

The Iowa County



Local Government No Young Leaders At The Table

July 2005

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The Iowa County

July 2005 * Volume 34, Number 7

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ISAC's Mission:

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

ISAC's Vision:

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

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NO YOUNG LEADERS AT THE TABLE

Preparing the next generation

County governments across the state and nation face a daunting demographic crisis. A whole generation of baby-boomer, senior managers are retiring and there are fewer Generation X, mid-career professionals to replace them. This “talent replacement gap” will seriously impact the effectiveness of county government in the future.

The Talent Crisis

Why do we have a talent crisis? The numbers tell the story. As 80 million baby boomers (born between 1946 and 1964) retire throughout the U.S. economy, there are only 50 million Generation Xers (born 1965-1977) available to fill behind the wave of retirees. This gap is especially a challenge for the public sector, which has a higher percentage of baby-boomer employees than the private sector.

The larger “replacement gaps” are in managerial and administrative ranks, especially in the public sector. The federal General Accounting Office reports that 53% of all government employees at the federal, state and local levels are eligible to retire.

A number of related political issues, changing value systems and other phenomena have converged to exacerbate the demographics.

An anti-government bias. In the 1960s and 1970s, many baby boomers were brought up to consider public service as an honorable calling. However, since that time an anti-government bias has developed. Government work is now seen as bureaucratic, mind-numbing and generally second-rate. Our “best and brightest” have not been encouraged to select public service as a chosen field. For example, in the 1963 class of the Harvard Law School, 30% of the graduates selected government service. In the Class of 2000, it was only one percent!

Different values. Younger people in the workforce exhibit different values than their older baby-boomer man-

agers. They put more emphasis on having a balanced life and are less open to sacrificing family and other personal interests all in the interest of career advancement. Two years ago, the coaching program sponsored by Cal-ICMA (the California affiliate of the International City/County Management Association) conducted a series of focus groups of up-and-coming talent in local government. They perceive that senior managers are often singularly focused on work, overwhelmed, abused and attacked.

The lack of rewards for difficult jobs. County executive jobs are becoming increasingly complex, “political,” and difficult, due to increasing levels of media scrutiny and community discord. In addition, there are few significant monetary incentives to move from mid-management into top management of local government, recognizing the difficulty of executive positions. Simply put, mid-level staff in local government does not perceive the benefits, rewards and joys of moving into senior management at the point in history that we desperately need them to do so.

The failure of local governments to grow their talent. Unlike major corporations, most local governments do not engage in succession planning. In fact, the executive recruiters participating in a summit that the International City/County Management Association (ICMA) hosted in 2004 noted that many local governments have eliminated assistant/deputy chief executive or assistant/deputy department head positions as they have downsized due to budget cuts. There are now fewer opportunities in county government organizations for up-and-coming talent to develop new skills and experiences in assistant and deputy positions. In tough financial times, many local governments have also cut funding for professional development, training and internships. Finally, senior managers often feel so overwhelmed with demands from all quarters that coaching and mentoring aspiring managers drop off their “to do” lists.

How Do We Respond?

Regardless of one’s role in county government, we need to recognize this talent crisis and respond to the challenge. Elected supervisors, executive managers and aspiring managers all have an important part to play.

By: **Dr. Frank Benest,**

city manager of Palo Alto County (CA)

Jennifer Phillips,

Animal Care Services Director for
Orange County (CA)





Elected supervisors

Understand the talent crisis. Supervisors need to understand the nature and scope of the challenge in their particular county. They can request a workforce analysis, identifying the age, gender, ethnicity and other characteristics of the county workforce, especially in different management and non-management ranks.

Challenge top management to respond. Supervisors can request that

top management focus on “talent development” as a primary function. Specifically, they can request that top management develop appropriate succession plans and leadership development programs. For example, Santa Barbara County (CA) has developed an employee university. Orange County (CA) is now embarking on a succession planning initiative, which incorporates a leadership academy to grow its talent. (Editors note: Here in Iowa, Polk County established a leadership development academy and received an ISAC Innovation Award in 2003.)

Managers can also highlight workforce demographics and these types of employee development programs at a public meeting of the board. In addition, county officials can ask their board of supervisors how the organization is identifying and developing up-and-coming talent.

Allow mistakes. As top managers try to grow leaders by offering stretch assignments, interim positions, job rotation and other development opportunities to up-and-comers, these emerging leaders will make missteps. Political leaders need to tolerate mistakes for there is little learning or growth without mistakes.

Take an honest look at the political culture. Managers need to honestly assess their political culture. Up-and-coming professionals in county government will not want to take on senior and executive management positions if there are a lot of problems at the board and executive levels. In such situations, boards will also have significant problems in attracting scarce executive talent from inside or outside their organizations.

Departments Heads

Take the lead in “growing” leaders. After creating awareness of the “talent replacement gaps,” top management needs to make “talent development” a strategic focus and a primary expectation and function of managers throughout the organization. In practice, this effort must include developing a succession plan, leadership development programs and a whole host of learning opportunities; ensuring that the effort is monitored; and requiring reporting and accountability.

Align organizational systems. Succession planning and leadership development will be undercut if hiring, training, evaluation, reward, recognition, promotion, resource allocation

and other organization systems do not support these initiatives. For example, if supervisors do not evaluate and reward managers for talent development, it will not occur.

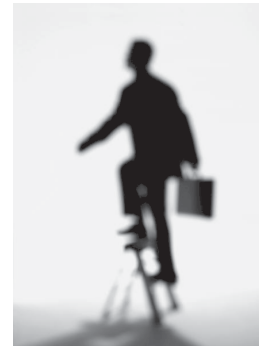
Promote the rewards and joys of leadership. Department heads must articulate the rewards and joys of their visioning, problem-solving, leading and “making a difference” roles. Most of the time, leadership is exhilarating and simply a lot of fun. If executives spend too much time complaining about their board, staff, demanding constituents and the rigors of their positions, why would anyone in their right mind want to replace them?

Aspiring Managers

Understand the historic opportunity. The demographic crisis offers mid-career Generation Xers an historic opportunity to move up rapidly into senior management. They need to prepare themselves.

Take responsibility for career development. While county government can offer resources and leadership development opportunities, up-and-comers need to be proactive in developing themselves. They can reach out to their managers to discuss career development ideas, identify and engage informal mentors, create a self-development plan and enlarge their network.

Get involved in your profession. Participation in professional organizations is an effective way to enlarge one’s network, recognize new trends and issues, learn from others and even develop leadership skills and experiences.



A Matter Of Legacy

We all want to leave a legacy of achievement in public service. Leadership in county government offers us the opportunity to renovate infrastructure, construct new libraries and parks, establish better environmental management programs, improve public safety and health, and solve financial problems galore. However, would it not be a wonderful legacy of elected and appointed leaders to grow a new generation of managers, leaving county government in good hands for the future of our communities?

This article was reprinted with permission from the California County Magazine editor.

Thank You

The gavel has finally fallen to close the 2005 session of the 81st Iowa General Assembly. While overshooting expected closure by three weeks, many were wondering whether lawmakers ever really wanted to go home; but I digress. It is now time to reflect on the many accomplishments that were made and to acknowledge those legislators who helped county officials achieve their goals.

Legislation That Passed

The ISAC top priority that came to full fruition was HF 674-Secondary Road Fund Distribution Committee. Passage of this legislation had a rough road, but the main lawmakers who drove it through were Representatives Henry Rayhons (R-Hancock), House Transportation Committee Chair Richard Arnold (R-Lucas), Jim Lykem (D-Scott) and Bruce Hunter (D-Polk). On the Senate side were Senators Jeff Danielson (D-Black Hawk), Jack Kibbie (D-Palo Alto) and Joe Bolckom (D-Johnson).

Freshman Representative Mike May (R-Dickenson) was able to float HF 828-Regulation of Watercraft through the House. This bill contained two ISAC objectives that increase writing fees and provide that certificates of title are no longer required for kayaks. Senators David Johnson (R-Osceola) and Dennis Black (D-Jasper) acquired rapid passage in the Senate.

HF 672 was the annual treasurers' clean-up bill. Representative David Tjepkes (R-Webster) applied his skills to bring this bill through in the House while Senators Dave Mulder (R-Sioux) and Roger Stewart (D-Jackson) worked the measure through the Senate.

The only elections bill to pass was HF 222, which provides that elections for township officials will now be nonpartisan. Representative Daniel Rasmussen (R-Buchanan) and Senator Herman Quirmbach (D-Story) successfully passed this ISAC objective.

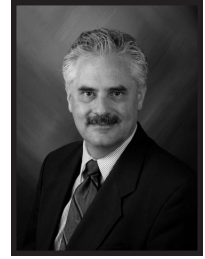
SF 169-Methamphetamine Precursors was an important objective of the ISAC Public Safety Committee. Senators Keith Kreiman (D-Davis) and Bob Brunkhorst (R-Bremer) along with Representatives Clel Baudler (R-Adair) and Kevin McCarthy (D-Polk) helped make this tough crackdown-on-meth bill a reality.

In the complicated world of mental health and human services issues, several names continue to reappear. These can be thankless issues that involve numerous groups with widely differing views. The main issues of interest to ISAC were: the MH/DD formula; HF 420-Mental Health Parity; HF 841-Medicaid Reform; and HF 825-Health and Human Services Appropriations. Senators Jack Hatch (D-Polk), Maggie Tinsman (R-Scott) and Steve Warnstadt (D-Woodbury) worked hard in these areas. On the House side Representatives Danny Carroll (R-Poweshiek), Ro Foege (D-Linn), Dave Heaton (R-Henry) and Mark Smith (D-Marshall) were instrumental in passage of these key issues.

One issue contained in HF 882-Standings, pertained to the County Land Records Information System. While ISAC affiliates were mixed in their positions on the House version, Senators Jeff Angelo (R-Union) and Herman Quirmbach (D-Story) should be credited with finding middle ground on the issue.

By: **John Easter**

ISAC Director of
Intergovernmental Affairs



Legislation That Failed

A top priority for ISAC that failed was HF 644-Technical Elections. Representatives Libby Jacobs (R-Polk), Jeff Elgin (R-Linn) and Mary Gaskill (D-Wappelo) secured House passage of HF 644 earlier in the year; however the bill did not pass the Senate. Senators Jeff Danielson (D-Black Hawk) and Mark Zieman (R-Allamakee) spent many hours on HF 644. To the great disappointment of the county auditors and ISAC, a controversial amendment left the measure stalled on the Senate reconsideration calendar.

As passed by the Senate, SF 351 would have required counties to have voting equipment with a voter-verified paper audit trail. Representative Jacobs elected to not bring up this bill in the House, thereby saving many counties the cost of acquiring new equipment.

Road Use Tax Fund allocation changes are always controversial. Senators John Putney (R-Tama) and Gene Fraise (D-Lee) helped put the brakes on bills to change the allocation formula in the Senate.

HF 758 was designed to preempt county regulation of commercial canine operations. Senators Amanda Ragan (D-Cerro Gordo) and Gene Fraise tightened the leash to choke off this legislation.

SF 73-Drainage Districts was introduced to give certain drainage district boards approval authority over county procedures to collect installment payment fees for county treasurer services. After numerous efforts to work out a compromise with the proponents of this bill, Senators Thomas Courtney (D-Des Moines), Doug Shull (R-Warren) and Herman Quirmbach plugged up this drainage measure in subcommittee.

Others Deserving Recognition

First I want to thank all of the House and Senate legislative leadership and all of the representatives and senators who were willing to meet with county officials and consider their views on issues of importance. In addition, there is staff around the Capitol that deserve credit for helping the system to run smoothly. Among the Senate caucus staff we commonly work with are Josh Bronsink, Pam Dugdale, Jim Friedrich, Sue Monahan and Kerry Wright. Other Senate staff members include Steve Conway and Becky Beach. Caucus staff in the House includes Anna Hyatt-Crozier, Ann McCarthy, Kelly Ryan, Brad Trow and Tom Patterson. Other House staff members include Susan Severino, Carolyn Gaukel and Betty Sonar. Legislative Services agency staffers we routinely work with are Susan Crowley, Patty Funaro, Emily Gardyas, Michael Goedert, John Pollak and Joe Royce. In the fiscal division are Dwayne Ferguson, Susan Lerdal and Mary Beth Mellick. Two important Governor's staff is John Pederson and Steve Falck. Finally, a big thank you goes to all of the law library staff, legislative secretaries, door keepers, clerks and pages who make this job interesting and pleasant everyday.

Court Clarifies Duty To Provide Public Records

A few days delay in gathering and turning over requested documents is not a violation of the Public Records Law. That was the holding in a case recently decided by the Iowa Court of Appeals.

In *Braunschweig v. Bormann*, filed May 25, former Kossuth County Attorney T.J. Braunschweig had orally requested seven public documents from County Auditor Joann Bormann. The documents included notices of appointment, notices of withdrawal, and letters of resignation, all related to the county attorney's office. He then followed up with a written request. Two days later, when the documents had not been produced, he sued. The documents she had in her possession were produced a few days later.

Bormann moved for summary judgment, stating that all of the documents she possessed had been produced. Braunschweig resisted to the motion. The district court granted the motion for summary judgment and dismissed the lawsuit. Braunschweig appealed to the Iowa Court of Appeals.

Timely Compliance

The first issue was whether Bormann produced the records that she did have fast enough. There is no deadline in Iowa Code §22.2(1), part of the Public Records Law, which provides: "Every person shall have the right to examine and copy a public record and to publish or otherwise disseminate a public record or the information contained in a public record."

Bormann stated that at the time Braunschweig made his request, she could not find the documents as they were in someone else's possession, but that she secured the records and ultimately turned over all of the records in her possession "as soon as they were available to me in their entirety." Braunschweig claimed that the delay in giving him the records was tantamount to a refusal to produce the records.

The Court of Appeals first pointed out that "the standard for compliance under chapter 22 (the Public Records Law) is substantial not absolute compliance." In assessing substantial compliance, the Court of Appeals continued, "chapter 22 is not applied in a vacuum."

The Court of Appeals, upon reviewing all of the facts, concluded as follows: "...the undisputed facts are that Bormann did not have all of the documents requested at the time Braunschweig submitted his written request for them on September 24, but that she gathered and turned over all of the documents in her possession within a few days thereafter....Bormann's delay, under the circumstances, was reasonable and she substantially complied with chapter 22." The Court of Appeals affirmed the summary judgment in favor of Bormann.

The lesson here is that elected officials must demonstrate substantial compliance with the Public Records Law, and a few days delay in gathering and turning over requested documents is not a violation of Iowa Code chapter 22.

By: David Vestal

ISAC General Counsel



"Missing" Documents

The second issue on appeal concerned the documents that were not turned over. Bormann argued that she turned over all of the documents in her possession. Braunschweig countered that even if that was true, that does not mean that Bormann complied with the Public Records Law, because some of the requested documents were not provided.

The three records requested by Braunschweig, but not received, were either notices of appointment or withdrawal of appointments. Iowa Code §331.903(2) requires that when an elected official appoints an assistant, deputy or clerk, the elected official issue a certificate of appointment, which is filed in the auditor's office. Likewise, when a deputy, assistant or clerk leave, a written revocation of the certificate of appointment must be filed with the auditor.

Apparently the reason the three requested documents were not produced was because they were never filed in the first place. Braunschweig's argument was that, since Iowa Code §331.903(2) requires that these records be filed, the district court should "infer that the records are in the auditor's office but that Bormann has refused to produce them." The Court of Appeals disagreed, and said that just because the law required that certain records be created and filed, that does not mean they were created and filed. Braunschweig's argument, the Court of Appeals said, was based on "conjecture and speculation."

Bormann filed a sworn affidavit saying that she had given Braunschweig all the records that he had requested that she had the ability to give him. The Court of Appeals said that, as a matter of law, this is enough to satisfy the Public Records Law as far as the "missing records."

The lesson for all elected officials on this issue is that, whenever you hire or fire deputies, assistants or clerks, you need to file certificates of appointment or revoke certificates of appointments. If those documents are not in the auditor's office, you may have some explaining to do later. And so will your auditor.

Parting Ponderable: These are Iowa facts from "50states.com." If you don't agree, take it up with them.

- Wright County has the highest percentage of grade-A topsoil in the nation.
- Cornell College is the only school in the nation to have its entire campus listed on the National Register of Historic Places.
- Iowa is the only state name that starts with two vowels.
- Fenlon Place Elevator in Dubuque is the world's steepest and shortest railway.
- Dubuque is home to the only county courthouse with a gold dome.
- Elk Horn is the largest Danish settlement in the United States.

Affiliate Website Program

Q: Does ISAC have an affiliate website program? If so, what is it and how does our affiliate become a member?

A: Yes, ISAC provides our members access to an affiliate website program. The affiliate website program is an Intranet website designed with a template that can easily be modified to serve each affiliate's communication and resource needs.

Currently the auditors, sheriffs and CCMS have joined the affiliate website program. This program is available to each of ISAC's affiliates. Once an affiliate decides to become a part of the program, a website committee is established to work with myself and Brandy Thomason, programmer with the ICEA Service Bureau, in deciding what information should be uploaded onto the website. There are no fees to become part of the affiliate website program; it is a benefit available to the members of ISAC. The only expenditures that can occur for an affiliate is if a special online tool or area is created that only that particular affiliate would need or request. With the help from a dedicated website committee you are able to create an excellent resource and communication tool for your affiliate members.

The affiliate website has five sections "Affiliate Tools", "Links", "Resources", "Events Calendar" and "Communicate." You must register to view the website. Your security levels are determined by each affiliate's website committee and the website administrator adheres to these guidelines. The built in security is not limited to the login process, each feature of the website can or cannot be viewed determined by your security level. The same is true with each document that is uploaded onto the website. Security is an important part of this website. It allows freedom to communicate and share information designed specifically for your affiliate members.

The first section of the website entitled "Affiliate Tools" includes "Headlines" and "Affiliate Surveys." "Headlines" allow you to share information that is of importance to your members. It is also the "homepage" of the website. Under "Affiliate Surveys", you will be able to respond and view surveys as they are created. Once a survey has been sent out and the responses are tabulated, you can download and print it in an Excel format, a handy feature. Survey results are instantaneous, once you have completed your survey form and click on "Respond", it will be viewed immediately via the Internet. This tool will enable you to gather results swiftly if you have the cooperation of your affiliate members.

"Links" is a section of the website that includes important links or URL addresses to websites that are determined to be essential to each affiliate. "Resources" is a section that contains downloadable documents, manuals, classified ads or whatever is determined by the affiliate website committee to be of

By: Tammy Norman

ISAC Technical
Services Coordinator



importance to its affiliate members. Documents must be in an electronic format to be viewed and downloaded from the website and hard copies can be scanned and converted into a viewable electronic format, allowing information sharing to be just a click away for your members.

"Events Calendar" is a newly redesigned system that enables not only the website administrator but your affiliate members to upload events onto this web calendar. The calendar can be accessed and viewed anywhere with Internet access. It allows for filtering of events, so that you can view only the ISAC conferences or your affiliate meetings and it can be done by just selecting the correct category or "filter."

Now we come to the "Communicate" portion of the website. Under this section, an e-mail system has been created that allows for the creation of "global" e-mail lists. A "global" list is one that any affiliate member with the proper security level has access to and is able to utilize. All 99 auditors are in a global e-mail list and the same is true for the sheriffs. Once these lists are created you can go onto the Internet and log into this website and create an e-mail and send to all 99 auditors or sheriffs or just one county official. Committees, affiliate and district officers can be made into global e-mail lists. There is no limit to the number of global lists that can be created. You are also able to create your own e-mail lists that only you can view and no one else can. The "Posting Center" is another communication tool that allows you to start conversations and invite as many or as few participants as you wish. Only those invited into the conversations will ever be able to view it or respond to it. Once you post a response it will be revealed immediately to the recipient that is logged into the site and in the "Posting Center" of the website. Therefore, it gives you a feel similar to a chat room.

To receive more information about this program, please contact me at 515-244-7181 or via e-mail at tnorman@iowacounties.org. To view the ISAC affiliate websites visit www.iowacounties.org and click on "Affiliate Websites."

Website Note: Please forward any items that you would like addressed in this column to my attention at the e-mail address and phone number listed above. Until next month, keep clicking!

Sharing Our Best Conference

Every year the CCMS staff has the opportunity to attend national, regional and local conferences with the dual purpose of keeping current on new trends and innovations, and to identify potential speakers and topics to that would benefit Iowa case managers. It was a pleasure to be able to attend an excellent conference within easy driving distance of Des Moines that offered a wide variety of relevant topics. The 2005 "Sharing Our Best Conference" at the Beatrice State Developmental Center in Beatrice, Nebraska offered this opportunity. While other case managers and the CCMS staff have attended this conference in previous years, this was our first time.

There wasn't a lot of opportunity for networking, but we both found this to be a well run and informative conference. The majority of people attending the conference were from the Midwest, with a nice representation of folks from Iowa, which included targeted case managers, social workers, nurses, physical, occupational, and speech therapists, psychologists and direct service providers to persons with disabilities.

The number of sessions that we attended are too numerous to recount in detail here, but each session provided us with written material that we would be happy to share. We also anticipate bringing some of the speakers to a CCMS training or conference at some point.

End of Life Care

One of the highlights for Jackie was the session entitled "Last Passages: End of Life Care for People with Developmental Disabilities" presented by Angela King, Director of Program Development for Volunteers of America in Arlington, Texas. Angela talked about the importance of discussing treatment options, burial, wills, funeral homes and religious and cultural rituals so that individuals can make their own decisions regarding these issues. She emphasized that planning for end of life care should be done with the individual one step at a time in small, intimate conversations. During these conversations it is important to talk with the individual about their attitudes toward life and how they want to live it, as well as their attitude toward pain and how they want to manage it. These discussions would also assist the individual in preparing advanced directives and identifying and preparing someone to act as his/her health care agent.

Sensitivity Theory and Motivating Mental Health

One of the highlights for Deb was the session entitled "Sensitivity Theory and Motivating Mental Health," a two part workshop presented by Susan Havercamp, Ph.D. from the University of North Carolina. She discussed a tool that has been developed to assist in identifying the factors that are the most motivating for people. This tool can be beneficial in developing treatment plans for persons with mental retardation.

By: **Deborah Westvold**

ISAC Case Management
Director



By: **Jackie Olson Leech**

ISAC Case Management
Specialist

In addition, the luncheon address "Change Your Paradigm-Change the World" given by Jay D. Rohman, a professional speaker, trainer, actor, and author was a thought-provoking and entertaining presentation.

Other sessions that we attended included: fanning the creative spirit; enhancing participation in the political process for people with disabilities; building a stronger team; no staff left behind - creating a positive work environment; coaching self-managed staff; dealing with noncompliance - consumer rights; assessment and intervention strategies; autism and co-existing disorders; and containment and treatment for clients with developmental disabilities who have committed sex offenses.

CCMS Annual Conference

August 10-12, 2005

Holiday Inn Airport, Des Moines

Register On-Line:

www.iowacounties.org
under 'Case Management'

A few sessions include: The Neuron Connection - Working Towards Success After Brain Injury; Uptight? Me?; Methamphetamine - Iowa's Epidemic

health check

Chronicle Your History

While browsing through Barnes and Noble the other day, I noticed all the biographies that were displayed. There were books about movie stars, businessmen and politicians. There were some about people I didn't even know who had some life changing event to tell about.

Seeing all these biographies reminded me of an article that recommended everyone do their own autobiography. There are books out there that help you or your family members. These books include a series of questions that target past life events. Find one and give it to your parents or grandparents. Better yet, ask them the questions yourself and write or tape their answers.

My father was born in Germany. When I think about how little I know about his life there before coming to the United States it makes me a little sad. My nephew once asked him if he went through Ellis Island. Why hadn't I asked that question? As it turned out, if you had a sponsor in the United States you didn't go through Ellis Island, which was my dad's situation. My husband's grandmother was a ballet dancer in New York who died at a young age from tuberculosis. A chronicle of her feelings and experiences would have been fascinating.

By: **Sandy Longfellow**

ISAC Administrative Assistant



A chronicle of your life events would be a lasting gift to give your children and grandchildren. Try to write down major life events and how you felt about them. How did you feel on your first day of school? How did you become engaged? What things were you interested in as a child? What events in your life do you feel are "defining moments"?

It is important for our children to have a sense of who we are and our experiences. Give them a feeling for their ancestors as far as you know them. Do you have items in your home that came from special relatives or friends? Tell them how you came to have them and what they mean.

"Look not mournfully into the past. It comes not back again. Wisely improve the present. It is thine. Go forth to meet the shadowy future, without fear." - Henry Wadsworth Longfellow, US poet (1807-1882)

counties in the spotlight

Shelby, Harrison and Crawford counties are joining together to tackle disasters. The three counties will form the Tri-County Special Operations Unit to provide specialized rescue and hazardous materials response services, as well as respond to incidents of terrorism and weapons of mass destruction. The agency has already secured homeland security funding and the boards of supervisors in each county have passed resolutions of support for the unit and will provide some funding. *(Taken from the Times-Republican, April 24)*

Linn County, Cedar Rapids, and the Cedar Rapids school district are pushing ahead to build their own fiber-optic computer network. A February report confirmed all three entities need to modernize their current networks, which were installed in the '90s. The report identified opportunities for collaboration that will better meet the needs of the three entities and reduce costs through shared technology. The network's cost has been estimated at \$1.2 million to \$1.4 million to consolidate current core locations. *(Taken from the Gazette, May 8)*

Quote of the Month:

"Eagles don't flock. You have to find them one at a time."
- Ross Perot



Donald G. Carlson
President

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dgc473@msn.com

readership survey

Tell Us What You Think!

Please take part in this survey to determine what the ISAC staff can do to improve this publication. We want this magazine to be useful and an important piece of mail that you look forward to getting each month. Visit our website under "Publications" for additional copies of this survey. Thank you for taking the time to tell us your opinion and suggestions for future issues!

1. The general appearance of *The Iowa County* is:

- Excellent
- Very Good
- Average
- Below Average
- Poor

2. Each month I read:

- All of the articles
- Most of the articles
- About half of the articles
- A few of the articles

3. Articles in *The Iowa County* are:

- Excellent
- Very Good
- Average
- Below Average
- Poor

4. Rank the articles in order of interest to you:

- Feature story
- Capitol Comments
- Legal Briefs
- Health Check
- Technology Center
- Case Management
- NACo News
- Counties in the Spotlight

5. Rank the feature stories in order of interest to you:

- ETC Project - July
- Illegal Immigrants - August
- County Land Records On-Line - September
- Property Tax System Reform - October
- Mega-Trends Redefining Government - November
- HIPAA Security Deadline Looms - December
- ISAC President Angela Connolly - January
- Emergency Management - February
- Deer Management Options - March
- Inmate Labor - April
- Past Scholarship Winners - May
- Property Values Are Increasing - June

6. Your county patronizes *The Iowa County* advertisers:

- Frequently
- Sometimes
- Seldom
- Never

7. Each month I look at:

- All of the ads in the magazine
- Most of the ads in the magazine
- A few of the ads in the magazine
- None of the ads in the magazine

8. The overall letter grade I would give *The Iowa County* is:

- A (Excellent)
- B (Very good)
- C (Average)
- D (Below Average)
- F (Poor)

Areas that need improvement are:

Suggested topics for feature stories are:

Other comments:

When completed, fax the survey to 515-244-6397 or mail to 501 SW 7th St., Ste. Q, Des Moines, IA 50309. Thanks again for taking the time to help the ISAC staff. We depend on your input!

2005 County Innovation Award Guidelines

The Iowa State Association of Counties would like to provide the opportunity for officials and staff of Iowa counties to receive appropriate recognition by their peers and the public for superior and innovative efforts in their profession. In addition, the program provides a means of sharing the best public service ideas in Iowa providing other county officials a chance to learn what works and demonstrating that county government public servants are progressive, competent and caring.

The Innovation Awards are recognized annually at the Fall School to those affiliates/counties that have initiated efforts resulting in greater efficiency and effectiveness in new or existing programs that are done within your own county or are cooperative programs with other public or private entities.

Applications: Due September 1, 2005 in the ISAC office.

Awards Presentation: General Session, Fall School of Instruction in November

Judging: Entries will be reviewed by a committee comprised of up to eight individuals knowledgeable in local government.

Entry Form

County _____ Circle one: In County Cooperative Program

Contact Person _____ Title _____

Address _____

City _____ State _____ Zip _____

Telephone # _____ Fax # _____ Email: _____

Duration of the Project: Start & Completion Dates _____

Project Title _____

Please complete all of the following questions:

Why was the project needed?

How did the project meet the need?

Describe the project and include a timeline.

What benefits did (will) you realize?

Who was involved in creating and implementing the project?

How much did it cost and what revenue or cost savings will it provide the county?

All entries must be typed and no longer than three pages. Include this form, your summary and documentation (forms, news articles, etc) which illustrate your project. If you have any questions, please contact Sandy at the ISAC office at (515) 244-7181 or slongfellow@iowacounties.org.

Submit seven copies of your entry and support materials by **September 1, 2005** to:

Innovation Awards, Iowa State Association of Counties,
501 SW 7th Street, Suite Q, Des Moines, IA 50309-4540

Past ISAC Innovation Award Winners

The ISAC Committee on the Future introduced the Innovations Awards Program in 1996 as a way to recognize and honor the risk takers in county government. County government has always had to be innovative to meet the needs of citizens, and the need to innovate has accelerated. Changes in demographics, unfunded mandates and, at times, extreme fiscal limitations have forced counties to seek new ways of doing things.

ISAC would like to take this opportunity to honor past winners of the ISAC Innovation Award Program. Thank you for sharing your ideas and projects with fellow county officials in Iowa. We hope that these recognitions will inspire others to be creative in serving their local citizens.

2004

- Iowa State County Treasurers' Association
www.GetYourTags.com
- Linn County Special Needs-Medically Fragile Emergency Shelter Program
- Palo Alto County Driver's License Issuance
- Story County Damage Assessment 2004

2003

- Benton & Linn Counties Telephone Book Emergency Pages
- Building Environmental Health Service Capacity: Pocahontas, Buena Vista, Cherokee, Ida, Sac, Palo Alto, Kossuth, Dickinson, and Clay counties
- Des Moines County STOP Meth Program
- Polk County Citizen Response Project
- Polk County Leadership Development Academy

2002

- Bremer County Courthouse GIS Day
- Dallas County Archives and Records Center
- Franklin County Navigator
- Iowa State County Treasurers' Association
www.iowatreasurers.org
- Polk County Mobile Crisis Response Team

2001

- Des Moines County Home Alone Rangers
- Linn County Indoor Emergency Warning System
- Story County & Ames Assessors Website
- Story County Dual Recovery Program
- Story County Election Process Presentation

2000

- Black Hawk County Joint Services Project
- Des Moines County Drug Diversion Program
- Des Moines County Juvenile Diversion Program
- Linn County Special Needs Registration Program

1999

- Johnson County Iowa Food Code Major Changes Brochure
- Linn County Emergency Management Partnership with Civil Air Patrol and Amateur Radio Club
- Linn County Metropolitan Evacuation Plan
- Story County Centralized Purchasing Program
- Story County Conservation Volunteer Program

1998

- Des Moines County Supervised Offender Program
- Des Moines County STOP Violence Task Force
- Scott County Bloodborne Pathogen Coalition

1997

- Clay County E-911 Address Markers
- Des Moines County Bad Check Restitution Program
- Des Moines County Truancy Task Force
- Johnson County Calculation of Revenue and Expense Adjustments
- Johnson County Computerized Mapping
- Polk County Customer Assistance Center

1996

- Des Moines County Child Trauma Team
- Henry County Street Painting Project
- Iowa State County Treasurers' Association Driver's License Pilot Project
- Johnson County Self Reporting System for Building Changes
- Scott County Computer Indexing of Documents
- Scott County Off-Site Treasurers Office

associate member highlights

Introducing The Schneider Corporation

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Founded in 1962 and headquartered in Indianapolis, The Schneider Corporation has seven offices and more than 300 professionals serving a range of clients throughout the Midwest and from a newly opened location in North Carolina.



Early on, we developed a reputation for surveying and engineering expertise, as well as for industry-leading technological innovation.

During the past 13 years, Schneider has moved strongly into areas such as Geographic Information Systems (GIS) services, GPS technology and 3-D visualization services. We have made advances in these fields that have helped to revolutionize surveying and engineering work and that have enabled Schneider to provide expanded and improved services to clients in both the public and private sectors.

Today, Schneider applies professional expertise and sophisticated technology in the areas of engineering, land surveying, and GIS services to collect, create and manage the geospatial information that supports our clients' growth. Services we provide within our three main business areas include:

- Engineering - municipal infrastructure, site engineering, transportation engineering
- Land Surveying - construction staking, home builder services, training and consulting
- GIS - land records management, public safety, public works, product development, website hosting

Joining Forces With ProMap

On May 1, 2005, Schneider significantly increased its scope and capabilities by joining forces with Ames, Iowa-based ProMap Corporation. ProMap was founded in 1991 to help local government utilize GIS, and has become a leader in providing comprehensive GIS applications for clients throughout the Midwest and the nation.

This move combines two of the largest GIS



web-hosting services in the country, which will allow Schneider to accelerate the use of GIS for both Schneider and ProMap clients. The addition of ProMap's world-class technology and experienced development team makes The Schneider Corporation one of the leading GIS, engineering, and land surveying service providers in a 15-state region.

GIS is a computerized tool for mapping and analyzing events, predicting outcomes, and forming strategies. It takes data from databases and spreadsheets and puts them on a map as layers of information, allowing users to visualize information and highlighting data for better analysis. GIS is used by hundreds of people worldwide in government, education, and industries, such as: health care, agriculture, transportation, real estate, banking, marketing, and more.

Growing Range of Services

The combined resources of the two companies will strengthen The Schneider Corporation's strong pattern of growth. "This is a natural business evolution, a combination of two organizations with similar cultures and business goals who have partnered since 2001," says Bob Mortensen, CEO, ProMap. "It makes us better able to serve the long-term needs of our GIS clients throughout the Midwest and beyond." Both Mortensen and Tim Shuck, president of ProMap, will continue to play key roles in the ProMap division of Schneider.

According to Ed Jolliffe, president of The Schneider Corporation, "This move enables us to leverage two strong brands from different regions into a single more inclusive entity, and positions us to offer a broader range of services and products to a wider market than ever before."

Adding technological capability and expanding the ways we can serve our clients are long-standing elements of the Schneider formula for success, which is to maintain a solid foundation, focused innovation, and a clear outlook on the future. We call it The Schneider Way. It encompasses serving our clients, applying innovative solutions, encouraging dialogue, and achieving great results. That's what we are all about.

The Schneider Corporation Contact Information:

Tracey Conn
8901 Otis Ave., Indianapolis, IN 46256
Ph: (317) 826-7277 Fax: (317) 826-4370
E-Mail: tconn@schneidercorp.com
Website: www.schneidercorp.com

Blogging: What Your County Should Know

The explosion of the Internet over the past generation has created an enormous resource for people all over the globe. It is a source of news, events, research, publication, marketing and a host of other benefits. It has been a key catalyst for the 24-hour news cycle because of its immediacy.

The Internet has also become a tool for individuals to create their own space and write opinion pieces. These sites, called "blogs" have created a firestorm of issues involving the employer/employee relationship.

A blog, short for "Weblog," is a website created by an individual who uses it as a diary or journal, revealing all types of information about his or her personal or professional life, opinions, news and links. Depending on the type of blog, it can be updated daily, weekly or simply whenever the author feels like writing, which can be by the hour.

According to a survey conducted by the Pew Internet & American Life Project, an estimated eight million Americans have blogs and more than 25% of Internet users read them.

They are growing fast. The same survey revealed that the number of blog readers had grown by 58% in 2004, and there are about 40,000 new blogs appearing each day. It is expanding so rapidly because the Internet is so accessible and creating a blog site can be done for free or for a nominal fee.

These blogs are at the center of a public debate currently ongoing about the role employers have in monitoring the blogs of employees.

There have been more than 20 documented cases of bloggers losing their jobs because of the information they revealed on their blog website. Whether it was a Delta flight attendant posting revealing photos of herself on her site in her uniform, or an employee at Google being fired for posting information about his company, employers are striking back at employees who reveal too much company information.

The law offers no special protection to bloggers. The vast majority of states are "at-will" employment states, meaning the employee can quit or be fired for any reason at any time (except in cases of proven discrimination).

Will some states offer protection for employees for their off-duty activities? This can be a complicated issue when it comes to blogging, since many are done out of the office but the employee can still have access to and post information confidential to their workplace. In some instances, government employee free speech is protected as a matter "of public concern," creating another legal issue which counties, as employers, will doubtless face in the near future.

In response to the growth of these blogs and the possibility that they contain privileged or confidential workplace information, many companies have turned to establishing blogging poli-

cies for their workplace. These companies are addressing blogs in the same way as they would emails and Internet access at work.

According to an electronic monitoring and surveillance survey of employers conducted by the American Management Association and The ePolicy Institute, 84% of employers have policies governing the use of e-mail, 81% have policies on Internet access and 20% have policies on personal blogs during company time.

Since most blogs are anonymous, it is difficult to track the author, especially if he or she is posting from a home computer. But establishing workplace policies regarding the blogs and their content can save your county embarrassing situations. A policy can include stipulations such as: prohibition against personal or sexual harassment, or other language that can lead to a hostile workplace; protection of confidentiality; no mention of the employer name or images of the employer or property; prohibition of blog use in illegal activity. Again, while employers generally cannot influence or require employees to conduct themselves in a certain matter outside of the workplace, they are trying to address this issue before it leads to ugly legal battles. Counties would be wise to follow suit.

NACo Prescription Drug Plan Available To Members

NACo's Board of Directors unanimously approved an expansion of the association's prescription drug discount card program, which seeks to help consumers cope with the high price of prescription drugs. The move by the board will allow all member counties of NACo to participate.

The program, which had been operating as a pilot program for eight months, has saved residents in 17 counties more than \$658,000 on prescription drugs with an overall average savings rate of 19%. More than 48,000 prescriptions have been filled through the pilot program. "Millions of Americans are currently uninsured or underinsured," said NACo President and Lake County, Ill. Board Member Angelo D. Kyle. "We hope that this card - which costs nothing for the resident and for the county to participate - can help people fight the rising costs of prescription drugs."

The cards may be used by all county residents, regardless of age, income or existing health coverage. The program is designed to help residents who have no prescription drug insurance coverage or have certain needed medications that are not covered. A national network of more than 54,000 retail pharmacies will honor the NACo prescription discount card.

Counties with populations from 7,000 to more than 754,000 have seen successful savings activity with the NACo card. *For more information, contact Andrew Goldschmidt, membership marketing director, 202/942-4221 or agoldsch@naco.org.*

Open Meetings Handbook

Copies of the 11th edition of the Iowa Open Meetings/Open Records handbook are now available. The pocket-size handbook is a great resource. It includes the text of the law, a question-and-answer segment with extensive citations to Iowa court cases, and rules of thumb for complying with the law.

You can get a handbook from the Iowa Freedom of Information Council for \$2 apiece. They can be ordered by calling (515) 271-2295 or writing the Iowa Freedom of Information Council, School of Journalism and Mass Communication, Drake University, Des Moines, IA 50311, or emailing the request to kathleen.richardson@drake.edu.

Iowa Grants Symposium

The Iowa Grants Symposium has been developed with the goal of making private funding sources more comprehensible and accessible to Iowa's state and local government entities. The symposium will take place August 18 at the Iowa State Historical Building in Des Moines and explore non-governmental funding sources for government affiliated entities. Topics discussed will include: Community Foundations-Endowing Iowa; Community Foundations and Grantmaking; Locating Private Funding Resources; 501(c)(3) Status for Government Affiliated Entities; and Proactive Approach to Seeking Grants.

The symposium is sponsored by the Grants Enterprise Management System Office (GEM\$), Iowa Department of Management and the Certified Public Managers Program, Drake University. In cooperation with ISAC, Iowa Association of Regional Councils, Iowa Council of Foundations and Iowa League of Cities.

There is a \$25 registration fee which includes morning refreshments, lunch and an afternoon break. The registration deadline is August 5, 2005. Please refer to the GEM\$ website, www.iagems.gov, for additional information and to register.

Downtown Summit

The Iowa Downtown Resource Center will hold the 19th Annual Downtown Summit in Clinton, Iowa on August 23 and 24, 2005. All Iowa communities are invited to attend. The Summit offers interesting and informative presentations by nationally-recognized experts and local practitioners about rural and urban communities' efforts in revitalizing their city centers. Registrations are \$125 per person. The fee includes luncheon and reception on August 23 and breakfast on August 24. For further information visit www.mainstreetiowa.org.

DNR To Host Meetings On Water Quality

The Iowa Department of Natural Resources (DNR) will host several public meetings to address water quality in the Maquoketa, Volga and Iowa rivers. Monitoring results have shown elevated levels of bacteria in these waterbodies. A Water Quality Improvement Plan or TMDL (Total Maximum Daily Load) will be developed for each of these rivers. These plans are designed to determine the amount of pollutant(s) a waterbody can have before violating a state water quality standard or limit. The Maquoketa, Volga and Iowa rivers have been found to exceed the limit allowed for total fecal coliform bacteria. The Water Quality Improvement Plan process uses water quality and biological data collected by DNR, cities and other agencies. It also involves the input of stakeholders and the public, and offers guidance for ways to improve water quality in the watershed.

The dates and locations are listed below for each river:

Volga River:

- July 6, 7:00 p.m., Clayton County Conservation Center, 6 miles south of Elkader on Hwy. 13
- July 7, 7:00 p.m., Wildwood Nature Center, 4 miles north of Fayette on Hwy. 150

Maquoketa River:

- July 7, 10:00 a.m., Pizza Ranch, Manchester
- July 14, 7:00 p.m., Monticello Community Building (above city hall), 200 East 1st Street, Monticello
- July 13, 7:00 p.m., Hurstville Interpretative Center, 18670 63rd St., Maquoketa - located one mile north of Maquoketa on US Hwy 61

Iowa River:

- September 14, 9:00 a.m., Iowa City Water Supply, 2551 N. Dubuque St., Iowa City
- September 14, 7:00 p.m., Iowa County Fairgrounds, Zentmire Hall, Marengo

The DNR welcomes public participation and encourages stakeholders and members of ISAC to attend one of the meetings. *For further information regarding the public meetings or the water quality improvement plans (TMDLs), please contact Marian Maas, IDNR, 515-281-8143 or Marian.Maas@dnr.state.ia.us.*

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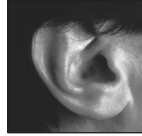
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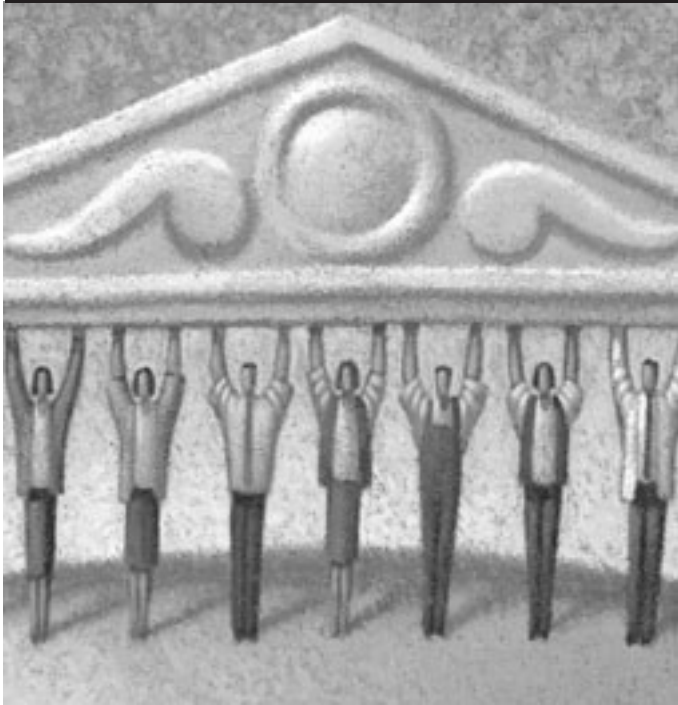
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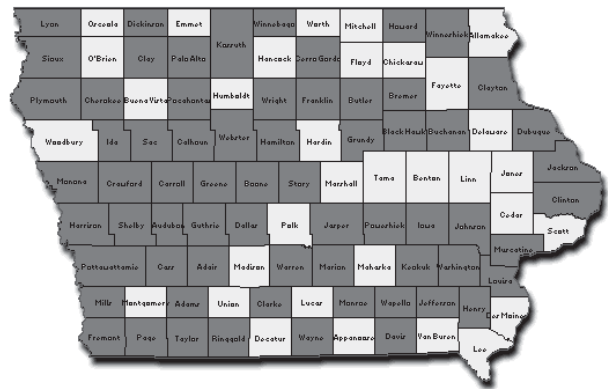
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Its principals (clockwise from lower center: Clarence Hoffman, Fred Dolezal, Russ Sporer, Ken Bilbrey) work with local insurance agents across the state to introduce and represent these programs to Iowa Counties. Currently, sixty-three counties are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

The IMWCA was formed in 1981 to offer workers compensation and employers liability coverage to Iowa public entities. Current membership stands at 474 members (64 counties). ICAP’s inception was 1986. ICAP provides property and casualty coverages to 500 members (63 counties).

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- *Represent the only program that has not increased casualty rates since 1986
- *Offer only programs endorsed by the Iowa State Association of Counties (ISAC)

Both programs offer their coverages to Iowa counties, cities and 28E organizations. Both are specifically designed for Iowa public entities.



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

JULY

- 12 CCMS Administrators Meeting
(Hilton Garden Inn, Des Moines/Urbandale)
- 13 ISAC Board of Directors (ISAC Office)
- 13 Engineers Golf Day (Cold Water Links, Ames)
- 14 Engineers Mid-Year Conference
(Gateway Hotel, Ames)
- 15-19 NACo Annual Conference (Hawaii)
- 20 CRIS Board (ISAC Office)
- 21 IEHA Executive Board (ISAC Office)
- 21 Sheriffs Executive Board (ISAC Office)
- 27-29 Auditors Summer Conference (Fort Dodge)

AUGUST

- 4-5 Supervisors Executive Board (Atlantic area)
- 10-12 CCMS Annual Conference
(Holiday Inn Airport, Des Moines)
- 11-13 Recorders Annual Conference
(Grand Harbor Resort, Dubuque)

SEPTEMBER

- 9 ISAC Steering Committees
(Holiday Inn Downtown, Des Moines)
- 21-23 CCMS Fundamentals
(Hilton Garden Inn, Des Moines/Urbandale)
- 22-23 ISAC Board of Directors (ISAC Office)

OCTOBER

- 6 ISAC Steering Committees
(Holiday Inn Airport, Des Moines)
- 8-12 Assessors Annual Conference
(Marriott, West Des Moines)
- 11 CCMS Administrators
(Hilton Garden Inn, Des Moines/Urbandale)
- 12 General Assistance Retreat
(Holiday Inn & Conference Center, Coralville)
- 13-14 CCMS Strengths
(Baymont Conference Center, Des Moines)
- 19 CCMS Support Staff Training
(Hilton Garden Inn, Des Moines/Urbandale)
- 27-28 ISAC Board of Directors (ISAC Office)

NOVEMBER

- 3 CCMS Advanced Case Manager
(Hilton Garden Inn, Des Moines/Urbandale)
- 13 ISAC Board of Directors Meeting
- 13-15 ISAC Fall School of Instruction
(Marriott & Renaissance Savery, Des Moines)
- 16 SEAT Session II
(Renaissance Savery, Des Moines)
- 30-Dec. 2 CCMS Fundamentals
(Hilton Garden Inn, Des Moines/Urbandale)

DECEMBER

- 1 District II Winter Meeting
(Elks Lodge, Charles City)
- 6-7 Engineers Annual Conference
(Scheman Center, Ames)
- 7 District IV Winter Meeting (location TBA)
- 16 ISAC Board of Directors (ISAC Office)

FUTURE ISAC SCHOOLS

- Downtown Marriott/Renaissance Savery, Des Moines
- November 13-15, 2005
- March 19-21, 2006
- November 29-Dec. 1, 2006
- March 18-20, 2007
- November 28-30, 2007

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

THANK YOU SUPERVISORS

ISAC would like to thank county supervisors for hosting the 1st Annual ISAC Scholarship Golf Fundraiser on June 15 at the Jester Park Golf Course in Granger. A full story with photos and the total amount raised for the scholarship program will be in the August issue of *The Iowa County*.



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