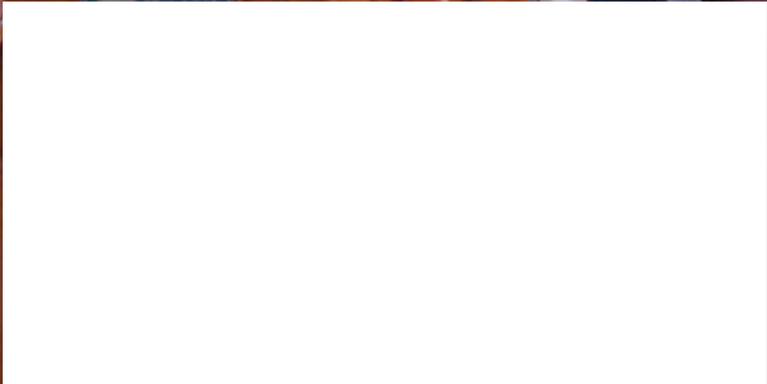
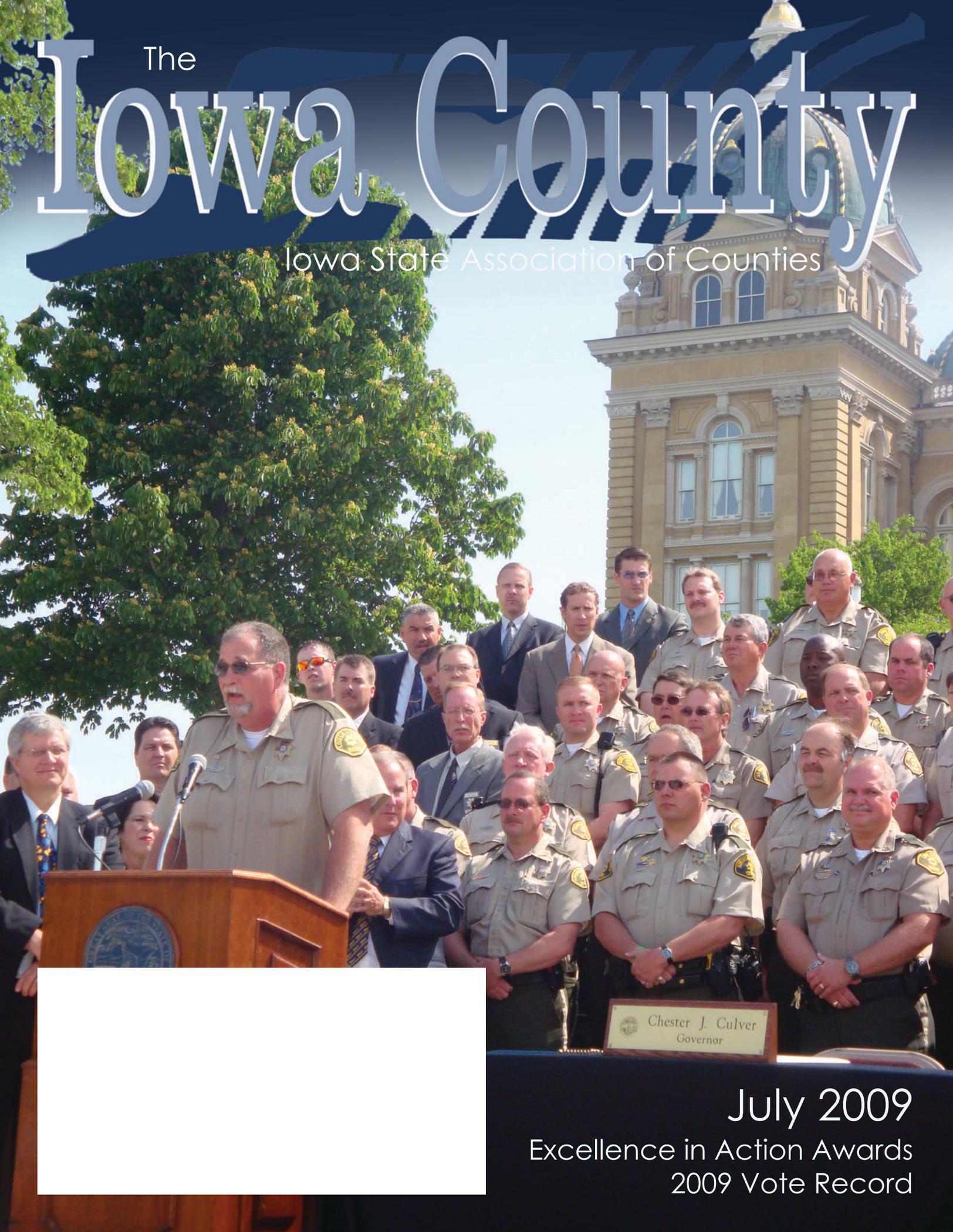


The Iowa County

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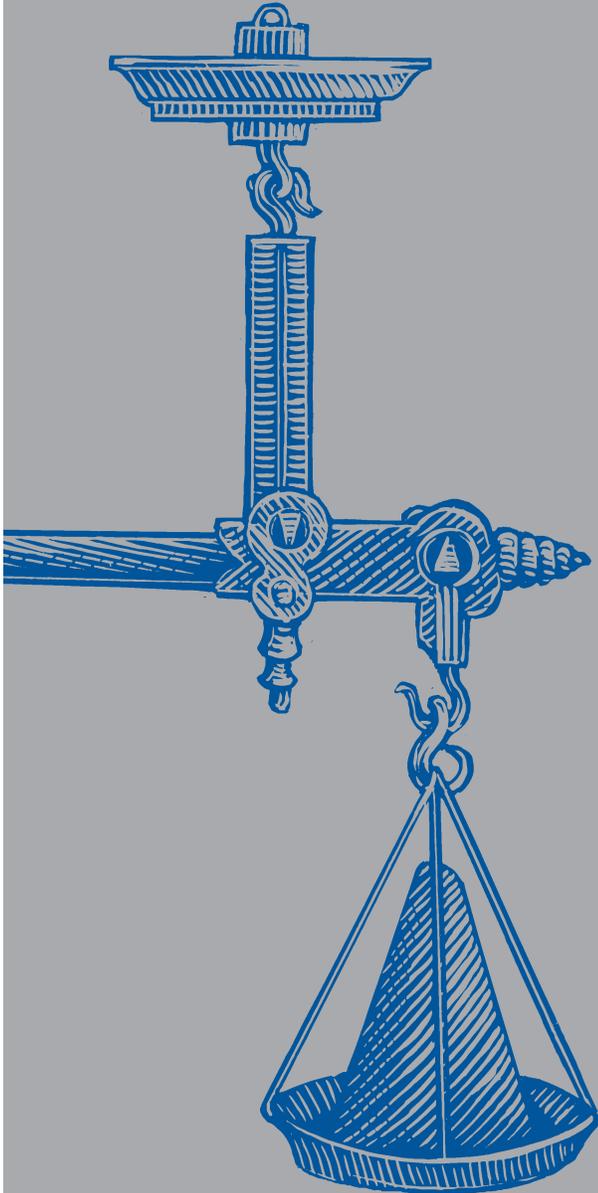
July 2009

Excellence in Action Awards
2009 Vote Record

Wisdom at Work

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Iowa County

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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.

capitol comments

Reflections on the 2009 Legislative Session

Each year the Iowa County magazine reports on votes taken during the recent legislative session. The first thing we do to develop this report is sort out the bills that ISAC registered on or tracked from those that were determined to be not applicable. The ISAC legislative tracking tool makes this easy.

Once this cut is made, we begin looking at the votes. Many bills are passed without dissenting vote. Generally, we do not report on those bills, but we are making an exception this year for HF 502, the Local Option Sales Tax-Tax Increment Financing (LOST-TIF) compromise bill. Nor do we generally report on bills where the vote is strictly along party lines. These votes might tell us something about the positions of the two parties, but are not very informative in relation to the individual legislators.

What can be learned from this analysis? What is becoming clear is that there is a bloc of Democrats in the House that can have significant impact on what ultimately gets passed. They blocked the passage of HF 333, the prevailing wage bill, and kept the mental health and substance abuse parity bill, HF 234, from coming to the floor for a vote. These House members are more conservative Democrats from more conservative districts. In order to continue to be elected from their districts, some votes are problematic. In recent years, two Democratic legislators who were in this category, Doug Struyk (Pottawatomie) and Dawn Pettengill (Benton), actually switched parties and were reelected as Republicans.

The lobby has learned that the bloc, often referred to as the “six-pack” (even though there are seven of them) can make or break a piece of legislation in the House that is going to break along party lines. The members in the House are Representatives McKinley Bailey (Hamilton), Geri Huser (Polk), Doris Kelley (Black Hawk), Dolores Mertz (Kossuth), Brian Quirk (Chickasaw), Roger Thomas (Clayton), and newly-elected Larry Marek (Washington). One to watch in the coming year now that he has stepped out of his leadership role is Representative Mike Reasoner (Union). The Senate Democrats are much more disciplined, and Senator Gronstal can afford to lose one or two of his Senate Democrats on a vote here and there. At this point Senator Swati Dandekar (Linn) is the only Democrat who would fall into this “Blue Dog Democrat” category.



Linda Hinton
Government
Relations
Manager



Nate Bonnett
Assistant
Legislative
Counsel



Hanna De Groot
Public Policy
Specialist

One vote that was interesting from a county perspective, but is not included in the table is the House vote on an amendment to remove the \$225 million cap on TIME-21. ISAC was successful in getting the cap language on SF 419, the DOT omnibus bill, in the Senate. When the bill came to the House floor, Representatives Rants (R-Woodbury) and Huser had identical amendments to strike the cap. Representative Huser ran her amendment and it was narrowly defeated by a non-record vote of 49-43. While we do not have record of exactly how the House members voted on this, we do know that it was not party-line, but likely more urban/rural.

This years contested vote bills reported on the following tables include:

LOST-TIF: HF 502, a compromise bill that made significant improvements in the LOST-TIF, passed unanimously on the House side. It failed the second funnel, but the exact language of HF 502 was amended onto SF 461, which then passed the Senate unanimously. Unfortunately, since these were not companion bills, the compromise ultimately failed to pass when the House declined to move SF 461 the last week of session. We are including this vote since we will be reminding legislators that they voted for the compromise as we work on this issue next session.

Gender Balance: HF 243 requires local boards, commissions and committees to be gender balanced. The only Democratic vote against this bill on the Senate side was Senator Herman Quirnbach, a former Ames City Council member. Senator Quirnbach offered an alternative bill, but that bill never made it to the floor. On the House side, sixteen Republicans joined the Democrats in voting for the bill.

Prevailing Wage: HF 333, the prevailing wage bill, is a bill that the conservative Democrats controlled. Leadership thought they had Representative McKinley Bailey's vote, but when his amendment regarding community colleges was ruled out of order, he joined Kelley, Marek, Mertz, Quirk and the Republicans in defeating the bill. Representative Kevin McCarthy is officially a no vote on this bill, but he switched his vote from aye to nay in order to make a motion to reconsider and keep the bill alive through the remainder of the session. The elusive 51st vote was never found.

County Land Records: SF 465 requires every county to participate in the county land record information system, makes

changes to fees, and includes provisions on redacting electronic documents. On the Senate side two Democrats voted against the recorders' bill and 12 Republicans voted for it, while in the House 10 Republicans voted for the bill and two Democrats voted against it. Some of these votes reflect personal issues that have developed over the years.

These votes can be instructive as we develop our legislative agenda for next year. We need to understand the impact of the Democrats who have been elected in marginal districts and the urban-rural split, particularly as it relates to road funding.



About the Cover

The cover picture of the magazine was taken on Thursday, May 21, at the bill signing of SF 340, the sex offender residency law. Shown speaking, Curt Braby, Louisa County Sheriff and President of the Iowa State Sheriffs' and Deputies' Association, discussed the importance of the law in making Iowa a safer place for kids. Many sheriffs and deputies from across the state attended the event in uniform to show support for the long awaited and needed changes. Also attending in support were many county attorneys who also fought hard for changes to the law. Revamping the sex offender residency law has been an ISAC top priority for a number of years, and passing the law was a great success in the 2009 legislative session. For a full summary of the changes please see the 2009 Summary of Legislation book which can be found on the ISAC website, www.iowacounties.org.

This picture was taken on Tuesday, May 26, at the bill signing of SF 465, the county land record information system redaction bill. Pictured from left to right: Robert Hartwig and Sharon Presnall, Iowa Bankers Association; Senator Keith Kreiman (D – Davis County); Hanna De Groot, ISAC Public Policy Specialist; Governor Culver; Kathy Flynn-Thurlow, Dubuque County Recorder; Sue Vande Kamp, Story County Recorder; and Marilyn Dopheide, Carroll County Recorder. The bill raises the e-commerce fee by two dollars for two years, sets guidelines for when the redaction is to be completed, and requires all counties to participate in the Iowa Land Records system.



The Iowa House	Record Roll Call Vote on Selected Bills - 2008 Session							
Bill Title	LOST-TIF		Gender Balance		Prevailing Wage		County Land Records	
Bill Number	HF 502		HF 243		HF 333		SF 465	
Final Result	Passed House		Enacted		Failed		Enacted	
ISAC Position	For		Against		Against		For	
Vote Tally	95	0	71	27	49	49	65	31
Representative - Party	aye	nay	aye	nay	aye	nay	aye	nay
Abdul-Samad, A. - D	X		X		X		X	
Alons, D. - R	X			X		X		X
Anderson, R. - R	X		X			X	X	
Arnold, R. - R	X			X		X		X
Bailey, M. - D	X		X			X		X
Baudler, C. - R	X			X		X		X
Beard, J. - D	X		X		X		X	
Bell, P. - D	X		X		X		X	
Berry, D. - D	X		X		X		X	
Bukta, P. - D	X		X		X		X	
Burt, K. - D	X		X		X		X	
Chambers, R. - R		/		/		/		/
Cohoon, D. - D	X		X		X		X	
Cownie, P. - R	X		X			X		X
DeBoef, B. - R	X			X		X		/
Deyoe, D. - R	X			X		X	X	
Dolecheck, C. - R	X			X		X	X	
Drake, J. - R	X		X			X	X	
Ficken, G. - D	X		X		X		X	
Ford, W. - D	X		X		X		X	
Forristall, G. - R	X			X		X		X
Frevert, M. - D	X		X		X		X	
Gaskill, M. - D	X		X		X		X	
Gayman, E. - D	X		X		X		X	
Grassley, P. - R	X		X			X		X
Hagenow, C. - R	X		X			X	X	
Heaton, D. - R	X		X			X	X	
Heddens, L. - D	X		X		X		X	
Helland - E. - R	X			X		X		X
Horbach, L. - R	X			X		X		X
Hunter, B. - D	X		X		X		X	
Huseman, D. - R	X			X		X		X
Huser, G. - D	X		X			/	X	
Isenhardt, C. - D	X		X		X		X	
Jacoby, D. - D	X		X		X		X	
Kaufmann, J. - R	X		X			X	X	
Kearns, J. - D	X		X		X		X	
Kelley, D. - D	X		X			X		X
Koester, K. - R	X		X			X		X
Kressig, B. - D	X		X		X		X	
Kuhn, M. - D	X		X		X		X	
Lensing, V. - D	X		X		X		X	
Lukan, S. - R	X			X		X		X
Lykam, J. - D	X		X		X		X	
Marek, L. - D	X		X			X	X	
Mascher, M. - D	X		X		X		X	
May, M. - R	X			X		X		X
McCarthy, K. - D	X		X			X	X	
Mertz, D. - D	X		X			X	X	
Miller, H. - D	X		X		X		X	

The Iowa House	Record Roll Call Vote on Selected Bills - 2008 Session							
Bill Title	LOST-TIF		Gender Balance		Prevailing Wage		County Land Records	
Bill Number	HF 502		HF 243		HF 333		SF 465	
Final Result	Passed House		Enacted		Failed		Enacted	
ISAC Position	For		Against		Against		For	
Vote Tally	95	0	71	27	49	49	65	31
Representative - Party	aye	nay	aye	nay	aye	nay	aye	nay
Miller, L. - R	X		X			X		X
Murphy, P. - D	X		X		X		X	
Oldson, J. - D	X		X		X		X	
Olson, D. - D	X		X		X		X	
Olson, R. - D	/		/		X		X	
Olson, S. - R	X			X		X	X	
Olson, T. - D	X		X		X		X	
Palmer, E. - D	X		X		X		X	
Paulsen, K. - R	X			X		X		X
Petersen, J. - D	X		X		X		X	
Pettengill, D. - R	X			X		X		X
Quirk, B. - D	X		X			X	X	
Raecker, S. - R	X		X			X	/	
Rants, C. - R	X		X			X		X
Rayhons, H. - R	X			X		X	X	
Reasoner, M. - D	X		X		X		X	
Reichert, N. - D	X		X		X		X	
Roberts, R. - R	X		X			X	X	
Sands, T. - R	X			X		X		X
Schueller, T. - D	X		X		X		X	
Schulte, R. - R	X		X			X	X	
Schultz, J. - R	/			X		X		X
Shomshor, P. - D	X		X		X		X	
Smith, M. - D	X		X		X		X	
Soderberg, C. - R	X		X			X		X
Sorenson, K. - R	X			X		X		X
Steckman, S. - D	X		X		X		X	
Struyk, D. - R	X		X			X		X
Swaim, K. - D	X		X		X		X	
Sweeney, A. - R	X			X		X		X
Taylor, D. - D	X		X		X		X	
Taylor, T. - D	/		X		X		X	
Thede, P. - D	X		X		X		X	
Thomas, R. - D	X		X		X		X	
Tjepkes, D. - R	X		X			X	X	
Tymeson, J. - R	X			X		X		X
Upmeyer, L. - R	X			X		X		X
VanEngelenhoven, J. - R	X			X		X		X
Wagner, N. - R	X			X		X		X
Watts, R. - R	X			X		X		X
Wendt, R. - D	X		X		X		X	
Wenthe, A. - D	X		X		X		/	
Wessel-Kroeschell, B. - D	X		X		X		X	
Whitaker, J. - D	X		X		X		X	
Whitead, W. - D	/		X		X		X	
Willems, N. - D	X		X		X		X	
Winckler, C. - D	X		X		X		X	
Windschitl, M. - R	X			X		X		X
Worthan, G. - R	X			X		X		X
Zirkelbach, R. - D	/		X		X		X	

The Iowa Senate	Record Roll Call Vote on Selected Bills and Amendments - 2008 Session					
Bill Title	LOST-TIF		Gender Balance		County Records	
Bill Number	SF 461		HF 243		SF 465	
Final Result	Passed Senate		Enacted		Enacted	
ISAC Position	For		Against		For	
Vote Tally	48	0	31	19	43	6
Senator - Party	aye	nay	aye	nay	aye	nay
Appel, S. - D	X		X		X	
Bartz, M. - R	X			X	X	
Beall, D. - D	X		X		X	
Behn, J. - R	X			X		X
Black, D. - D	X		X		X	
Boettger, N. - R	X			X	X	
Bolkcom, J. - D	X		X		X	
Courtney, T. - D	X		X		X	
Dandekar, S. - D	X		X			X
Danielson, J. - D	X		X		X	
Dearden, D. - D	X		X		X	
Dotzler, W. - D	X		X		X	
Dvorsky, R. - D	X		X		X	
Feenstra, R. - R	X			X	X	
Fraise, G. - D	X		X		X	
Gronstal, M. - D	X		X		X	
Hahn, J. - R	X			X	X	
Hamerlinck, S. - R	X			X		X
Hancock, T. - D	X		X		X	
Hartsuch, D. - R	X			X		X
Hatch, J. - D		/	X		X	
Heckroth, W. - D	X		X		X	
Hogg, R. - D	X		X		X	
Horn, W. - D	X		X		X	
Houser, H. - R		/		X	X	
Jochum, P. - D	X		X		X	
Johnson, D. - R	X			X	X	
Kapucian, T. - R	X			X	X	
Kettering, S. - R	X			X	X	
Kibbie, J. - D	X		X		X	
Kreiman, K. - D	X		X		X	
McCoy, M. - D	X		X			X
McKinley, P. - R	X			X	X	
Noble, L. - R	X			X	X	
Olive, R. - D	X		X		X	
Quirnbach, H. - D	X			X	X	
Ragan, A. - D	X		X		X	
Reynolds, K. - R	X			X	*	*
Rielly, T. - D	X		X		X	
Schmitz, B. - D	X		X		X	
Schoenjahn, B. - D	X		X		X	
Seng, J. - D	X		X		X	
Seymour, J. - R	X			X	X	
Sodders, S. - D	X		X			X
Stewart, R. - D	X		X		X	
Ward, P. - R	X			X	X	
Warnstadt, S. - D	X		X		X	
Wieck, R. - R	X			X	X	
Wilhelm, M.J. - D	X		X		X	
Zaun, B. - R	X			X	X	

* voted present

* voted yes when bill came back over

The Center is Everywhere

“The age of reason has ended, and now we must organize around chaos.”

- Watts Wacker - CEO and Futurist, First Matter

I came across the above quote as I was doing research for a mobile workforce presentation for the ICIT Mid-Year in June. To put the quote in a workforce context, ‘age of reason’ says that the employee and employer have a social contract that says that if I (the employee) come to your workplace and use your tools to do my work, you (the employer) will pay me my due. During most of the last century, the US has organized the workplace around this reasoning. During the later part of the 20th and into the initial decade of the 21st century, technology innovations (Internet, cell phones, etc.) have begun to offer an alternative scenario for the US workforce.

In the next two months I want to discuss what is driving this sea change in how we work, where we work, and when we work. This change will provide county governments with both management and information technology challenges (and opportunities) in dealing with their current and future workforce.

Before I get too far, I would like to acknowledge assistance from Steve Jennings, Chief Information Officer, Harris County (Houston), Texas. Steve’s research and slides on “Understanding and Integrating the Mobile Workforce” have been very useful in both this article and my presentation.

“Just the facts, ma’am”

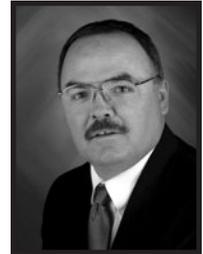
Before discussing the trends, let me set the table with a few numbers. In September 2006, the Bureau of Labor Statistics reported that the United States had a total workforce of 144.9 million people. The Bureau went on to report that of the 144.9 million people, approximately 69.2 million (48%) people were working in jobs that were classified as the US mobile workforce.

This mobile workforce can be broken down into three main groups:

- **Traveling workers:** The range of travel can be county/city wide, regional, national, or international. They comprise approximately 50% of the US mobile workforce.
- **Campus workers:** The range spans office areas, manufacturing, plant, warehouse, healthcare facilities and school campuses. They comprise 30 percent of the workforce.
- **Day extenders:** The range is typically in an office environment, but an additional one to two hours of off-site work is done to gain access to enterprise resources.

By: *Robin Harlow*

ISAC Technology
Project Manager



Recent research is detecting a forth group, the “Weisure” (Work + Leisure) workers. This group is spending some of their vacation and after hours time reviewing emails or text messages.

The International Data Corporation reported 2007 that by the end of 2011, roughly 75% of employees will be classified as mobile. As a nation we are quickly developing what Nemertes Research has called the “center is everywhere” work environment.

It is interesting to have participated and observed the evolution of the mobile workforce. In the earlier stages of increased mobility, employers were reluctant to provide technology and support to remote workers. When the remote workers were provided remote tools, they were (many still are) tied to working from a specific remote computer configured strictly to some standard to access their work in the office. In most cases this access forced the worker to view or use remote software that rarely resembled their desktop in their office.

In the first decade of the 21st century, broadband mobile devices, technologies and services improved dramatically. Businesses (and individuals) developed a fondness for being able to communicate on the move. This has increased the productivity of the employee. At the same time that broadband and services were improving, digital information and content was became increasingly pervasive.

In the last 30 years, the US has been transitioning from a manufacturing economy to a service economy. Service lives or dies by its ability to communicate with clients, providers, and stakeholders, so this evolution of telecommunication hardware and service has had a huge impact on this economic change. Since county government is service oriented by nature, it only makes sense that county government will be equally impacted by this mobility wave.

This evolution has presented technology support staffs some challenges. Just the task of managing an increasing inventory of devices can be a huge order. Throw in the device security and the need to ‘neutralize’ lost or stolen devices, and the management of the device could quickly overwhelm a staff.

As the technology staff has had challenges, management must wrestle with this transition. Current managers may not have

Continued on page 10.

technology center

ICIT Conference

By: Tammy Norman

ISAC Office Manager



I am going to veer away from the usual question and answer format of my monthly technology center article and instead write about the ICIT Mid-Year Conference that I attended June 10 – 12 at the West Des Moines Marriott. I was originally concerned that this conference would be too “techie” for me and the subject matter would be over my head; however, after closer review of the agenda, I decided to take a chance and attend. I must say, I was pleasantly surprised by the conference, and I am hopeful that the other county officials that attended, which included auditors, assessors, supervisors and treasurers, felt the same way.

The theme of the conference was Star Tech and was carried through wonderfully with the signage, the opening skit and stage setup, and the Vulcan I passed in the hallway. The actor Chris Pines has some competition for his role as Captain James T. Kirk in the new Star Trek movie with Wayne Chizek, who did an amazing job of bringing Captain Kirk to life. The keynote speakers were extremely informative and entertaining. David Landis presented “Negotiating A Win/Win” and made attendees realize the importance of being a team player. Dr. Bill Withers was very entertaining during his aptly titled presentation, “Making the Leap: From Good To Great.”

I was also able to attend some great sessions. “A Bit Business: A Brief History of Modern Computing” was presented by Dr. Philip Frana from the University of Central Arkansas. This

could have been a relatively dry and boring subject; however, Dr. Frana brought it to life with images, interesting facts and engaging commentary. I was also able to attend a session that focused on the differences between each generation while also discussing the ways in which they are the same. It was an extremely informative and enlightening session. Computer Forensics was a dynamic session explaining procedures to carry out if there is misuse of a company computer and the importance of having policies in place to address this subject. I was pleased because many of the sessions were directed at individuals with different levels of technical knowledge.

If given the opportunity, I highly recommend that all members attend this conference in the future. It was a very dynamic conference that offered a wide range of topics.

Website Note: Have a question regarding new technology and would like it addressed in this column? Contact me at 515-244-7181 ext. 315 or via e-mail at tnorman@iowacounties.org. Until next month, keep clicking!

technology center

Continued from page 9.

the skills to manage remote employees. Employees may not be sufficiently disciplined to work independently. Remote employees may feel alienated or out of the loop. Some employees will probably be intimidated by the transition to mobility and the associated technology.

There will be those that will struggle with the thought of giving up the sense of control of seeing employees at a desk working. They might ask, “If my employee works at home, how will I know that they are working?”

In the short term, most of these questions are valid, but I am willing to argue that in the end, it is not about whether worker

mobility will come to your office, but when. I will provide why this will happen next month. Let me close this month’s column with a few sobering thoughts:

Recent research says that 25% of the workforce will reach retirement age in the year 2010. Sure the recession will have an effect, but it is still 25%, whether it is in 2010 or 2015. Baby Boomers will account for the largest voluntary workforce exodus in US history. Between 2010 and 2030, 78 million workers will leave the workforce.

Who will replace these workers? Tune in next month when I introduce you to the “Millennials.”

Accreditation Surveys

By: *Cindy Chappelle*

ISAC Case Management
Specialist



This past year has been a busy one for the Targeted Case Management (TCM) agencies and the accreditation survey staff (Craig, Dennis, Cheri, and Jim). According to Dennis, they have sent to the commission for action on 103 providers on which they conducted site visits and nine through deeming, for a total of 112 from February 2008 through March 2009. Dennis also wanted to note that “the MH/DD quality assurance bureau very much appreciates the work CCMS does in helping our providers maintain compliance and achieve excellence in service delivery.”

The purpose of the accreditation survey is to ensure that the TCM agency provides quality services within a framework of accountability to the members that it serves. The objectives of the survey are to assess compliance of the provider with standards for organizational activities and case management services as set forth in Iowa Administrative Code, and to present the provider with information and technical assistance relating to the above standards. The survey includes: review of personnel records; policy and procedures; client record; and interviews with staff and clients.

There are three categories that are scored with a possible total score of 100%. There is a possible total of 15% for policy and procedures, 15% for organizational activities and 70% for the case management services, which is based on paperwork in the members file completed by the TCM.

The TCM agencies that have been reviewed have done very well. All have received three year accreditation. All have received positive feedback from the review team, and all have worked hard to maintain a high level of efficiency. The survey exit meetings have been focused on the positives that each agency is operating under, and of course, there have also been the few areas that could be fine tuned. The following is a brief summary of what I have observed to be trends that the survey team has discussed at the survey exit meetings. Some have been corrective action; some have been areas that needed to be improved.

Social History:

- All medical and physical issues addressed past and present;
- Each abuse area addressed, which includes domestic violence, physical, emotional, and sexual abuse;
- Family relationships should give information as to how members of the family interact (positive and negative), who is supportive to the member, and don't forget grandparents, aunts, uncles, and cousins;

- Cultural/psychosocial/environmental – think about the member's life as a whole when addressing this area. Did they move around a lot, divorced parents, death in the family, abuse issues, or were they raised in a loving and supportive family?

Assessment: The assessment should cover the current status of the member in regard to community living, work/education, social, transportation, financial, and health/medical issues. Remember to base these areas on their disability and include strengths and needs based on their disability. The priorities should reflect what the member/guardian wants, and should avoid provider priorities. The assessment should discuss what strengths and needs the member has in regard to their priorities since their goals are based on their priorities.

- Rationale of need for TCM should give information as to why the member needs TCM. They may need TCM because they are unable to live in their home/community safely; they may need assistance with shopping, social activities, employment, transportation, domestic chores, and/or preparing meals. If this is the case then TCM is needed to access the funding so needed services can be obtained and then TCM would coordinate and monitor those services.

Individual Service Plan (ICP):

- All three elements of right restrictions need to be addressed. What the restriction is, the rationale for the restriction, and any plans to diminish the restriction;
- Discharge plans should explain what the individual's life would look like when TCM is no longer needed. What skills have they learned to be more self-sufficient and what natural supports are in place;
- Crisis plans need to address the health, safety, and welfare of the individual. A plan needs to be in place for their safety at home and in the community. Any medical issues need to be addressed and a plan needs to be in place to insure that everyone involved knows what actions to take in case of an emergency. There needs to be a plan in place to address mental health issues. Their triggers, behaviors, and coping skills should be clearly discussed so anyone would be able to respond as needed;
- Measurable goals should be written in language that the member will understand. They should be written in a way that would tell whether or not the goal has been achieved...or not achieved; and

Continued on page 13.

ISAC meetings

NEW! Conference Registration and Housing Guidelines

ISAC has created a new registration process to better serve your conference needs. This new process includes both your conference registration through the ISAC website and your hotel accommodations through the Iowa Housing Bureau. By securing your hotel room through the Iowa Housing Bureau, we hope to eliminate any worries or frustrations that have occurred during past ISAC conferences when reserving your hotel room. Please make sure to read and follow all of the conference registration and housing guidelines. This new process is simple and effective if you do so. Please add the bolded dates below to your calendars.

Before you are able to reserve a hotel room, you **MUST** register for the 2009 ISAC Fall School of Instruction at www.iowacounties.org. Registration will open on **Monday, August 17 at 8:00 am**. Please note when registering for the conference that the ISAC Board of Directors revised the ISAC Meeting Registration Policies during their April 2009 meeting to increase the administrative fee that will be charged on all refunds for ISAC meetings and conferences from \$10 to \$25.

After registering for the fall school on the ISAC website, you will receive an email confirmation in which you will be given access and instructions to register for a hotel room through the Iowa Housing Bureau. This is a first-come, first-served registration system. To reserve for a hotel room, you must have your ISAC Conference Registration Number, which you will receive in your confirmation email. In addition to your conference registration number, you will need a credit card to make your reservation. You may only reserve **ONE** hotel room per conference registration.

In addition to the conference room block at the Coralville Marriott Hotel and Conference Center (the conference hotel), there will be four overflow conference hotels that will provide complimentary shuttle service to and from the conference to ease all of your parking and traffic worries. To receive the special ISAC conference rate and services, all conference hotel accommodations must be reserved through the Iowa Housing Bureau's online system after registering for the conference. I have negotiated the best possible rates at these five ISAC conference hotel properties and I hope that you take advantage of these services offered exclusively to our conference attendees.

Please **DO NOT** call any of the ISAC conference hotels to book your hotel accommodations. Hotel room reservations will **NOT** be valid if you call and reserve a room at one of the following ISAC conference hotels.

By: Stacy Horner

ISAC Meeting/Event Administrator



After registering for a hotel room through the Iowa Housing Bureau's online system, you will receive an acknowledgement email within 24-48 hours from the Iowa Housing Bureau. You will receive your hotel confirmation number via email directly from the hotel beginning on Friday, October 23, 2009.

The ISAC conference room blocks will only be available until **4:30 pm on Friday, October 16, 2009**. After this date, the ISAC conference room blocks will be closed and the special conference rates will be unavailable. If you have to make a change or cancellation to your hotel accommodations prior to **Friday, October 16, 2009**, please contact the Iowa Housing Bureau directly at 515.286.4960 or 800.451.2625. The Housing Bureau Office hours are Monday - Friday 8:30 am - 5:00 pm.

After **Friday, October 23, 2009**, please contact the hotel directly for any changes or cancellations. However, please remember that there is an ISAC Hotel Cancellation Policy and it will be in effect for the 2009 ISAC Fall School of Instruction.

Beginning on **Tuesday, October 27**, no cancellations will be accepted and no refunds will be given. If you choose to cancel your hotel reservation, you will be charged a cancellation fee, which is one night's lodging plus taxes, to the credit card on file. Name changes on guest room reservations will be accepted.

ISAC Conference Hotels:

Coralville Marriott Hotel and Conference Center (Conference Hotel)

300 East 9th Street, Coralville, IA 52241

\$116/night plus applicable taxes (one king bed or two queen beds)

Each guest room offers complimentary wireless Internet, technology plug-in panels, Marriott Revive bedding, and a large workspace. This smoke-free hotel also features a 24-hour health club, indoor pool/whirlpool, business center, and restaurant/bar. Check-in is at 4:00 pm and check-out is at 12:00 pm. There is \$8 daily parking fee for on-site parking and overnight guests.

Sheraton Iowa City Hotel

210 South Dubuque Street, Iowa City, IA 52240

\$109/night plus applicable taxes (one king bed or two queen beds)

This newly renovated hotel is in a convenient location on downtown Iowa City's pedestrian mall which puts you within strolling distance of many shops, restaurants, and other attractions, including the nearby University of Iowa. The renovated, smoke-free guestrooms now

Continued on next page.

ISAC meetings

showcase the new Sheraton design and the famous Sheraton Sweet Sleeper bed. The hotel also features a 24-hour fitness center, indoor heated pool, business center, and restaurant/bar. Check-in is at 3:00 pm and check-out is at 12:00 pm. Complimentary shuttle service will be available from the Sheraton to/from the Coralville Marriott Hotel and Conference Center (conference hotel). There is a \$10 daily parking fee for overnight guests.

Hampton Inn Coralville

1200 First Avenue, Coralville, IA 52241

\$99/night plus applicable taxes (one king bed or two queen beds)

Each guest room is newly remodeled and features complimentary high-speed Internet access and the “Cloud Nine” bedding package. The hotel also offers a complimentary hot breakfast, business center, fitness center, and indoor pool/whirlpool. Check-in is at 3:00 pm and check-out is at 11:00 am. Complimentary shuttle service will be available from the Hampton Inn to/from the Coralville Marriott Hotel and Conference Center (conference hotel). Parking is complimentary at the hotel.

Holiday Inn and Conference Center Coralville

1220 First Avenue, Coralville, IA 52241

\$99/night plus applicable taxes (one king bed or two queen beds)

Each guest room is newly remodeled and features complimentary high-speed Internet access. The hotel also offers a restaurant/bar, business center, fitness center, and indoor pool/whirlpool. Check-in is at 3:00 pm and check-out is at 11:00 am. Complimentary shuttle service will be available from the Holiday Inn to/from the Coralville Marriott Hotel and Conference Center (conference hotel). Parking is complimentary at the hotel.

Heartland Inn Iowa City/Coralville

87 2nd Street, Coralville, IA 52241

\$90.99/night plus applicable taxes (one king bed or two queen beds)

Each guest room is smoke-free and features complimentary high-speed wireless Internet access, Serta pillow-top beds, a refrigerator, and a microwave. The hotel also offers a complimentary breakfast, evening snacks, and has an indoor pool. Check-in is at 3:00 pm and check-out is at 11:00 am. Complimentary shuttle service will be available from the Heartland Inn to/from the Coralville Marriott Hotel and Conference Center (conference hotel). Parking is complimentary at the hotel.

Holiday Inn Express Coralville

970 25th Avenue, Coralville, IA 52241

\$119/night plus applicable taxes (one king bed or two queen beds)

One of the newest hotels in the Iowa City/Coralville area, this award winning hotel provides guests with a large, complimentary breakfast each morning with over 40 hot and cold items available, complimentary drinks and appetizers Tuesday – Thursday evenings, wireless Internet access, a fitness center, and indoor pool/whirlpool. There is also a microwave, and a refrigerator in each guest room. Check-in is at 3:00 pm and check-out is at 11:00 am. Complimentary shuttle service will be available from the Holiday Inn Express to/from the Coralville Marriott Hotel and Conference Center (conference hotel). Parking is complimentary at the hotel.

If you have any other questions in regards to the 2009 ISAC Fall School of Instruction, please don't hesitate to contact Stacy Horner at shorner@iowacounties.org or 515.244.7181. Thanks for your assistance in helping us to host a successful conference in November!

CCMS

Continued from page 11.

- Incremental steps should give “points of achievement” throughout the year. They should be written to show what steps the member has achieved toward their overall goal.

Narratives: Goal progress and any other pertinent information should be included in the narratives. Narratives should also include the member's response and participation to the goals, assessment meeting, and in developing their ICP.

F/F every three months: Face to face contact with the member needs to take place at least once every three months and it should be noted in the narrative that individual/private time was given to the member.

Incident Reporting: Incident reports that have been received in the office should be kept in the central file and documented in the narratives.

Evaluations for Dual DX: If the member has a diagnosis of MR and a mental health diagnosis, an evaluation should be obtained for each and kept in the file.

Legal documentation: Guardianship papers and any other court papers, such as probation, should be in the file.

I'd like to congratulate all agencies that have had their survey this past year. I know that getting ready for your survey and having your files reviewed can be stressful. What I have seen and heard over this past year is that the case management agencies care very deeply about the work they do. I have read many, many, case notes since I started with ISAC and can clearly see how much dedication case managers have to the people they serve.

Keep up the GREAT work!!!

6th Annual NACo Leadership Institute

By: *Carl Mattes*

Humboldt County
Supervisor



The opportunity to be Iowa's representative at the 6th Annual National Association of Counties (NACo) County Leadership Institute was a rewarding experience. The institute was held at the Wagner Graduate School of Public Service at New York University from May 26-31. I was fortunate to have been selected to travel to New York City to be part of leadership study and intensive discussion. I was joined by 24 other county leaders from all across the United States and one state association executive director. This institute was designed to help elected county officials skillfully address the real-life challenges facing counties and lead necessary change in these difficult times.

After the participants were notified of their acceptance to the institute, each was asked to complete an online self assessment of their leadership style and strengths. During one of the early sessions Angela Terry, an organizational consultant and adjunct management faculty member at NYU had participants look at their leadership style by analyzing their individual strength assessment. Participants considered ways to connect their strengths to effective leadership.

The Institute not only provided an opportunity to hear from nationally recognized experts in the area of leadership and county government concerns, but also provided a chance to view county concerns from a variety of perspectives and problem-solving styles. The roundtable discussions gave us first-hand opportunities to experience and compare leadership techniques – those of our own and others. One of the major contributors at the Institute was Marty Linsky, Harvard Kennedy School faculty member and co-founder of the global leadership development firm Cambridge Leadership Associates.

Those attending the institute were frequently referred to a recent book, Leadership on the Line by Ronald A. Heifetz and Marty Linsky published by Harvard Business School Press, Boston, Massachusetts. I highly recommend this interesting and easy to read book to anyone dealing with the public.

A class session on creating productive conversation was facilitated by Annie Marks, adjunct professor at NYU, which identified procedures useful when engaging in conversations with a desired outcome. She reminded us the things we do not say and do not do are often as important as the things we do say and do. Sometimes our objective is to get others to do what we know is right and sometimes our purpose is to use collective intelligence to make better choices and decisions with mutual understanding. This session placed emphasis on

the need of a leader to advocate less and ask more. When listening to others we need to consider the following: How did I hear what they said? Did they say something I missed? How am I interpreting their behavior? What data or reasoning is missing from their views or from my views? What assumptions am I making about their motives? Am I blaming them? How might I be a contributing? It is best not to unload all our feelings and beliefs on others when first engaging in dialogue.

As our classes progressed, my understanding was reinforced that even though each participant had different problems and concerns, we each needed to understand and use similar leadership tools and techniques to make good decisions back in our respective counties.

Some of the major ideas I returned home with:

- Being a leader can be risky. To be successful, you must step out of your comfort zone.
- Leadership is a behavior not an authority. Just because you have a position of authority does not make you a leader. Your actions and behaviors allow you to exercise leadership.
- County leadership is in an environment of shrinking resources. Counties are confronted with delivering services in a time of shrinking resources at state and local levels. This may demand new ways of doing things which can create conflict, especially when long-held beliefs or ways of doing things are questioned.
- Collaboration is becoming increasingly necessary with other agencies such as cities, schools, and other counties.
- Often leadership is telling people of disappointments and change, but doing so at a rate at which they can absorb and handle.
- There are two major types of problems facing leaders:
 - 1) **Technical problems:** These are usually relatively easy to work with and to solve. These problems are more straightforward; we can understand the end result and what steps must be taken to achieve the desired results.
 - 2) **Adaptive problems:** These are often outside our comfort level and beyond the status quo. To address these types of problems, it often becomes necessary to engage hearts and minds.
- People are not afraid of change. People are afraid of what they might have to give up with the change.

Funding for me to attend this conference and leadership opportunity was provided by the Iowa State Association of Counties and NACo.

FAQs

What is the Excellence in Action Award Program?

The Excellence in Action Award Program is a competitive awards program which seeks to recognize innovative county government programs.

How will my project be judged?

The County Strategic Technology Advisory Resource Committee (CoSTAR) will rate each project based on the following seven attributes: creativity; innovation; cost savings; replication; leadership; increase efficiency; cooperation with others; and perseverance.

What are the awards categories?

Individual

The county employee that demonstrates excellence in action in improving the services delivered to the citizens of their county.

County inter-office

Projects that demonstrate excellence in action in crossing local county office lines to deliver services to the citizen.

Inter-governmental

Projects that show excellence in action in crossing governmental lines to deliver services to the citizen.

What happens if my county wins an award?

The Individual Award winner will receive the Excellence in Action crystal award. Entities that are award winners will receive a single crystal awards with certificates for individuals on the entity's team. Eligible projects will be forwarded to the National Association of Counties (NACo) Achievement Program for possible additional recognition. The fee for the NACo submission will be paid by ISAC.

Eligibility and Criteria

Who is eligible to submit applications?

Only county governments are eligible to submit applications. There is no limit to the number of applications county governments can submit.

What are the eligibility standards?

All applications must comply with the following standards:

- The program must have become operational after January 1, 2007, and must have measurable results.
- County officials and/or staff, as part of their official duties, must have played a significant role in developing and implementing the program, with only limited assistance from outside technical experts and/or consultants.

Ineligible NACo Programs Include:

- programs designed to influence laws and regulations;
- certification or accreditation programs;
- programs that are adopted, whole or in part, from another public or private entity;
- programs (either whole or in substantial part) that have received a previous NACo Achievement Award; and
- programs that involve merely the automation of a function, the purchase/utilization of new technology/equipment, the construction of a building, the relocation of facilities or staff, the hiring of additional staff, the conduct of a conference, the formation of a task force or committee, the publication of a newsletter, the privatization/contracting out of a function, or the application of targeted federal or state funds.



2009

Excellence in Action Awards



Send all applications to:
Iowa State Association of Counties
501 SW 7th Street, Suite Q
Des Moines, IA 50309

For more information contact:
Robin Harlow
515.244.7181
rharlow@iowacounties.org

What are the program criteria?

The nominated program must meet the following criteria:

1. It must do one or more of the following:
 - offer a new service to county residents, fill gaps in the availability of existing services, or tap new revenue sources;
 - improve the administration or enhance the cost effectiveness of an existing county government program;
 - upgrade the working conditions or level of training for county employees;
 - enhance the level of citizen participation in, or the understanding of, government programs;
 - provide information that facilitates effective public policy making; or
 - promote intergovernmental cooperation and coordination in addressing shared problems.
2. In the case of a program that is in response to a federal or state law, regulation, or order, the program must go beyond mere compliance with the statute, regulation or order, and must display a creative approach to meeting those requirements.
3. The program must have proven measurable results (e.g. cost savings, enhanced employee productivity, improved constituent service, created better intergovernmental cooperation).
4. The program must be innovative and not rely on the application of techniques or procedures that are common practice in most counties of similar population size.
5. All aspects of the program must be consistent with acceptable governmental and financial management practices and must promote general governmental accountability.

Nomination Summary and Required Format

The nomination summary must:

- be written on no more than seven one-sided typewritten pages;
- Be written in layman's terms, so that the average reader can understand the objectives and judge the merits of the program. ISAC reserves the right to disqualify programs whose summaries are too technical;
- Be well written. Poorly written applications are subject to disqualification;
- Have measurable results. ISAC reserves the right to disqualify programs that are submitted prematurely and without measurable results; and
- Have the name of the program and county submitting the application on the top of each of summary page. Pages must also be numbered.

In the summary of the nominated program, the following seven items **must** be addressed in a number by number format. Failure to address any of these items may result in your applications disqualification. (Suggested page guidelines are provided to assist you in preparing this summary within the length constraint).

1. Abstract of the program

In approximately 200 words or less, summarize your program. Abstracts of award winning programs will be published, so please be sure that what you have written is comprehensive, but concise (approximately 1/4 page).

2. The problem/need for the program

Discuss the problem/need that prompted the development of the program and the county's legal obligation, if any, to take action (approximately 3/4 page).

3. Description of the program

Provide a description of the nominated program, including: the objectives; the time frame for development and implementation; the cliental being served; the county's role in devising and implementing the program; and the contribution, if any, of other partners (e.g., state and federal government, consultants, private partners) (approximately 2 to 3 pages).

4. Use of technology

Describe all items of technology that your program utilizes in its implementation. This could include intranet, internet, website, GIS, GPS, cable, kiosks, software, LAN, WAN, databases, etc. You may provide this information in a list or paragraph form. This information will be useful in helping ISAC highlight how big a role information technology plays in local community programs (approximately 1/4 page).

5. The cost of the program

Describe both the operating and capital costs incurred in developing and implementing the program (list all costs that would be incurred by a county attempting to replicate the program) (approximately 3/4 page to 1 page).

6. The results/success of the program

Provide a description of the results and the success of the program in meeting its objectives (provide specific examples and measurements of that success) (approximately 3/4 to 1 page).

7. Worthiness of an award

Give justification for why this program meets outlined criteria and should be awarded a 2009 ISAC Excellence in Action Award (approximately 1/4 to 1/2 page).

Application Deadline: September 5, 2009

Iowa Public Agency Investment Trust

By: Laurie Mardis

Contact: 515.224.2719



The economy remains in its deepest recession in years with Gross Domestic Product (GDP) falling 5.7% in the first quarter of 2009 after falling 6.1% in the fourth quarter of 2008. Employment indicators continue to deteriorate, and with credit conditions remaining tight, the consumer is unlikely to pull the economy out of recession in the near term. Despite all the fiscal and monetary stimulus applied by governments around the world, significant economic improvement will simply take time: time for banks to get healthy, time for government spending to reach people's pockets, and time for people to feel like spending money again.

Faced with declining tax revenues which have squeezed budgets and increased friction with various constituencies, treasurers are faced with the unpleasant task of protecting public funds from potential market losses while searching for yield that can help offset serious budget cuts. In light of increased budget scrutiny, how can treasurers protect public funds while still earning a competitive rate?

First, it is important that treasurers (and their constituencies) understand why current rates and potential incomes are so low. Last spring, money market investors were earning in the neighborhood of 2.00% on various liquid investments, but the collapse of Lehman in the fall brought serious market turmoil. Rates on high quality investments like agencies and Treasuries fell off the table as the Federal Reserve flooded the market with liquidity. This vast amount of liquidity persists leaving short rates at extremely low levels and many money market funds paying less than 0.10%.

As rates have fallen, many other investment options have disappeared. Pressed with rising loan delinquencies and deteriorating capital positions, bank lending activity has dried up. Banks are thus reluctant to pay for new deposits, which has pushed deposit rates down and discouraged public funds from placing money with local banks.

Although stimulative monetary policy compounded by serious fiscal stimulus should result in inflation down the road, in the near term policymakers remain more concerned about the prospect of deflation. This means rates will stay low until the economy is on firm footing, and money market investors should not expect income to meaningfully contribute to balancing budgets.

In a difficult economy it is more important than ever that public officials protect public funds from unintended investment

consequences. Budgets cannot handle investment losses on top of other pressures in this environment. While statutory investment parameters offer significant protection from the vagaries of the markets, there is more a treasurer can do. Specifically, search out professionals with the experience and investment discipline to meet the needs of public funds investors.

Public entities should demand safety first, liquidity second, and yield third. While it is important that public funds earn a competitive rate on their investments, yield pales in comparison to the real world implications of a bad investment decision in the public sector. Money market investments are not the place to reach for yield. As Will Rogers said, "I am not so much concerned with the return on capital as much as the return of capital."

Professional management of public funds involves a focus on preservation of capital, and the IPAIT program has maintained that priority for over 20 years. IPAIT provides public entities with the SEC-registered Diversified Portfolio investment option that meets all investment parameters dictated by Iowa statute. The portfolio offers daily liquidity and the highest level of credit quality by investing in treasuries, agencies and bank CDs backed by the Iowa state sinking fund. This investment profile provides comfort to treasurers looking to protect public funds and offers the opportunity to participate in rising rates when the economy turns around.

In today's market, IPAIT is investing with the expectation that, although rates are artificially depressed by the flight to quality of the past few months, this situation will not likely improve until next year. We favor investments that generate additional income in a static yield environment, such as agency bonds in the nine to 12 month part of the yield curve. And we continue to explore opportunities in bank CDs to generate higher income while relying on the safety of FDIC insurance and the state sinking fund.

The continued support of ISAC in this difficult market environment has resulted in record asset levels in the IPAIT program. Participants appreciate the relative safety and liquidity provided by the program and expect to realize the benefits of rising rates down the road. We look forward to continuing to provide counties with this service so they can focus on the real business of building communities.

Expansion of Health Coverage to Adult Dependents

By: *Angela Burke Boston*

Assistant Commissioner, Iowa Insurance Division

In 2008, the Iowa Legislature addressed the increasing number of uninsured Iowans by targeting the expansion of coverage options for young adults. Prior to this time, group health insurance policies typically terminated coverage when a child attained the age of 19 or when the child ceased to be a full-time student. HF 2539 required governmental bodies offering health care coverage to its employees to permit enrollees to extend existing coverage to an unmarried child, a resident of Iowa and 25 years of age or younger, or a full-time student of any age at an accredited institution of postsecondary education.

This was viewed by many as a welcome change, but one with some challenges and issues. Some issues included: when the child could or should be added or removed from the policy, conflicts with federal definition of who is a dependent, whether premiums could be paid with pre-tax dollars and determination of the fair market value of health coverage. Hence the scope of this article narrows to compliance with the legislation versus providing guidance from the IRS or a benefits manager perspective. Iowa Code § 509A.13B states: *If a governing body, a county board of supervisors, or a city council has procured accident or health care coverage for its employees under this chapter such coverage shall permit continuation of existing coverage for an unmarried child of an insured or enrollee who so elects, at least through the policy anniversary date on or after the date the child marries, ceases to be a resident of this state, or attains the age of twenty-five years old, whichever occurs first, or so long as the unmarried child maintains full-time status as a student in an accredited institution of postsecondary education. [Emphasis added]*

This language was applicable to policies that were delivered, issued, continued or renewed in Iowa after July 1, 2008.

Some plans began enrolling eligible adult children immediately. Some plans delayed enrollment for the eligible adult children until the policy renewed. The Insurance Division did not require any health plan to conduct enrollments in mid-policy term. Nor did the Division require plans to “reach back” and offer to extend coverage for any adult child who was not currently enrolled, but had previously been covered under the policy, although plans could do so if they so desired. The Division believes that the offer of single health coverage in lieu of extending coverage under the existing group coverage does not comply with the letter of the law.

Many of the issues that have arisen involve the conflict between the new law and federal requirements. The Internal Revenue Code defines who is a dependent. The act of conferring benefits upon an individual who fails to meet the definition of a dependent has

tax implications. Any portion of premiums paid by an employer for coverage of a child who does not meet the definition of dependent will be considered imputed income and will be included in the employee’s gross income. Furthermore, the employee cannot elect to use pre-tax dollars to pay for health insurance coverage for a child who does not meet the definition of a dependent. Any portion of the pre-tax benefit to pay for such coverage will result in an after-tax contribution.

This year’s legislative session brought further changes to the extension of coverage to adult children. SF 389, which was signed by Governor Culver on May 26, and is effective on July 1, 2009, changed the title of the previous language in HF 2539 from *Continuation of Dependent Coverage* to *Coverage of Children-Continuation or Reenrollment*. The revised 509A.13B states: *If a governing body, a county board of supervisors, or a city council has procured accident or health care coverage for its employees under this chapter such coverage shall permit continuation of existing coverage or reenrollment in previously existing coverage for an individual who meets the requirements of section 513B.2, subsection 14, paragraph “a,” “b,” “c,” “d,” or “e,” and who is an unmarried child of an insured or enrollee who so elects, at least through the policy anniversary date on or after the date the child marries, ceases to be a resident of this state, or attains the age of twenty-five years old, whichever occurs first, or so long as the unmarried child maintains full-time status as a student in an accredited institution of postsecondary education.*

The new law retains the continuation of existing coverage and allows the reenrollment of the same adult children (unmarried, Iowa resident, 25 years of age) under certain circumstances. The individual must meet one of the following requirements:

- the individual meets all of the following: 1) the individual was covered under creditable coverage at the time of the initial enrollment; 2) the individual lost creditable coverage as a result of termination of the individual’s employment or eligibility, the involuntary termination of the creditable coverage, death of the individual’s spouse, or the individual’s divorce; and 3) the individual requests enrollment within 30 days after termination of the creditable coverage;
- the individual is employed by an employer that offers multiple health insurance coverages, and the individual elects a different coverage during an open enrollment period;
- a court has ordered that coverage be provided for a spouse or a minor or dependent child under a covered employee’s health insurance coverage, and the request for enrollment is made within thirty days after issuance of the court order;

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associate member highlight

Full Actuarial Valuation or AMM For Your Initial Year GASB 45 Reporting



The Government Accounting Standards Board (GASB) has issued guidelines for implementing the financial reporting requirements for state and local governments who maintain other postemployment benefit plans (OPEB). GASB 45 addresses benefit costs and liabilities to be reflected on the financial statements of these governmental agencies. Whether or not this is of concern to your county is a matter to discuss with your auditor, but it is generally understood that all Iowa counties will need to address these reporting requirements.

Deadlines: These reporting requirements apply to fiscal years ending in 2010 for those counties with total revenues less than \$10 million for the first fiscal year after June 15, 1999. These requirements applied to counties with revenues exceeding \$10 million for FY 2008 or FY 2009.

Actuarial Valuation: Most Iowa counties will ask a qualified actuary to prepare an actuarial valuation to provide the information needed to satisfy the financial disclosures required to satisfy GASB 45. We can describe this as a "full actuarial valuation."

Alternative Measurement Method: An option is available for counties with less than 100 employees, including both active and retired employees eligible for or covered under their postemployment benefit plans. GASB 45 describes an Alternative Measurement Method (AMM) these Counties may apply to derive the values need to comply.

These considerations favor a full actuarial valuation: 1) The actuary is able to use assumptions that most closely reflect the experience of the postemployment benefit plan. 2) The actuary completing the valuation will provide an actuarial certification.

These considerations favor the AMM: 1) The costs to obtain the values needed to comply will be less. 2) The required financial disclosure may be available sooner since the process is far less rigorous.

These are the concerns that are often mentioned regarding the AMM: 1) The AMM does not provide flexibility in the choice of assumptions related to future events that will affect the valuation. 2) As a result, the AMM may overstate the value of the expense and liability measurements reported under GASB 45.

Your Choice: There is a tradeoff for those who have a choice of methods. For many, the best choice for the initial year may be a full actuarial valuation to assure they have the most accurate measurements available.

Additional Information: Whether you want to pursue a full actuarial valuation or apply the AMM to obtain the GASB 45 valuation the Silverstone Group can provide assistance. To discuss a course of action and complete plans to comply with GASB 45 contact Donn Jones at 800.288.5501 ext. 5505 or e-mail at djones@ssgi.com.

miscellaneous

Continued from page 18.

- the individual changes status and becomes an eligible employee and requests enrollment within 63 days after the date of the change in status; or
- the individual was covered under a mandated continuation of group health plan or group health insurance coverage plan until the coverage under that plan was exhausted.

To ease the "sting" of the tax consequences, SF 389 also provides that if the health benefits coverage or insurance of an Iowa taxpayer includes coverage of a non-qualified tax dependent as determined by the IRS, the amount of the value of that coverage is not subject to state income tax. This section applies retroactively to January 1, 2009, for tax years beginning on or after that date.

Many entities have found assigning the fair market value of health insurance benefits to be a difficult task. While the IRS has been very specific in defining who is a dependent, it has not offered much in the way of guidance as to how fair market value should be determined for the purposes of health insurance benefits. For its employees, the state is using a fair market value formula that takes into account the difference between the cost of single coverage and family coverage and divides that amount by the average number of dependents in a given health plan.

These recent state legislative provisions are steps towards addressing the problem of the uninsured and are bridging the gaps in coverage. Contact the Iowa Insurance Division with questions at 877.955.1212 or visit the HF 2539 FAQ at www.iid.state.ia.us.

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calendar

July

- 8 District 1 Legislative Workshop
(Stoney Creek Inn, Johnston)
- 9 District 4 Legislative Workshop
(Southwestern Community College, Creston)
- 14 CCMS Administrators Meeting
(Courtyard by Marriott, Ankeny)
- 15 ISAC Scholarship Golf Fundraiser
(Jester Park, Granger)
- 16 ISAC Board of Directors Meeting
(ISAC Office, Des Moines)
- 24-29 NACo Annual Conference
(Nashville, TN)
- 29-31 ISACA Summer Conference
(The Inn, Okoboji)

August

- 5-7 Recorders Summer School
(Honey Creek Resort, Moravia)
- 6-7 2009 Supervisors Executive Board Retreat
(Holiday Inn at Ameristar Casino, Council Bluffs)
- 12-14 CCMS Annual Conference
(Holiday Inn Airport, Des Moines)
- 17 Fall School Registration Opens
(8:00 am, www.iowacounties.org)

September

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

October

- 13 CCMS Administrators Meeting
(Adventureland Inn, Altoona)
- 16 Fall School Hotel Blocks Close
(4:30 pm)
- 21-23 CCMS Fundamentals Training
(Courtyard by Marriott, Ankeny)
- 27 Fall School Hotel Cancellation Deadline
(4:30 pm)
- 29-30 ISAC Board of Directors Meeting
(ISAC Office, Des Moines)

November

- 2 Fall School Registration Ends
(4:30 pm)
- 5 CCMS Advanced Case Management Meeting
(Hilton Garden Inn, Urbandale)
- 18-20 ISAC Fall School of Instruction
(Coralville Marriott Hotel and Conference Center, Coralville)

December

- 7-10 Iowa County Engineers Association Annual Meeting
(Ames)
- 10 ISAC Board of Directors
(ISAC Office, Des Moines)

Please visit ISAC's online calendar of events at www.iowacounties.org and click on 'Upcoming Events.' A listing of all the meetings scheduled thus far in 2008, agendas and meeting notices can be found on ISAC's website. A majority of ISAC's meetings offer online registration. If you have any questions about the meetings listed above, please contact Stacy Horner at (515) 244-7181 or shorner@iowacounties.org.

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