they can be reached in the future (phone number or email address).

For more information on District Legislative Days visit ISAC's website at www.iowacounties.org.

ISAC's Fall School a Success

More than 950 county officials traveled to Des Moines for ISAC's 64th Fall School of Instruction held at the Downtown Marriott and Renaissance Savery on November 28-30. During the ISAC general session the 2008 legislative package was debated and approved. The top priorities include: Property Tax Reform, State Funding of All-Paper Voting System, Mental Health Funding, Real Internet Access for Rural Iowans, Sex Offender Residency Law, Urban Renewal (Tax Increment Financing), and Funding of TIME 21. The priorities are the basis for ISAC's lobbying efforts during the upcoming legislative session.

This year we invited all 2008 presidential campaigns to address our audience during the general session. The audience enjoyed listening to Joe Biden, Chris Dodd, and John Edwards directly. Unable to attend in person, many of the other campaigns also sent high-level proxies in the candidates' place. Speeches were given by Michelle Obama with a video from Senator Barack Obama; Former Texas Governor Mark White with a video from Governor Bill Richardson; Governor Tom Vilsack spoke on behalf of Hillary Clinton; and Sam Brownback spoke on behalf of John McCain. The general session also included a farewell speech by ISAC President Kim Painter and a speech on the upcoming year by ISAC 1st VP Mike King. ISAC Innovation Awards were given to: Marshall County for Outstanding Inter-County Office Excellence for the "Marshall County Electronic Permit Application System;" Linn County, the City of Cedar Rapids, and the Cedar Rapids Community Schools for Outstanding Inter-governmental Excellence for their "Joint Communications Network;" and Tamra Lewis of Johnson County for Individual Excellence for her "Monofilament Fishing Line Recovery and Recycling Program." Larry Naake, NACo Executive Director,

and Eric Coleman, NACo President, also addressed the ISAC general session discussing the *Restore the Partnership* campaign.

A special thank you to ISAC's conference sponsors: Gold Sponsors - Premier Election Solution, TrueNorth Companies, The Sidwell Company, Storey Kenworthy, and Silver Sponsors - Cost Advisory Services, Inc., Cott Systems, Inc., Public Financial Management, ResCare, Inc., Ruan Securities Corporation, and Solutions, Inc. Thank you to the 67 exhibitors that attended ISAC's Fall School of Instruction. Sponsors and exhibitors not only support the association financially, they also add to the wealth of information on how county officials can improve their individual counties through the use of their products and services. Also, thank you to the 10 companies that advertised in the Fall School program. Their advertising allows ISAC to offset the cost associated with printing the program. To view the ISAC fall school program visit ISAC's website (www.iowacounties.org).

We hope to see everyone again at ISAC's Spring School March 12-14 at the Downtown Marriott and Renaissance Savery in Des Moines. Affiliate meeting locations can be found on ISAC's website (www.iowacounties.org). Next year's Fall School will be held at the Coralville Marriott Convention Center November 19-21.

To ensure successful conferences in the future, we need your input. Please fill out the online fall school survey!



Photos from left: Tamra Lewis receives the individual ISAC Excellence in Action Award from then - ISAC President Kim Painter; Larry Naake, NACo Executive Director, addresses the ISAC General Session; and the winners of the Inter-Governmental ISAC Excellence in Action Award.

ISAC meetings

2008 Meetings Update

By: Jerri Noboa

ISAC Meetings Administrator



Leadership Conference

On January 16 and 17, ISAC will hold a Leadership Conference at the Holiday Inn Airport, 6111 Fleur Drive, Des Moines. ISAC has set aside a block of rooms at the hotel. You can call the hotel at 515-287-2400 or 800-248-4013 and ask for the block under ISAC to obtain the rate of \$73 / single and \$83/double.

The Leadership Conference is a day-and-a-half conference that will give you down-to-earth training on how to become a better leader. The conference will provide unique content that is packed with practical and powerful success strategies. The dynamic speakers will give you practical information that you can begin using as soon as you return home.

The speakers include Kit Welchin, a high-energy speaker who utilizes a variety of approaches that truly motivate audiences. Kit purchased his first manufacturing company at age 21, and by age 26 was C.E.O. of three manufacturing companies in three states. He has made presentations to 3M, General Mills and American Express. He will be speaking on "Leadership Through High Impact Communications."

Also presenting will be David Landis, Nebraska state legislator, who is one of the most popular trainers at NACo's Leadership Academy.

The registration fee is \$150, which includes dinner, lunch and coffee breaks. Space is limited. Register at the ISAC website: www.iowacounties.org

Supervisors Statewide Winter Meeting

On Friday, January 18, the Supervisors will hold their annual winter meeting at the Holiday Inn Airport, 6111 Fleur Dr, Des Moines. A block of rooms have been set aside at the hotel in ISAC's name. You can call the hotel at 515-287-2400 or 800-248-4013 to obtain the rate of \$73/single and \$83/double.

The Legislative Leadership will be invited to speak during the luncheon. The registration fee is \$55 pre-registration and \$60 at the door. See the agenda and register at the ISAC website: www.iowacounties.org

Spring School

In the December magazine hotel information was provided as well as which affiliates were meeting at which hotels. The Marriott is full.

On Thursday evening we will again be inviting the Iowa Legislators to a reception that will be held preceding the ISAC dance and we have asked The Benders to return. Everyone who attended the dance in November seemed delighted by them.

Visit the ISAC website: www.iowacounties.org to find out additional information and to register on line.

goodbye from Jerri

Farewell!

I remember when I came to ISAC on August 19, 1977 as a temp. ISAC was only a few years old, Don Cleveland was the Executive Director, and Bev (Anderson) Zieman was ISAC president. I was so impressed with the association, and how the staff seemed like a family and one big team with the biggest hearts for the association and county government. It was no wonder when they repeatedly requested me back that I said, "Yes!" I was then asked to work part-time and the part-time grew into a full-time position. I was officially hired November 1, 1978.

In those 30 years I have seen a lot changes. I have worked for 4 executive directors, Donald Cleveland, John Torbert, Paul Coates and Bill Peterson. I have seen 5 different locations because ISAC continually grew out of offices.

Lauren Adams has been working at ISAC 6 months longer than me and she has become one of my dearest friends. Boy, could she and I tell you some stories! We were here, shall I say, through the lean years. A lot of ISAC's money came from government grants and they didn't always come in a steady flow. We copied the priority and summary books on an old mimeograph machine until a Xerox with a 50 bin sorter was purchased. We thought we were in heaven! Of course, you had to stand-by and baby sit as it always jammed. Lauren and I would bring our kids in and work in shifts on the weekend to get the books done even though the schools then were only in the numbers of 250 - 450. There was a lot of cutting and pasting done in those books. Hooray for computers!

There are sad stories and there are some funny ones. Sad ones are the county people that have passed away, many of whom I had become close friends with, and seeing those that were strong supporters of ISAC and county government get defeated in an election. There was the time when the auditors found me added to ISAC's fixed assets. When Paul Coates became Executive Director we had an "in and out" board posted for staff so we knew where someone was and when we could tell people they would be back. Paul stated several days went by and he kept wondering when he was going to meet this "Bonnie." Bonnie was the ISAC car (Bonneville) which enabled staff to know if they could schedule use of the car. Then there were those darn staff retreats that Bill would hold; he called them "bonding." Well those are some of the greatest memories of comradery.

I have updated the ISAC history and I am working on writing my memories of ISAC before I leave, since I was bestowed the honors of ISAC historian. But, it is time to take some of the stress out of my life and take my life down a new path while I am in good health. My husband Luis and I have 10 children, 19 grandchildren and 6 great-grandchildren with some here in Iowa, New York and South Carolina. So time will be spent with them as well as with my husband's family in Ecuador during the winter months.

I want you to know that my heart will always think fondly of you and my fellow workers, but most of all, this association and what it stands for.

welcome Jenna

My name is Jenna Kunstle and I am the new Receptionist/Administrative Assistant for ISAC. I am a South Dakota native who recently moved to Des Moines so that my husband could attend law school at Drake University. He just finished his first semester and even though the next few years will be busy, we are very excited to be living here and have had the opportunity to meet many wonderful people here in Iowa.



Our move to Des Moines went seamlessly. We were able to get an apartment downtown so almost everything we need, including my morning commute, is within walking distance. Thank you Des Moines for building skywalks!

I graduated from the University of South Dakota with a BS degree in Communication Studies and Psychology and upon moving to Des Moines, began working part-time for a local college in the financial aid department. I work in the evenings and will continue working in this position. When I am not busy working, I enjoy running, cooking, singing, interior decorating and spending as much time with my husband as possible. I am also very close to my family back in South Dakota and enjoy the times when I get to go home. I have three siblings, two of which have started to have their own families, so it makes for loud and boisterous reunions. We have a great time together.

I am pleased to offer my time and abilities to this organization and have been warmly welcomed by the other staff. I look forward to many years of contribution and to forming relationships with those associated to ISAC. Thank you for this opportunity.



welcome Sam

Hi, my name is Sam Watson. I have taken on the newly-created position of Information Technology Specialist here at ISAC. This is going to be an exciting time for technology as we move forward with BizTalk, SharePoint, and other applications. Technology plays an ever increasing role in most organizations, and ISAC is no different. I am glad to be able to play a part here.



As for my background, my childhood years were spent in many places around the United States, including California, Nevada, Mississippi, Arkansas, Kansas, and, finally, Colorado. After high school, I went into the Air Force where I spent five years—much of which was spent in places such as Korea and the U.K. after basic training at Lackland AFB in San Antonio, Texas, and technical training at Keesler AFB in Biloxi, Mississippi.

After the Air Force experience, I went to college and graduated with a Computer Information Systems degree and an English minor from Colorado State University. I was hired directly out of college by MCI (which was eventually bought by Verizon Communications, and the name was changed from MCI to Verizon Business). I spent 7+ years with Verizon Business in Colorado Springs, Colorado, making an impact in a job which was, for the majority of its time, nearly identical to my current ISAC position.

My wife was accepted by Des Moines University at the beginning of this year for the fall semester in the DO program. We packed up our belongings and two cats, and headed off to Iowa. Verizon Business allowed me to relocate and maintain my position; however, I soon left to take a position with the State of Iowa in the Department of Public Health. When I saw the potential to make a difference with the job here at ISAC I could not refuse it.

Some of our hobbies these days are traveling, golf, going to the movies, and walking/running. As you might expect, my wife's main "hobby" now is studying, but we try to do other things as time permits. The effort involved in making your way through medical school is immense so those "other things" are important to keep your sanity, if nothing else.

I look forward to working with all of you and contributing my expertise, industriousness, and passion to this organization.

Public Policy Process

The relationship between Iowa counties and the state is dynamic. Intergovernmental relations involve more than just contacting legislators. There are many facets involved in the process as counties participate in developing public policy that affects local government. The goal for counties in this effort is to produce policy that enables county officials to serve their citizens in the most flexible, efficient and cost-effective way possible.

This section describes the entire process used by ISAC in bringing the county message to our state policy makers. As the second session of the 82nd General Assembly begins, it is a good time for new county officials to learn the process ISAC uses throughout the year. It is also a good time for the rest of us to become reacquainted with our own process.

Steering Committees & Policy Development

Our public policy process begins with the seven ISAC steering committees. Committee chairs are appointed by the ISAC President for two-year terms on a staggered basis. Each ISAC affiliate is entitled to name three members to each steering committee. While any county official may attend a steering committee meeting, only designated members may vote. A vice-chair and secretary are determined by each committee annually.

This year, the following ISAC staff members were appointed to provide staff services to the steering committees: County Administration and Organization - Bill Peterson; Environment and Public Health - Deb Westvold; Human Services - Linda Hinton; Land Use and Rural Affairs - Tammy Norman and Rachel Bicego; Public Safety - David Vestal; Taxation and Finance - Jay Syverson; and Transportation - Robin Harlow.

The steering committees meet two times in the early fall to recommend policy direction for ISAC. Policies are created in two essential ways: policy statements and legislative objectives.

Policy Statements: First, the committees establish policy statements. Policy statements express long-term or continued statements of principle important for local control, local government authority and efficient county operation. These statements are designed to guide the Association in responding to proposed public policy issues affecting county government.

Legislative Objectives: Second, the committees adopt and prioritize legislative objectives. These are matters that ISAC attempts to initiate as legislation or as amendments to legislation. They are prepared in a problem/solution format. Policy statements and legislative objectives reflect proposals raised by the ISAC affiliates, unmet objectives from the previous year and any other item brought to the steering committee by other individuals or organizations.

Once the steering committees have done their work, the ISAC board of directors reviews, amends and approves each report and identifies “top priorities” during the October board meeting. These top priorities are typically selected from legislative objectives, but sometimes policy statements are also included. While the ISAC staff works on all of the issues raised by the steering committees, the top priorities receive special attention during the legislative session.

At the ISAC Fall School, the entire package (including the identified top priorities) is ratified by the full membership. Changes to the package may be made from the floor during the general session. ISAC publishes the final package in a booklet for the General Assembly and other interested groups. ISAC also produces a brochure highlighting the top policy priorities. All of this information is available on ISAC’s website (www.iowacounties.org) under ‘Services’ then ‘Legislative Information.’

Affiliates in the Legislative Process

Each affiliate has its own way of dealing with the legislative process. ISAC staff is available to assist the affiliates with their legislative programs, but the ultimate responsibility rests with each affiliate.

Every affiliate designates a person(s) as their legislative liaison. These liaisons serve as the primary contact point through which ISAC staff communicates with the affiliate memberships during the session. For example, with the assistance of ISAC staff at the Capitol, the liaison coordinates legislative strategy (such as letter writing or telephone contacts with legislators) when important issues come up.

Most affiliates have a legislative committee that reviews bills and provides direction to their liaisons and ISAC. Such committees help spread the workload among a cross-section of their own affiliate members. Individuals on these committees also become a good resource for the affiliate liaisons and ISAC staff to rely on when special expertise on an issue is needed.

Throughout the policy cycle, the ISAC lobbying staff and all affiliate legislative liaisons hold special strategy meetings. There are usually about four of these meetings during the year. These meetings help ISAC to develop strategy within and among the various affiliates. These meetings also enable each affiliate to become acquainted with other affiliate representatives and learn about their issues and how they deal with them.

ISAC Lobbyist/Staff & Issue Areas

See Capitol Comments article on page 6.

ISAC Bill Review & Registration Process

Assignment of Bills to ISAC Review Staff and Affiliate: Every morning during the legislative session, the ISAC lobbying team reviews the daily bill packet and makes initial bill assignments to the appropriate ISAC legislative review staff and affiliate(s). Each assigned bill is posted on the “Legislative Tracking Tool” on the ISAC website. During the session, the Legislative Tracking Tool is updated every day.

Registration on Bills: In order to lobby on any piece of legislation, interest groups such as ISAC must register to lobby on each bill in the house where the legislation originated. There are three registration choices. The options are: For, Against, or Undecided. Accordingly, when it is obvious that ISAC should register, an “F”, “A”, or “U” will be posted next to the bill number on the Legislative Tracking Tool, along with the staff initials, affiliate assignment and a brief description of the bill.

FYI System: Often there are bills that *could* have an impact on counties, but the ISAC lobbyists may not be sure during their initial review. In such cases, we do not register on the bill, but we send it out to affiliates with a notation of “FYI.” ISAC proceeds with appropriate action on these bills once the affiliate(s) analyze the bill and make their recommendations. If the affiliate wants ISAC to simply track the bill without registering on it, “TK” will be noted with the bill posting.

ISAC Update

One of the most effective communications tools for our membership during the legislative session is the weekly ISAC Update. This electronic newsletter features the hot topics of the week. It reports important changes and developments on key issues and alerts county officials which legislators to contact, when to contact them and the appropriate message that needs to be delivered.

This grassroots newsletter is emailed to every county official that has email capabilities (that ISAC is aware of) and is posted on the ISAC website. If a county official does not have email, the auditor in each county handles the distribution. This device helps crystallize the county position on important issues and brings continuity to the county message across the state. It also helps to assure timely contacts with state policy makers.

District Legislative Days

District Legislative Days is a program for county officials in each of the six ISAC districts to spend one predetermined day at the Capitol during the legislative session. The goals of this effort are to raise awareness of counties with state policymakers and to assist ISAC in lobbying issues. The presence of county officials works to enhance relations between state and local officials. This program also provides our membership an opportunity to learn the legislative process first-hand.

District Workshops

At the end of each legislative session, the ISAC staff compiles and summarizes all enacted bills that affect counties into a legislative summary book. The summary book is organized into topic areas that correlate with ISAC steering committees. Also included are indexes of bill summaries listed by affiliate.

The final stage of the policy cycle is the June district workshops. The workshops consist of meetings with the county officials in each of the six ISAC districts throughout Iowa. At this meeting, the bill summary books are distributed and ISAC staff provides presentations about the legislative year and its outcomes. Area legislators are invited. Finally, breakout sessions for affiliate groups are held and the ISAC staff makes special presentations about bills affecting their particular areas.

Legislative Interim Committees & Administrative Rule Making

After the district workshops, and until the cycle starts up again with the steering committee process, ISAC monitors legislative interim committees. The committees are appointed by legislative leaders to study certain issue areas. Many committees look at matters that affect counties, and ISAC is often asked to provide testimony to these committees.

The interim period also provides time for ISAC to track the administrative rule-making process by executive branch agencies. Many rules are promulgated to implement legislation that ISAC has worked on. Again, this sometimes involves testimony on issues and appropriate coordination with affiliates.

Finally, affiliates use the interim period to study issues to propose to ISAC steering committees for the following year. ISAC staff provides assistance to affiliates during the interim if requested. Before you know it, it is time to start all over again.

If you have any further questions on the process, do not hesitate to contact ISAC at 515.244.7181 or email Linda Hinton at lhinton@iowacounties.org.



Rural Action Caucus establishes 2008 priorities

Each year, NACo's Rural Action Caucus Steering Committee holds a retreat to discuss legislative priorities. This year, the steering committee met in Lafayette Parish, La. where members were briefed on interoperability issues, Community Development Block Grants (CDBG) and the progress of the farm bill. After these presentations, the steering committee discussed and agreed on eight priorities to focus on for the upcoming year. They are:

Farm Bill — Monitor the progress of the farm bill, paying special attention to the rural development title. RAC will advocate for a robustly funded rural development title that addresses rural needs such as small business assistance, waste water treatment plants, broadband access, etc.

Methamphetamine — RAC will continue efforts to decrease the negative effects of methamphetamine use and production in rural America.

Interoperability/Telecommunications — Rural areas tend to lag behind their urban neighbors in telecommunications access yet the need remains the same. Gaining Internet access remains a high priority for caucus members and their county residents. RAC would also like to see broader access to other means of communication such as cable, cellular telephone service, radio, etc.

Interoperability necessitates that local, state and federal agencies are able to communicate without obstacles for optimal security and safety. In considering telecommunications choices, RAC believes it is critical to consider interoperability concerns.

PILT/SRS — RAC will continue to support full funding for PILT and SRS.

Rural Health — RAC is concerned with the growing costs of health care and the lack of access for those in rural areas. The caucus will monitor federal legislation that addresses these issues.

Food Safety/Identification — At a minimum, RAC will support "Made in the USA" labeling as Country of Origin Labeling (COOL) is a contentious issue. Since the 2002 farm bill, legislation on COOL has been twice delayed for all covered commodities except wild and farm-raised fish and shellfish, and is set to be implemented in September 2008.

CDBG — RAC supports full funding of CDBG.

Infrastructure — RAC is concerned with the aging infrastructure in rural areas.

Some of these issues were motivated by current events such as food and product recalls, especially those from overseas, and the growing concern over access to health care. During the course of the coming year, RAC members will monitor federal legislation and advocate for these issues through fly-ins, and writing and calling their congressional delegations.

RAC will play an important part as the voice of America's rural counties before Congress and the Administration as they advocate for these issues.



2008 NACo Legislative Conference

March 1-5

Hilton Washington, Washington, DC

The 110th Congress, Second Session will hit town in January and a great number of programs that assist counties will be under intense scrutiny. As a county official you need to know what this means for counties, what you can do about the issues, and how you can strengthen the voice of local government on Capitol Hill. With a philosophy of "those who show up decide," you have a host of reasons to attend the NACo Legislative Conference.

Registration is available on-line through February 15 at www.naco.org. You must register for the conference before you can book a hotel reservation. You can register on-line (insert hyperlink to registration page) or by faxing a complete and legible registration form to (919) 882-1570; proceed to make your housing reservations on-line or fax a complete and legible housing form to (919) 882-1570. **Do not call the hotels directly.**

associate member highlights

Traffic Studies Forecast Future Needs

More and more bodies are requiring traffic studies. City and county leaders want to know what impact a new development will have on their transportation system. The traffic study recommends improvements to accommodate future vehicle and pedestrian flow, both on the public system and within the development site.

Nationwide, traffic studies are becoming more prevalent because infrastructure improvements are not keeping up with the growth. There are too few dollars to invest in new improvements, not to mention the nation's current aging roads and bridges.

The traffic study is typically provided by the developer or whoever is building a facility. It could be a school district, hospital, warehouse distributor or commercial developer. The traffic study is then reviewed and approved by the city or county. It is an objective tool for the developer and the government entity to work out what needs to be done.

There are three main components of a traffic study: Data collection, traffic analysis, and recommendations that are presented in a report to the city or county for approval.

Data Collection

A traffic engineer reviews any existing documents, like land use plans and zoning requirements. They will collect supplemental information to understand the current traffic flow, such as traffic counts, traffic speeds, and the types of vehicles using the roadways. Coordination with the local and adjacent bodies on local growth trends, planned future projects, and community goals is a key data collection component.

Traffic Analysis

Like a scientist, the traffic engineer objectively reviews data. The engineer will analyze Department of Transportation (DOT) and local law enforcement accident records for the specific geographic area. A *capacity analysis* will assess the adequacy of key intersections to handle the additional demand generated by a new development. This analysis is commonly completed with the help of traffic software.

The *queuing analysis* shows how far vehicles will back-up at key intersections based on projected traffic flow. Simulation software shows where vehicles will stack and any intersection congestion that may occur. Video-game-like computer models can convey forecasted needs in a visual format,



and provide excellent exhibits for public meetings or county board of supervisors meetings.

Access management analysis looks at details like driveway spacing and roadway median treatments. The traffic engineer considers the developer's site and the public roadways and how they impact each other.

Trip generation analysis considers the broader public transportation system. What is the growth potential of the adjacent properties? The ITE Trip Generation manual provides objective data for proposed developments (e.g. based on square footage for office buildings or number of employees for a business). Assumptions can be made about traffic volumes and look 20 – 25 years down the road to gauge the impact.

Recommendations

The outcome of a traffic study is a report about what to do with the new level of traffic. It identifies specific recommendations like adding traffic signals, new lanes, driveways and other ways to improve vehicle and pedestrian traffic.

The traffic study provides an objective assessment of the situation. It benefits all stakeholders to accurately forecast future needs. The goal is to accommodate the public transportation system and the new development, resulting in a safe and efficient environment for pedestrians and vehicles. Once the traffic study is approved by the city or county, work begins: setting priorities, securing funding, designing, and constructing improvements.

For more information, feel free to contact Bill, Brian or Pat at Shive-Hattery.

Bill Cary, PE, is a traffic engineer with Shive-Hattery.
bcary@shive-hattery.com
800.798.0227

Brian Willham, PE, is a traffic engineer with Shive-Hattery.
bwillham@shive-hattery.com
800.798.3040

Pat Lynch, PE, is a civil engineer with Shive-Hattery.
plynch@shive-hattery.com
800.798.7650

The EAP Advantage

What is EAP?

For many employers and employees, the EAP has become a regular part of their workplace. Employee Assistance Programs (EAPs) have been helping people deal with problems since 1917. Actually, R.M. Macy & Company along with Northern State Power Company were the first organizations to recognize the need for EAP services. In the 1940s many organizations started EAPs to help their white-collar workers deal with alcoholism. Today, EAPs assist every category of employee with individual, family and work related issues.

At Employee and Family Resources (EFR), our goal is to improve families and the workplace, *one life at a time*. For those of us at EFR, "Our full attention, Your full potential" is more than a tag line. We believe it, because for more than 30 years we have seen it happen in the lives of countless individuals from the 400 plus organizations we serve.

Here are some of the services available for employees and their eligible family members:

- In-Person Appointments: up to (3) sessions for problem assessment, short-term counseling and referrals to long-term resources as needed.
- Life Coaching: up to eight weeks of telephone and web-based assistance to employees and their family members.
- Financial Management Consultation: EFR's financial assistance is available to employees and family members for concerns with budget, credit report, tax questions, financial planning, and more.
- Legal Consultation: EFR's legal assistance service offers employees and family members consultation for a wide range of specific legal concerns.
- Web Site Resources are available for customers
- Critical Incident Stress Management
- Leadership Coaching
- Management Consultations
- Management Referrals
- Organizational Development
- My Plan After 50 Coaching



Why Do Employers Need An EAP?

Workplace Violence

674 workplace homicides in 2000, accounting for 11% of the 5,915 fatal work injuries in the United States (Bureau of Labor Statistics, 2001)

Substance Abuse

One-quarter of all emergency room admissions, one-third of all suicides, and more than half of all homicides and incidents of domestic violence are alcohol related. ("Sobering Facts on the Dangers of Alcohol," NY Newsday, April 24, 2002)

Drug-reliant employees incur 300% higher medical costs and benefits compared with healthy co-workers. (US Chamber of Commerce, Workers at Risk: Drugs and Alcohol on the Job 1990)

Mental Health

It is estimated that employee mental health problems cost businesses over \$70 billion dollars in medical expenses, lost productivity and other costs each year. (The Wall Street Journal, June 13, 2001)

More than 54 million Americans have a mental disorder in any given year, although fewer than 8 million seek treatment. (Surgeon General's Report on Mental Health, 1999)

The Bottom Line Advantage!

The EAP partners with employers to improve employees' lives, thereby improving productivity and in the final analysis, the employer's bottom line. (Human Resource Management Systems, LLC. 2002)

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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 magazine are due on/before February 1.)

Thank you! Rachel



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calendar

January

- 1 ISAC Office Closed
- 7 CCMS Training Committee
(ISAC Offices)
- 8 CCMS "Administrators"
(Botanical Center, Des Moines)
- 16-17 ISAC "Leadership"
(Holiday Inn Airport, Des Moines)
- 16 CRIS Board of Director
(Holiday Inn Airport, Des Moines)
- 17 Supervisors' Executive Board
(Holiday Inn Airport, Des Moines)
- 17 CCMS "East Support Group"
(Coral Ridge Mall, Coralville)
- 18 Statewide Supervisors Meeting
(Holiday Inn Airport, Des Moines)
- 30-31 ISAC Board of Directors
(ISAC Office)
- 31 Jerri's Retirement Celebration
(Location TBA)

February

- 6 District 2 & 3 Legislative Days at the Capitol
(Wallace Building Auditorium, Des Moines)
- 8 ISAC Executive Board
(ISAC Office)
- 6-8 CCMS "Fundamentals"
(Hilton Garden Inn, Urbandale/Johnston)
- 13 District 1 & 4 Legislative Days at the Capitol
(Wallace Building Auditorium, Des Moines)
- 20 District 6 Legislative Days at the Capitol
(Wallace Building Auditorium, Des Moines)
- 21-22 ISAC Board of Directors
(ISAC Office)
- 27 District 5 Legislative Days at the Capitol
(Wallace Building Auditorium, Des Moines)

March

- 1 - 5 NACo Legislative Conference
(Washington, D.C.)
- 11 Supervisors' Executive Board
(Downtown Marriott, Des Moines)
- 11 CRIS Board of Directors
(Location TBA)
- 12 CCMS Board of Directors
(Downtown Marriott, Des Moines)
- 12-14 **ISAC Spring School of Instruction**

April

- 8 CCMS Administrators
(Holiday Inn Airport, Des Moines)
- 9 CCMS Cost Report Training
(Holiday Inn Airport, Des Moines)
- 9-10 Environmental/Public Health Conference
(Tentative)
- 10 CCMS Support Staff
(Holiday Inn Airport, Des Moines)
- 17 CCMS "East Support Group"
(Coral Ridge Mall, Coralville)
- 17/18 ISAC Board of Directors
(ISAC Offices)

May

- 8 CCMS Advanced Case Manager
(Holiday Inn Airport, Des Moines)
- 13-15 Treasurers' Statewide Meeting
(Carroll)

June

- 5 CCMS Supervisors Training
(Holiday Inn Airport, Des Moines)
- 11 ISAC Scholarship Golf Outing
- 18-20 CCMS "Fundamentals"
(Holiday Inn Airport, Des Moines)

July

- 11-15 NACo Annual Conference
(Kansas City, MO)
- 17 CCMS "East Support Group"
(Coral Ridge Mall, Coralville)

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 Jerri Noboa at (515) 244-7181 or jnoboa@iowacounties.org.



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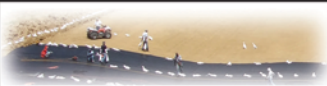
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- SUBMITTAL OF COMPLIANCE SCHEDULE AND IMPLEMENTATION PLAN
- SUBMITTAL OF SUBSURFACE GAS MONITORING PLAN
- REVISION OF HYDROLOGIC MONITORING SYSTEM PLAN
- COLLECTION AND REPORTING OF BACKGROUND GROUNDWATER SAMPLING

FOR ALL THE DETAILS REGARDING CHAPTER 113 REGULATORY CHANGES, QUESTIONS, OR ASSISTANCE WITH COMPLIANCE, PLEASE CONTACT:

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