

The Iowa County

**Where Are
Past ISAC
Scholarship
Winners
Now?**



May 2005



Experience.



Your representatives on the
IPAIT Board:

- Floyd Magnusson
Supervisor Webster County
- Robert Hagey
Treasurer Sioux County
- Dianne Kiefer
Treasurer Wapello County

Providing liquidity
management through money
market and short-duration
fixed income vehicles:

- Diversified Fund
- Direct Government
Obligations (DGO)
- Fixed Term Investments

Successfully managing public funds since 1987, we have made it our business to understand the investment needs of public agencies in order to effectively provide the products and services that are needed. We offer you peace of mind through:

Safety of principal
Liquidity of assets
Competitive rates of return

Iowa Public Agency Investment Trust
Contact Ron Shortenhaus, 1-800-872-4024, www.ipait.org



ISAC Sponsored. Investors Management Group, Investment Advisor

The Iowa County

May 2005 * Volume 34, Number 5

ISAC's Scholarship Program	4-6
Capitol Comments <i>John Easter</i>	7
Legal Briefs <i>David Vestal</i>	8
Health Check <i>Sandy Longfellow</i>	9
Technology Center <i>Tammy Norman</i>	9
Case Management <i>Deborah Westvold</i>	10
ISAC Brief	11
Counties in the Spotlight	12
Associate Member Highlights	13
NACo News	14
Miscellaneous	15-16
Classified Ads	16
Calendar of Events	23

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



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.

ISAC OFFICERS

PRESIDENT

Angela Connolly - Polk County Supervisor

1ST VICE PRESIDENT

Denise Dolan - Dubuque County Auditor

2ND VICE PRESIDENT

Kim Painter - Johnson County Recorder

3RD VICE PRESIDENT

Mike King - Union County Supervisor

ISAC DIRECTORS

Dale Hyman - Polk County Deputy Assessor

Mary Williams - Benton County Community Services

Steve Lekwa - Story County Conservation Director

Deanna Bachman - Marshall Co. Emerg. Mgmt.

Robert Haylock - Hardin/Butler County Engineer

Mark Linda - Black Hawk Co. Environ. Health

Wayne Chizek - Marshall Co. Information Technology

Kathy Nicholls - Wright County Public Health Nurse

Gary Anderson - Appanoose County Sheriff

Lannie Miller - Palo Alto County Supervisor

Lee Duin - Assistant Director, Polk County Treasurer

Timothy Huey - Scott County Zoning

J. Patrick White - Johnson County Attorney (Past Pres.)

Grant Veeder - Black Hawk County Auditor (NACo rep.)

Jane Halliburton - Story County Supervisor (NACo rep.)

ISAC STAFF

William R. Peterson - Executive Director

Lauren Adams - Financial Administrative Assistant

Karmen Anderson - Receptionist

John Easter - Director of Intergovernmental Affairs

Deb Eckerman - Case Management Specialist

Linda Hinton - Assistant Legal Counsel

Linda Kemp Gethmann - Case Management Specialist

Sandy Longfellow - Administrative Assistant

Jerri Noboa - Meetings Administrator

Tammy Norman - Technology Services Coordinator

Denise Obrecht - Marketing/Communications Coordinator

Jackie Olson Leech - Case Management Specialist

Jay Syverson - Fiscal Analyst

David Vestal - General Counsel

Dan Vonnahme - Case Management Specialist

Deborah Westvold - Case Management Director

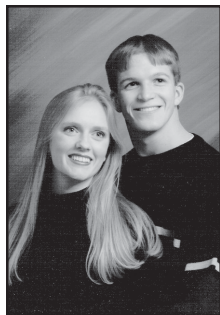
ISAC members are elected and appointed county officials from all 99 counties. *The Iowa County* (ISSN 0892-3795, USPS 0002-150) is published monthly by the Iowa State Association of Counties 501 SW 7th St., Ste. Q, Des Moines, IA 50309-4540. Periodicals postage paid at Des Moines, IA 50318. POSTMASTER: Send address changes to *The Iowa County*, 501 SW 7th St., Ste. Q, Des Moines, IA 50309-4540. Subscriptions: \$20 per year.

A Look Into the Lives of Past ISAC Scholarship Winners

Have you ever wondered where some of the ISAC scholarship winners ended up after high school? Did they keep their high grades, become involved in numerous college activities and go on to do great things? The ISAC staff decided to contact a few past ISAC scholarship winners and get a glimpse into their lives.

Nathan Martin **Scholarship Winner 1997**

Submitted by father Paul Martin, Cerro Gordo County Attorney



Nathan Martin graduated from Northwestern College in Orange City, Iowa in 2001 with a major in sociology. He graduated with the highest honors. After wrestling four years at the college level, he qualified to wrestle at nationals and became an Academic All American.

Nathan and his wife, Brianna, currently attend Gordon-Conwell Seminary in North Hamilton, MA.

He will graduate in the spring of 2006 with a Masters of Divinity. They intend to serve as career missionaries in a third world country and share the gospel to an unreached group. With the help of the ISAC scholarship, Nathan has been able to keep his college financial debt to a minimum. This will enable him to explore more opportunities around the world without the concern of college debt.

Brooke (Sproul) Herman **Scholarship Winner 1998**

Submitted by father Tim Sproul, Harrison County Conservation

My daughter Brooke is doing well and has nearly completed her Masters of Physicians Assistant degree from Des Moines University. She will graduate in August 2005. Since receiving the ISAC scholarship in 1998, Brooke completed her undergraduate degree in biology from the University of Northern Iowa (UNI). She graduated magna cum laude in May 2002.

She married her high school sweetheart in June 2003 and now lives in West Des Moines, Iowa as she completes her education. Her husband Aaron graduated from Iowa State University in



May 2003 and now teaches special education for the Ankeny school system.

The ISAC scholarship was an important “piece of the puzzle” that lead to her undergraduate degree at UNI and ultimately to a career in medicine. I was at the recent ISAC conference where the 2005 scholarship winners were announced. They inspired me with their lists of accomplishments and service, much the same way I was inspired when Brooke and her fellow recipients received their awards back in 1998. They were and are all outstanding, gifted students, who have so much to offer to our great state. Thank you ISAC for sponsoring these wonderful scholarships and I hope your program continues to grow and reward students for many years to come.

Bonnie Jacobsen **Scholarship Winner 2000**

Daughter of Linda (Jacobsen) Fahn, Shelby County Recorder

I graduated from Drake University in four years with a degree in business administration. I triple majored in accounting/finance (joint degree), management and insurance. With an A/B average and all of the activities I was involved with, I received several scholarships and recognition awards throughout college, including the Lawrence Scholarship.

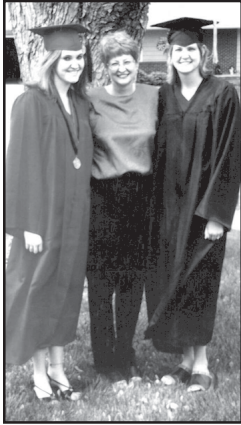
While attending Drake University, I was a member of Alpha Kappa Psi Business Fraternity and held several positions including president, VP of administration and VP of membership. I was also named the group’s undergraduate of the year my freshman year as well as graduate of the year my senior year. I am still active with the fraternity as an alumni and I serve on the Regional Board of Directors for Alpha Kappa Psi.

I also participated in Best Buddies, an organization that paired up with Ruby Van Meter (high school for the mentally challenged). With this organization I worked with one person for three years who was autistic. We played, watched sporting events, talked and hung out almost once a week. I served as treasurer of this organization for two years.

I also served on the dean’s advisory board for a semester as well as participated in many community service activities and Drake sponsored events. While at Drake I was a financial analyst intern for Smith Barney for 18 months and also worked at Drake as an Event Staff Supervisor.

Currently I am taking a break from school and the “business world” as I am planning my wedding (May 28, 2005). I

9 years + 59 ISAC Scholarship Winners = \$84,000



Bonnie Jacobsen (far right) on college graduation day.

will begin looking for a job shortly after I return from our honeymoon. My fiancé will be graduating this May with a degree in architecture and business. We plan to stay in the Midwest, close to our family and friends.

The scholarship that I received from ISAC helped a tremendous amount. Drake is a private school and is far from cheap. I have started to repay my school loans and am thankful it is not more. In short, I am very grateful for the scholarship ISAC gave me and I hope by reading this you feel as though it was a good decision.

Jessica Keierleber

ISAC Scholarship Winner 2001

Daughter of Brian Keierleber, Buchanan County Engineer

I am currently finishing up my fourth year of school at the University of Missouri-Kansas City School of Medicine. It is a program where I can become a doctor in six years after receiving both my BA and MD degree combined, instead of the traditional eight years. Currently, I am preparing for my medical boards exam in June and helping organize a regional pediatrics conference for students in April. I am planning on staying in the Midwest after residency and will most likely go into a primary care field (pediatrics, internal medicine or family practice).

For awards and recognition, I have promoted every year with distinction and my GPA is around a 3.8. For extracurricular activities, I attended a Doula training program in August of last year. I also attended the pediatrics conference in San Francisco last October and the American Medical Woman's Association Conference in Washington D.C. in January. I am currently the secretary of our Pediatric Interest Group, fundraising chair of our student group of American Medical Women's Association, and service chair of our Med/Peds Interest Group. I have also been volunteering at our schools free health clinic on Sundays. Some other activities I have been involved in the past were mentoring delinquent girls, Beta Sigma Phi sorority, Alpha Phi Omega Service Fraternity and Dramatic Aids Education Program.



ISAC Scholarship Criteria

Applicants have to be the child (high school senior) of a county official or county employee. The scholarships are based on scholastic achievement, financial need, participation in extracurricular and community activities, and overall character. The ISAC staff and a select number of county officials judge the scholarships. In most cases, a scholarship is awarded to a student in each of ISAC's six districts.

The ISAC scholarship helped me out a lot with my education. The school is pretty expensive, because it is out of state and a medical school. So the money made it easier to pay for school expenses when loans were hard to find the first two years. The ISAC scholarship experience was also beneficial. I really appreciated the interview process, because it is always nice to have had the experience to prepare for other interviews.

Stacy Bowers

Scholarship Winner 2001

Submitted by mother Paula White, Union County Recorder

Stacy will graduate on May 7 from the University of Northern Iowa with a double major in economics - business analysis emphasis and psychology - psychology and law emphasis. She is currently applying for jobs and is planning on working towards her master's degree part-time. The money has helped defer the increasing costs of college and has been a great benefit. Stacy has also worked during all four years in college. She has worked as a research assistant for three years, completing independent research and attending national conferences. She is in several honor societies including Psi Chi, Omicron Delta Kappa, Omicron Delta Epsilon, and a University Honor's Program Member. She plans to stay in the Midwest region after graduation and pursue a career in the area of forensic economics. Thank you to ISAC for the scholarship program.



Scholarship Fundraiser

ISAC appreciates the support that county officials give to the scholarship program with their monetary donations. This year the county supervisors will be hosting a scholarship golf fundraiser June 15 at the Jester Park Golf Course in Granger, Iowa. See ISAC's website (www.iowacounties.org) for more details. Help us fund the ISAC Scholarship Program!

Adam Thoms Scholarship Winner 2002

Son of the late Kathy Thoms, Bremer County Director of Finance and Veteran Affairs Director

I am a junior in horticulture at Iowa State University. I am in the turf grass option in that program which entails managing athletic fields, golf courses, home lawns and parks. Classes are going well

and I should graduate next May. I have enjoyed my time here. The ISAC scholarship was really great for my education; it took some of the pressure off of me from worrying about financial responsibilities by receiving the money so I could spend more time on my school work. Since being at ISU I have been an officer in two clubs, and I am a member of Alpha Lambda Delta, Phi Eta Sigma and the National Society of Collegiate Scholars (all honor societies). This past January I also was one of four team members representing Iowa State at the National Sports Turf Conference Challenge where we ended up second in the nation. Currently, I am employed for Iowa State University managing the turf on their various athletic fields. In the future I would like to manage a sports complex or city parks system.

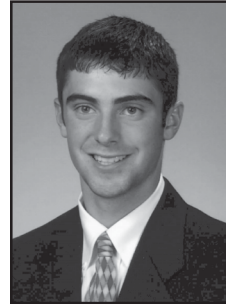


Adam Thoms, far right, with the Iowa State team at the National Sports Turf Conference Challenge.

Nolan Raney Scholarship Winner 2002

Son of Bill Raney, Greene County Supervisor

Nolan Raney was selected as an ISAC scholarship recipient in spring of 2002. Nolan is currently attending Iowa State



University, majoring in civil engineering. He has been involved in several activities on campus in the College of Engineering, including the American Society of Civil Engineers and the Iowa State Concrete Canoe Team. Nolan has also been involved in the Greek community, serving on Greek Week and homecoming committees. The highlight of Nolan's college experience was a study-abroad program to Wales where he studied at the University of Wales in Swansea during his spring semester of 2004.

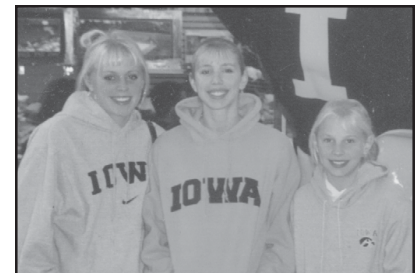
He currently has an internship with the Iowa DNR in the engineering services division and will be continuing it through the summer. Winning the ISAC Scholarship was a tremendous honor for Nolan and a big help in the funding of his college education. Future plans include completing his Bachelor of Science in civil engineering in December 2006.

Ingrid Frisk Scholarship Winner 2003

Daughter of Judson Frisk, Harrison County Attorney

Ingrid is in her second year of college at the University of Iowa. She is majoring in communications and hopes to get a job in public relations. This year she has a part-time job working at a fitness center. She also participates in intramurals and competes in road races in and around Iowa City.

She is a STAR (Student To Assist in Recruitment) member. This involves meeting with students interested in majoring in communications at the University of Iowa. She also was recently selected to be a Hawkeye Host. She will serve as a host to student athletes and their parents interested in the University of Iowa football program.



Ingrid (left) with her two sisters at Iowa City.

While at the University of Iowa, she has been involved in several other activities: representative for Hillcrest Hall in the Associated Residence Halls, participant in Dance Marathon and helped raise over \$500 for pediatric cancer care for Children's Hospital of Iowa at the University of Iowa Hospitals and Clinics, volunteer for the New Voters Project, a CREW volunteer, and elected to the National Dean's List.

Governance

Since the beginning of this legislative session, the topic of “governance” has dominated the halls of the Capitol. According to Governor Vilsack in his condition-of-the-state speech, “Everyone knows that the current structure does not reward efficiency. I have in my hand a book entitled *“Survey of Administration in Iowa”* from the Brookings Institute. It was published in 1933. And it contained many of the same observations. What was true in 1933 apparently is still true today in 2005. This system needs to be transformed. Let us complete the work that began in 1933. Let us put in motion a process that allows us to restructure government. A government at every level and at all levels that is more autonomous, but also more efficient. A government that provides better service at less cost. We have waited far too long. The time to act is now and you are the folks that can get the job done.”

Mission and Deadline: Accordingly, Governor Vilsack assembled a workgroup of 12 legislators to tackle the issues of local governance. The mission is to craft consensus legislation that creates an opportunity for citizens to form cooperative governance which provides efficient, accountable and accessible public services in the context of a modern equitable system.

The workgroup was divided into three subcommittees to deal with local governance, property tax and education. These three subcommittees held ambitious schedules of meetings to formulate policy recommendations to the full group by March 21.

Local Governance Recommendation: As of this writing, the local governance subcommittee is still putting the finishing touches on its recommended legislation. The proposal creates a process to bring local governments together to identify community-wide economic development goals and local governance structures designed around those goals.

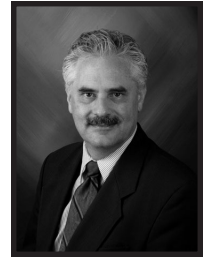
In the first year, the legislature will recreate the Local Government Innovations Commission. It will be an 11-member body representing stakeholder groups, including ISAC. The Department of Management will provide staff assistance and support.

The Commission will detail results, strategies and desired outcomes for “community-wide areas.” The Commission will review requests for funding local government plans based on five criteria: 1) property tax savings; 2) creation of higher wage jobs; 3) elimination of government duplication; 4) efficiencies gained as a result of the plan or project; and 5) creation of a state-local partnership in one or more areas of service delivery. The Councils of Governments (COGs) are directed to assess the costs of current service delivery of the local governments in their “community-wide area.”

Community college presidents will convene a meeting of local officials within their college area. Their charge is to facilitate the design of a governance strategy around a common economic goal in the “community-wide area.” Invitees to these meetings must include local government officials within the “merged area,” as well as various state officials and community and business groups.

By: **John Easter**

ISAC Director of
Intergovernmental Affairs



A new community-wide governing and revenue model will be designed around the economic development strategy. Local governments may jump to other areas if they share more in common. The COGs will provide some benchmarks by assessing current governance cost and structure within the community college area. The COGs and community college officials are directed to facilitate the development of local governance and revenue models which relate to the common economic development goal designed for the community-wide area.

In year three, the governance and revenue models are finalized with the Innovations Commission. The legislature approves a funding source for the potential partnerships and begins to design grant programs based on the criteria outlined above. During the next two years, some regions may reject the model, so it must be redesigned and voter approved.

State grant funding is directed exclusively toward the community-wide partnerships approved by the voters and the Innovations Commission. Full funding of state programs (e.g. property tax credits) is guaranteed. Freedom from unfunded mandates is being considered.

For a while, the plan included a property tax limitation to be imposed on those areas that did not approve a qualified plan. Since that was viewed by most subcommittee members as a mandate, the limitation was replaced with a freeze on state payments such as grants, RUTF allocations, mental health funds and property tax credit funds.

Outlook: This committee had an enormous task. Many good ideas were produced through their efforts. Identifying economic goals and encouraging shared services through dialogue of local officials is a good thing.

Service sharing among local governments, however, is not new. As demonstrated by a recent conference of city and county officials at ISAC’s Spring School, over 12,000 “28E agreements” to share a wide range of local services have been adopted and filed with the Secretary of State’s office since 1993. Experts speculate that many more agreements are recorded at the local level.

The state should build on this momentum by providing incentives for local officials to establish economic development plans and service sharing. Give county and city officials a challenge and they will rise to the occasion. A good example of that was the comprehensive property tax reform plan produced by local officials in response to a challenge by legislative leadership in 2004. That approach can be characterized as a “partnership.”

The surest way to disenfranchise local officials is to impose penalties through tax limitations or by withholding state funds. Those types of penalties shift the focus to a whole new debate and the fundamental goal is lost.

Regulating The Off-Duty Conduct Of County Employees

The character of county employees is subject to inspection at all times. County employees, whether in the performance of their jobs or in their off-duty behavior, are constantly under the ever-watchful eye of the public.

Given this, does the county have the right to regulate employees' behavior away from work? It is going to depend on the facts in the particular situation.

Let's take the toughest case first: assume that the conduct the county wants to regulate has a free speech element to it. For instance, what if a county employee wants to spend his off-duty time picketing the local abortion clinic, selling adult videos or writing a book about how corrupt county government is. Can he do that?

If the employee's activities are considered expressive conduct or speech, they are not entitled to absolute protection. A court would use the so-called *Pickering* test to balance the interests of the employee, as a citizen, in commenting upon matters of public concern and the interests of the county, as an employer, in promoting the efficiency of the public services it performs through its employees (*Pickering v. Board of Educ.*, 391 U.S. 563, 568, 20 L. Ed. 2d 811, 88 S. Ct. 1731 (1968)).

The U.S. Supreme Court addressed this issue in a December 2004 case called *City of San Diego v. Roe*. Roe was a San Diego police officer. His idea of healthy off-duty conduct was selling x-rated videos of himself on Ebay. The videos, which identified him as "in the field of law enforcement," showed him stripping off a police uniform and masturbating. He was fired and sued, claiming his First Amendment rights were violated.

Using the *Pickering* test, the US Supreme Court upheld the firing, saying that Roe's actions "brought the mission of the employer and the professionalism of its officers into serious disrepute." The lesson is, if what the employee does off-duty reflects poorly on the county office, it can be prohibited, even if there is a First Amendment element to it.

In an 8th Circuit federal case called *Tindel v. Caudell*, a Little Rock police officer showed up at a Halloween party in black face carrying a watermelon. It was off-duty conduct, but he was fired. He sued, and the 8th Circuit said that if his wearing of the outfit was protected by the First Amendment, that was outweighed by the anger the outfit stirred up among his fellow police officers.

The next question is, if there is no First Amendment element involved, can the county punish an employee for off-duty behavior, or tell an employee not to engage in off-duty behavior it dislikes?

Generally yes, if the behavior reflects poorly on the county. There are many Iowa cases where police officers and fire fighters have been terminated for stupid off-duty behavior, and the courts have upheld the firings.

By: David Vestal

ISAC General Counsel



In a 2003 case, *Kline v. City of Grinnell*, a police officer was fired for, among other things, "frequenting a local tavern and on occasion drinking to excess, if not to the point of intoxication."

The appellate court began by saying that grounds justifying discipline may include off-duty activities. "The fact that an activity when an officer is off-duty does not diminish its seriousness. In particular, off-duty intoxication may be the basis for suspension or discharge." The court said that drinking to excess while off duty "did not show good judgment and sound discretion. His activities were done in public, and thus breached the public trust in his abilities."

In *Seay v. Civil Service Commission*, the Iowa Supreme Court said that a firefighter could be fired for engaging in a bar fight with another firefighter.

In a 2001 case called *Dolan v. Civil Service Commission*, a Davenport firefighter engaged in a series of off-duty incidents, including threatening to rape a woman who delivered a pizza to his house. He was fired and appealed. The Iowa Supreme Court said that his actions demonstrated a lack of respect for authority, damaged the fire department's prestige and breached the public trust.

The point is that county employees do not have a constitutional right to their employment, and are, therefore, subject to reasonable off-duty restrictions so proper order can be maintained. But would these decisions involving public safety employees, like deputy sheriffs, also apply to other county employees? They probably would, especially as to at-will employees.

Since they are all charged with a public trust, the public has every right to expect these employees to conduct themselves with good character, sobriety, judgment and discretion. Unnecessary interference with off-duty activities of employees is a lose-lose proposition. You spend valuable resources imposing unenforceable rules, and you generate employee hostility. But a county can forbid any off-duty conduct that has a tendency to destroy public respect for the employees and diminish public confidence in the office.

Parting Ponderable: Pearls of wisdom from the Internet, courtesy of Don Orgel:

- When weeding, the best way to make sure you are removing a weed and not a valuable plant is to pull on it. If it comes out of the ground easily, it is a valuable plant.
- The easiest way to find something lost around the house is to buy a replacement.
- How is it one careless match can start a forest fire, but it takes a whole box to start a campfire?

Emotional IQ

People with good emotional health are aware of their thoughts, feelings and behaviors. They have learned healthy ways to cope with stress and difficulties that are part of life. They feel good about themselves and have healthy relationships.

Does this sound like you? Well, I guess we have some parts of it mastered better than others. Many things impact your emotional health such as being laid off, death in the family, a birth, money difficulties and more. "Good" changes can be as stressful as "bad" ones.

How do emotions affect health? This "mind/body connection" is very real. Dysfunctions can lead to ulcers, back pain, chest pain, diarrhea, high blood pressure, headaches and insomnia to name a few. It can also weaken your immune system so that you continually get colds and anything being passed around at the moment.

So, how do you care for your emotional health? Sometimes when stress brochures and bookmarks are passed out we glance at them and toss them. Here are a few more tips so please pay attention!

By: Sandy Longfellow

ISAC Administrative Assistant



- **Tell your doctor when you are feeling a great deal of emotional stress.** It does have an impact on your health and it is important to tell them.
- **Express your feelings in appropriate ways.** Let your loved ones know when something is bothering you. Sharing can be a very effective tool. If things continue to get worse don't hesitate to contact a counselor or religious advisor.
- **Calm your mind and body.** Sit in a tub and relax, stretch, breathe deeply, listen to calming music. In the long run, it is *essential*. We all *need* times of calm and relaxation.
- **Focus on the positive.** See the glass half full not half empty. I am sure that you have heard this before, but it makes a great deal of difference in our outlook on life. When nothing is ever good enough or we always want more, discontent thrives! Dwell on the good side of life.

Visit www.familydoctor.org for more health information.

technology center

Free E-Mail Accounts

Q: I have been told that I can set up a free e-mail account, is this true? How difficult is it?

Free e-mail accounts are readily available and are very simple to set up. There are no contracts to sign and no charge! As long as you have access to the Internet via work, libraries, Internet cafes and other places that offer the use of their Internet service, you can log onto your free e-mail accounts and stay in touch with friends, family or co-workers.

I would like to encourage county officials that may not currently have an e-mail address to take a moment and sign up thru one of these free accounts. You will then be able to pass along your address to ISAC and receive the ISAC bulletins and other information that is sent out regarding meetings, conferences and legislative issues that are important to you in your role with county government. To set up these accounts, you will need to begin by selecting the service you wish to use. Yahoo and Hotmail are both very good and serve end users well. I tend to think Yahoo is more user friendly than Hotmail but both are relatively simple.

To begin the process, you will need to go to the following web addresses: for Yahoo www.mail.yahoo.com and for MSN Hotmail www.hotmail.com. When you type in these addresses, you will be prompted to sign up for a new account or login if existing member. Just click on "Sign Up Now." A form will appear that requires you to submit your name and create an e-

By: Tammy Norman

ISAC Technical Services Coordinator



mail address/ID and password. It will ask you to choose from a security question and you will supply the answer. If you lose your ID and Password, you can always receive this information in the future as long as you remember the answer to your security question. The best thing to do is write down your ID and Password until you feel assured that you will remember it. You will also be required to verify your registration by typing the letters and/or numbers that appear in a box. Do not be alarmed if it looks a little strange, but you will be able to identify them if you just look closely. The final step in the process is to accept the "Terms of Service" and click on "I Agree." You will then be taken into your mailbox area.

Once in your mailbox, you will be able to store e-mails by creating folders. You can create address books and store the e-mail addresses of co-workers, friends or family. Remember your mailbox has a limited amount of space, 250 MB with Yahoo and 25 MB with Hotmail, so use discretion in saving items.

If you need help in setting up these accounts, please contact me, I will be happy to assist you thru the process. Forward any items that you would like addressed in this column to my attention at tnorman@iowacounties.org or by calling 515-244-7181. Until next month, keep clicking!

case management

CCMS Annual Conference

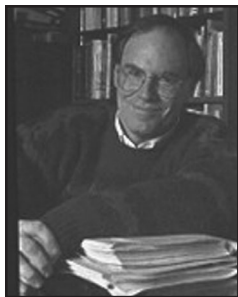
13TH Annual CCMS Conference: Targeted Case Management – Finding Your Voice

Mark your calendar for the CCMS conference August 10 - 12, 2005 at the Holiday Inn Airport, Des Moines. We have another great conference planned this year with three major key note speakers.

Susan Smiley, a documentary film maker whose mother has schizophrenia, will open the conference with a screening of the documentary film she made about her mother's mental illness and journey through the mental health system. This provocative film will be followed by a panel discussion of the issues raised in the film.



Thursday's keynote address focuses on supported employment and features Paul Wehman Ph.D., a professor at Virginia Commonwealth University (VCU) who pioneered the development of supported employment at VCU in the early 1980s. Dr. Wehman has been heavily involved in the use of supported employment with people who have severe disabilities, such as those with severe mental retardation, brain injury, spinal cord injury or autism. Dr. Wehman will follow his keynote address with two break out sessions focused on identifying issues and solutions for the development of supported employment opportunities in Iowa.



Nan Rutter, a consultant specializing in staff development for change and stress management, will provide the final keynote address on Thursday. She is an energetic speaker whose keynote address will draw from stories and stress strategies outlined in her book *"Breakaway Laughter: How to Lighten Up – Despite It All"* on how to assess events in healthy ways that will lead to positive actions and outcomes.



In addition, we are once again offering three post-conference workshops: Ethics, Mandatory Reporting, and an ISIS lab for new case managers. Registration material will be available soon on the ISAC website (www.iowacounties.org) under 'Case Management.'

By: **Deborah Westvold**

ISAC Case Management Director



State Strikes Deal with Feds on Medicaid

The state of Iowa and the Centers for Medicaid and Medicare Services (CMS) have tentatively reached an agreement to resolve issues related to Iowa's use of intergovernmental transfers (IGT's). The agreement is complex and far reaching. There are two elements of particular interest to counties. The plan calls for a Medicaid state plan amendment to allow the state to use what would otherwise be appropriated to the State Papers program to finance an enhanced payment to the University of Iowa Hospitals and Clinics and Broadlawns Medical Center for Medicaid patients. The agreement allows that this enhanced payment will be approved by CMS for one year only.

If the legislature passes the necessary legislation, the four Mental Health Institutes (MHI's) and the two resource centers would be considered a single State Medical Institution (SMI). This will allow Iowa to draw down federal Medicaid funds for inpatient and outpatient hospital services provided by the MHIs, something that has not been allowed since the inception of the Medicaid program. This may have an impact on county budgets, but the extent is yet to be known. Theoretically, Medicaid inpatient services should be funded by Magellan, but it seems clear that the legislators intend that the counties will continue to supply the match for state hospitals. The state agrees to develop a plan in consultation with the private ICFs/MR in the state to reduce the number of Iowans in such facilities and increase the number of Iowans served through Home and Community Based Waiver Services.

The state may apply for a waiver to expand Medicaid eligibility for limited benefits at the University of Iowa Hospitals, Broadlawns in Des Moines, or the MHIs to individuals age 19 through 64 who are at or below 200% of the federal poverty level. In theory, this will replace the state payment program. It seems clear that there are individuals who are now able to access medical care through state papers who will not meet the requirements of the expanded Medicaid eligibility.

Rep. Danny Carroll (R-Poweshiek) characterized the proposal in this way: "This is just concept papers, outlines, and ideas. There is a 300-page bill to come." (The latter statement was tongue-in-cheek, but it will be a complex bill.)

ISAC Spring School 2005

By: Jerri Noboa

ISAC Meetings Administrator



I want to use this month's article to answer some of your questions from the Spring School evaluation forms.

Q: Can ISAC do something about the parking problems?

A: During our Fall School of Instruction we will not be competing with any basketball tournaments and the new parking ramp at Mulberry & 7th Street (connected by skywalk) will be completed this summer.

Q: Can we make a package fee for parking?

A: I would love to and tried, but they will just raise your hotel bill to meet the cost. So instead of you having the option of parking across the street for \$6 a day, you would have the \$14 a day added to your room, which is the rate of valet parking.

Q: Can we stay on Wednesday - Friday schedule for our conferences?

A: I wish we could. The planning committee and I tried every conceivable way to get those dates, but there are times when it was impossible.

Q: Why was ISAC's Spring School during the High School Boy's Basketball Tournament, St. Patrick's Day festivities and major road construction?

A: Again, the planning committee and I looked at all possible dates and had no choice. This was the last St. Patrick's Day we have booked through 2007; the construction will be completed in 2007; we are unable to avoid either the boys basketball, girls basketball or wrestling tournaments at this time.

Q: Can we have ISAC conferences somewhere else? What about West Des Moines?

A: With 900 county officials and the need for so many affiliate breakout rooms, we are too big. There is not a facility in the state that can house us all under one roof at this time.

Q: Can we have larger hospitality rooms?

A: There are only so many rooms that the hotels allow for hospitality rooms and they are of various sizes. If you move a hospitality room to a meeting room, then the food and drinks have to be purchased through the hotel and that is rather costly.

Q: It is too hard to get lunch. Could ISAC provide us lunch?

A: We are working on this for our Fall School of Instruction November 13-15, 2005.

Summer District Workshops

The final stage of the ISAC policy cycle is the ISAC Legislative District Workshops held in June. The workshops consist of meetings with the county officials in each of the six ISAC districts throughout Iowa. At these meetings, the ISAC staff provides a presentation about the legislative year and its outcomes. Area legislators are invited. Finally, breakout sessions for affiliate groups are held and the ISAC staff makes special presentations to them about bills affecting their particular areas. Every county official that attends a workshop receives a copy of the ISAC Bill Summary Book. To register for one of ISAC's Legislative District Workshops visit ISAC's website at www.iowacounties.org and click on 'Upcoming Events.' The on-line registration fee is \$35, at the door registration is \$40.

Workshop Locations

District I – June 9

Holiday Inn Airport (6111 Fleur Drive), Des Moines

District II – June 8

Waldorf College (Campus Center, 106 S 6th St.), Forest City

District III – June 24

Buena Vista University (Siebens Forum, 610 W 4th St.), Storm Lake

District IV – June 23

Mid America Center (One Area Way), Council Bluffs

District V – June 10

Indian Hills Community College (Advance Tech Center Grandview & Elm), Ottumwa

District VI – June 17

Grand River Center (500 Bell Street), Dubuque

Legislative Workshops Agenda

9am - 9:30am	Registration
9:30am - 9:45am	District Meeting
9:45am - 10:45am	General Session
10:45am - 11:00am	Break
11:00am - 12:00pm	Roundtable with Legislators
12:00pm - 1:00pm	Lunch
1:00pm - 3:30pm	Affiliate Meetings

counties in the spotlight

Recorders Awarded Initiative Of The Year

The Iowa Land Records received recognition as the Internet Initiative of the Year by Software and Information Technology of Iowa (SITI). County Land Records Information System Project Manager Phil Dunshee and the ABC Virtual Development Team were present to receive the award on behalf of everyone involved with the project. Members of the Iowa County Recorders Association were recognized for their sponsorship of the project.

The Internet Initiative of the Year award is given to a company that has developed and employed a successful and well-targeted Internet initiative. ABC Virtual designed a statewide portal that will be deployed in 98 of 99 counties by June 2005 with more than 6 million historical documents loaded. They successfully executed an enterprise-level, robust and scalable portal utilizing open source software and developed a system that is the first of its kind in the US.

Economic Development Grants Awarded

Awards totaling \$38 million were announced for communities across Iowa. The Iowa Department of Economic Development (IDED) awarded the funds from two federal initiatives, the Community Development Block Grant (CDBG) program and HOME Investment Partnership Program to 114 Iowa communities. These federal grants are funded through the U.S. Department of Housing and Urban Development (HUD). The grants are awarded based on the need and potential impact for the project, benefit to low- and moderate-income persons, and commitment of local resources to the project.

Winners included: Tama County (\$202,000) to construct a building for the Tama County Central Point of Coordination office; Clinton County (\$300,000) for construction of an addition to the Skyline Center's sheltered workshop in Clinton that will create 40 new jobs for disabled persons; Des Moines County (\$600,000) for construction of facility to relocate the Community Health Centers of Southeastern Iowa, Inc.; Johnson County (\$700,000) for construction of a service center for use by Systems Unlimited Inc. which will provide services to individuals with disabilities; Carroll County (\$102,000) for construction of a sanitary sewer collection system and a community gravel filter sewer treatment system in the un-sewered community of maple river Junction; Carroll County (\$104,000) for construction of a sanitary sewer collection system and a community gravel filter sewer treatment system in the un-sewered community of Mount Carmel. Two counties received Housing Fund Awards - Greene County (\$100,000) and Hardin County (\$304,423).

County Government Week

Counties in Iowa celebrated National County Government Week April 10-16. The Polk County Board of Supervisors recognized Polk County employees and/or family members who have served or are serving in Iraq or Afghanistan at its April 12th board meeting. The Scott County Board of Supervisors passed a resolution to recognize National County Government Week and will continue to put an emphasis on educating young adults and children about county services. Each week the Scott County Board of Supervisors sends its board agenda to the high school government classes in the county. In the late summer, the county sends out children activity books and county brochures to all the elementary schools in the county.

National Public Health Week

Linn County Public Health invited all Linn County employees, family, friends and the public to celebrate National Public Health Week by taking time to be physically active and have fun. On April 9th the county held a 5K Fun Run & Walk. After the race, prizes were given and licensed massage therapists were on hand.

2005 Women of Influence

Linda Langston, Linn County Supervisor, and Sally Stutsman, Johnson County Supervisor, were named 2005 Women of Influence by *The Corridor Business Journal*, a weekly journal covering the Cedar Rapids/Iowa City/Coralville Corridor. Among the 10 women that received this honor, all of them are deeply involved in their communities and promote regionalism and cooperation in the Cedar Rapids/Iowa City/Coralville Corridor.

(Taken from The Corridor Business Journal, March 7-13)

2005-2006 County Directory For Sale

The 2005-2006 ISAC County Directory has been completed and is available for sale. Order forms can be found on ISAC's website (www.iowacounties.org) under 'County Information.' The directories are \$15 for county officials, \$25 for non-county officials.

associate member highlights

AIG VALIC Is Here To Help

Start planning for retirement. Start saving. Start now.



Do you dream of a retirement during which your time is your own? A retirement during which you can pursue the many interests that you may have had to set aside during your working years? If so, we have good news. As a county employee, you have access to a special deferred-compensation retirement plan — in addition to the IPERS plan — that can help you turn those dreams into reality.

It's a fact. Social Security and your IPERS benefit will likely provide only a portion of your income during retirement. That's why it may be so important to participate in your county deferred comp plan. Through your county plan, you can contribute to your account by automatic payroll deduction before income tax withholding is calculated. This reduces current taxes, which means you can save more with a lower out-of-pocket cost than in a taxable plan. Also, taxes are deferred on your earnings.

Help is here! If your county has selected AIG VALIC as an approved retirement plan provider, you have access to your own dedicated AIG VALIC financial advisor who will meet with you face-to-face to help you plan for the future by offering objective, expert financial planning and advice. Your AIG VALIC financial advisor will also offer you a choice from among a vast array of products and services, supported by a coordinated, comprehensive and objective education program that continues through all life's stages.

Face to Face personal service. AIG VALIC, a long-time supporter of County Executives of America, has a 50-year history of providing personal, face-to-face service to each and every client. It's only right to want to look into the eyes of the person you're trusting to help you realize your retirement dreams

For more information, call an AIG VALIC financial advisor at 515-267-1099 or 1-800-448-2542 ... today!

Cost Advisory Services, Inc.

Cost Advisory Services, Inc. (CASI) was incorporated in the state of Iowa in September 2004. The company's primary mission is to provide financial and management consulting services to state and local government clients in Iowa. Financial services provided include the annual development of cost allocation plans for government clients to enable them to recover indirect costs that are expended on federal and state grant programs, as well as costs that are incurred to support local enterprise funds.

CASI's president and founder, Randall Handley, has spent the past two decades working for national consulting firms that provided similar services to governmental clients. Past clients served by Handley in the State of Iowa have included nearly all of the 99 Iowa counties and the cities of Des Moines and Davenport. The Iowa Departments of Education, Public Health, Human Services, Revenue & Finance, and Workforce Development are also among the state clients that have been served by Handley.

Handley expects to be joined in the near future by another owner and full-time employee of the company. The two hands-on owners of the company will be the same individuals who will provide the detailed day-to-day services to clients. It is also expected that one or two additional part-time positions will be employed by the company to satisfy the administrative demands of the firm. And to ensure a complete compliment of services for its clients, CASI will from time-to-time utilize the services of private contractors who possess expertise in specialized financial and program areas.

CASI welcomes the opportunity to be of service to Iowa counties and looks forward to being active with the Iowa State Association of Counties.

Contact Information:
Randall Handley, President
Cost Advisory Services, Inc.
165 Glendale Dr.
Waukee, IA 50263
Phone: (515) 978-2055
Cell: (515) 778-2055
Email: rhandley@hickorytech.net

To view a complete list of current ISAC Associate Members visit ISAC's website (www.iowacounties.org) and click on 'Associate Members.' Please use these companies for your county's needs!

Polk County Receives National Innovation Award

NACo announced the winners of the 2005 Acts of Caring Awards and honored the Polk County Attorney's Office Conservatorship and Guardianship Program with the Legacy Award for Excellence and Innovation. Polk County was selected from the 18 Acts of Caring awards winners to receive the annual Legacy Award.

The Legacy Award for Excellence and Innovation is awarded to the program that most fully embodies the spirit of volunteerism by addressing a unique need. This program sets itself apart by providing unparalleled service in its community. The Legacy Award winner is chosen from the entire field of Acts of Caring applicants.

The Acts of Caring is part of Counties Serve America, a long-term project of NACo in partnership with Nationwide Retirement Solutions, a Nationwide Financial company. It is designed to raise public understanding and awareness about county government. The types of programs that can be included in Community Improvement are arts & culture, historic preservation, environmental programs, services to help animals, civic education, and recreation and parks.

All Acts of Caring honorees were recognized at a national ceremony held in Washington, D.C., during National County Government Week April 13, 2005. Polk County received a cash prize of \$1,500.

NACo Steering Committees

Do you want a voice in creating the national legislative policies of the National Association of Counties? Then consider filling out a NACo nomination form to be appointed to one of their 11 steering committees: Agriculture and Rural Affairs; Community and Economic Development; Environment, Energy and Land Use; Finance and Intergovernmental Affairs; Health; Human Service and Education; Justice and Public Safety; Labor and Employment; Public Lands; Telecommunications and Technology; and Transportation.

As a NACo steering committee member, you are responsible for debating and creating national policies and priorities affecting counties and serve as NACo's front line in their grassroots efforts. Communities meet at the NACo legislative and annual conference and possibly one other time during the year. You will be responsible for your own travel.

You can receive nomination information by visiting ISAC's website (www.iowacounties.org) under 'Hot Topics.' Forms (nomination and grassroots) are due back to the ISAC office by June 1, 2005 (fax to 515-244-6397).

NACo and NRS Celebrate 25 Years of Success

NACo and Nationwide Retirement Solutions (NRS) celebrate 25 years of success in delivering retirement programs to county employees. The NACo Deferred Compensation Program offers county employees a way to save and invest for their retirement today while deferring the payment of federal, and in many cases, state income taxes. The NACo 457 Deferred Compensation Program is the largest supplemental retirement income program available to county employees, according to industry observers.

The NACo deferred compensation program is the first program NACo endorsed in January 1980. The first program was administered by PEBSCO of Oklahoma City (later acquired by Nationwide Life and ultimately to become Nationwide Retirement Solutions).

NACo works with Nationwide on a daily basis to be sure its program remains competitive and is the best option for county employees. Some of the oversight features provided in conjunction with the NACo endorsement are:

- NACo offers the only retirement program that includes oversight by an advisory committee composed of participating county officials from around the country. This committee meets as a full group three times a year as well as through several sub-committee meetings conducted throughout the year.
 - The 42 state associations of counties that endorse the program also meet regularly with Nationwide and NACo to provide oversight and feedback.
 - Nationwide has ranked number one for the past 16 years in an annual Competitiveness Test to compare the fixed rates of Nationwide to their top competitors in the 457 industry. An independent consultant conducts this analysis.
 - An independent consultant also conducts an annual creditworthiness test that looks at rankings given by independent rating agencies. In the most recent test, Nationwide was found to be a strong, stable insurer.
 - NACo oversees Nationwide's annual fund review to verify that the fund options offered in the program meet the strict criteria established for the NACo Program.
 - NACo oversees the annual marketing surveys Nationwide conducts for the NACo Program to help determine areas for improvement in working with both employees and employers.
- To date, NACo, Nationwide and endorsing state associations of counties, have provided more than 670,000 county employees with a competitive, high quality 457 deferred compensation over 25 years. Today the program reaches nearly 400,000 county employees and receives endorsements from 42 state associations of counties. Currently, the program assets exceed \$6.5 billion.

Establishing A Qualified Foundation For County Endowment Funds

By: Konni Cawiezell, Iowa League of Cities

Community foundations provide a means for individuals, families, businesses and organizations to make tax deductible contributions to create permanent, named funds for the broad-based charitable benefit of their community with the goal of providing quality of life enhancements for all its citizens. Currently in Iowa, existing community foundations are providing millions of dollars in grants made possible by donors wanting to give back to the community in which they lived, worked and/or raised their families. Many of these foundations were founded by forward-thinking community leaders wanting to make a lasting difference in their community. In the United States over 700 community foundations have an estimated total of \$35 billion in assets. Investments like these strengthen communities by promoting philanthropic activity for numerous charitable causes.

Recent legislative action recognized that community foundations provide the means and the accountability to grow county endowment funds. In 2004, the Iowa legislature passed a bill making changes in how Iowa gaming proceeds would be distributed. Up to that time, all gaming proceeds set aside to benefit charitable programs and projects, went back to the counties that had gambling licenses. The 2004 legislation made it possible, for the first time, for nongaming counties to receive a portion of these gaming dollars. Beginning in 2005, one-half of 1% of the state's gaming revenues will be distributed to approximately 88 Iowa counties without a gaming entity. Distributions will be made to county funds established within a "Qualified Community Foundation" or an "Affiliate of a Qualified Community Foundation." It is anticipated that funding will total approximately \$5 million the first year with each nongaming county receiving \$50,000 - \$60,000 annually. To become qualified, a foundation must meet the national standards for U.S. community foundations, developed by the Council on Foundations (COF – a national organization). Those applicants that are "qualified" can then apply to receive the state funding.

Qualified community foundations must be a tax-exempt, independent, publicly-supported, philanthropic organization that operates for the long-term benefit of the defined geographic area. The county fund must be established as a component of a Qualified Community Foundation and must serve at least a county-wide geographical area. Several additional defining characteristics for Qualified Community Foundation to receive the gaming dollars include:

- An independent governing body representing the broad interest of the area served, with members serving limited terms and without compensation.
- Continues to interact with the community(ies) it serves, determining the area's needs and priorities.

- Seeks gifts and donations from a wide range of donors, in addition to any public programs that may be available, and provides services to assist those donors in fulfilling their philanthropic interests.
- Invests the funds it receives, and uses some of the proceeds to make grants to charitable agencies and activities that address broad-based "community" needs (foundations established to benefit single-purpose "fund drives" are too narrow in scope to be considered community foundations).
- Engages an independent audit on all its assets and expenses and reports regularly to the Internal Revenue Service (IRS) and other regulatory agencies regarding its activities and performance.

A non-qualified organization, wanting to establish the county fund to receive the gaming dollars, may do so by "affiliating" or establishing the county fund with a Qualified Community Foundation. To receive the gaming dollars, the county fund must have a governing group of at least five county citizens with leadership qualities to oversee the needs assessments and granting process for their county. The nonqualified organization would need to establish a legal relationship with the Qualified Community Foundation, specifying the rights and responsibilities of each party to the agreement. The Qualified Community Foundation typically provides a significant number of services to the affiliate organization. The Qualified Community Foundation invests the funds, and is the legal entity, but asks the community affiliate organization to do the needs assessments and be the "decision-maker" as to how the funds will be awarded within their geographic area.

Cities interested in working with other cities in their county to receive the gaming dollars, must be aware of the timeline for county groups to begin applying to be a Qualified Community Foundation or becoming an affiliate of a Qualified Community Foundation. Although money being distributed will be held until the time the county group is part of a Qualified Community Foundation, county and community leaders are encouraged to begin the process soon.

The Iowa Department of Economic Development (IDED) anticipates the following approximate timeline:

- February 1, 2005: Announcement of application availability
- May 1, 2005: Applications will be due
- July 1, 2005: Announcement of recipient list for 2005
- September/October 2005: First distribution of funds

Some information in this article was provided by Angie Dethlefs-Trettin, Endow Iowa Coordinator. For additional information on establishing a community foundation for the County Endowment Fund, contact Mike Miller, Iowa Department of Economic Development, at 515-242-4807 or mike.miller@iowalifechanging.com.

miscellaneous

Planning & Zoning Workshop

ISU Extension is holding a series of workshops for interested citizens and local officials involved in the land use planning and zoning process. The "Introduction to Planning and Zoning" workshops will provide participants with an overview of Iowa law, the roles and responsibilities of the planning commission, the board of adjustment and the elected council and board of supervisors, and technical information on how to make the land use decision-making process more effective. The programs will run from 6pm - 8:45pm, light supper will be provided. Registration fee is \$40 per individual, or \$200 per county to cover all supervisors, planning commissioners and board of adjustment members. Workshops are planned for the following dates/locations:

- May 18, Dubuque
- May 19, Calmar
- May 24, Cedar Rapids
- May 24, Creston
- May 26, Council Bluffs
- May 31, Oskaloosa
- June 2, Waterloo
- June 7, Spencer
- June 8, Sioux City
- June 14, Bettendorf
- June 15, Mt. Pleasant
- June 22, Mason City
- July 18, Ames

For registration information visit www.extension.iastate.edu/communities/pandz.html. For further questions contact Gary Taylor, ISU Department of Community & Regional Planning, at gtaylor@iastate.edu or 515-294-2973.

GIS Short Course Offered

The Department of Community and Regional Planning at Iowa State University, in partnership with the Iowa Geographic Information Council (IGIC), will offer one geographic information systems (GIS) short course this coming May and June.

Three sessions of this course will be offered: May 5-6, May 26-27 and June 9-10. This short course for beginners explores the basics of ArcGIS 9.0. The emphasis will be on symbolizing vector raster data; querying data and selecting features by location and attribute; joining and relating tables; using the geoprocessing wizard; screen digitizing; projecting data; elaborating maps for presentation; and getting data from the Internet and organizing your shapefile.

This course will take place at the GIS Graduate Laboratory, located in the College of Design building (room 526) on the west side of the Iowa State Campus. Individual course costs \$450, which includes course tutorial, class handouts, snacks and beverages. Special rate for IGIC members: \$400. Add \$10 to receive CEUs.

Visit ISAC's website (www.iowacounties.org) under 'Hot Topics' for registration information. For more information contact Tami Ryan, GIS Certificate Program Coordinator, at 515-294-9859 or tamiryan@iastate.edu. GIS Short Courses on advanced ArcGIS 9.0 and extensions will be offered again beginning in August.

classified ads

County Engineer Position

The Louisa County Board of Supervisors is actively seeking applicants for the position of county engineer. This position is responsible for the administration and supervision of construction and maintenance of the roads and bridges in the secondary road system. Registration as a Civil Engineer or the ability to become registered in the State of Iowa is required.

The department has 21 employees with a budget of \$3.4 million. The salary range is \$42,000 to \$74,000 depending on qualifications and hours. The Board will consider a shared position with other counties or consultants. Excellent benefits. E.O.E. Applications open through May 6, 2005. Send resume or direct questions to the Louisa County Auditor, 117 S. Main Street, Wapello, Iowa 52653. Phone: 319-523-3373.

County Engineer Position

Van Buren County, Iowa, is now seeking qualified applicants for the position of county engineer. Position requires registration as Professional Engineer in the State of Iowa. Salary is negotiable based on qualifications/experience. Anticipated hire date is June 1, 2005. Resumes may be sent to: Van Buren County Auditor's office, PO Box 475, Keosauqua, Iowa 52565. For additional information, call 319-293-3129.

Visit ISAC's website (www.iowacounties.org) and click on 'County Information' for a listing of county employment opportunities. There is no fee for the posting of county positions on ISAC's website and in *The Iowa County*.

Advertisers Index

Aerial Services, Inc.	21	MAXIMUS, Inc.	22
Aero-Metric, Inc.	21	McClure Engineering Co.	17
Anderson-Bogert Engineers & Surveyors, Inc.	17	ProMap Corporation	22
Barker Lemar Engineering	20	Public Sector Personnel Consultants	21
County Risk Management Services Inc.	19	Solutions, Inc.	20
Horizons, Inc.	21	Speer Financial, Inc.	21
IPAIT	2	The Sidwell Company	24
Jerico Services, Inc.	21	URS Corporation	17
Kirkham Michael	23	Yaggy Colby Associates	21
Kuehl & Payer, Ltd.	17	Ziegler CAT	18

Please support our advertisers. If you are interested in advertising in The Iowa County please contact Denise Obrecht at 515-244-7181 or dobrecht@iowacounties.org.



**CONSULTING ENGINEERS
LAND SURVEYORS
MANAGEMENT CONSULTANTS**

**WATER • WASTEWATER
TRANSPORTATION • BRIDGES
SWIMMING POOLS
DRAINAGE • LAND SURVEYING
EXECUTIVE SEARCHES
MANAGEMENT STUDIES**

1725 N. Lake Ave.
Storm Lake, Iowa 50588
Phone 712.732.7745

1609 Hwy. 18 E.
Algona, Iowa 50511
Phone 515.295.2980

423 West Main Street
Sac City, IA 50563
Phone 712.662.7859

Email Address: mrk@kpltd.com



markets we serve
**WATER ENVIRONMENT
TRANSPORTATION
MUNICIPAL
LAND DEVELOPMENT
AVIATION
DRAINAGE
SURVEY
GIS**

**FORT DODGE
PHONE: 515.576.7155
FAX: 515.576.4235
705 1ST AVE NORTH**

*Building Strong
Communities
Since 1956*

M E C results . c o m

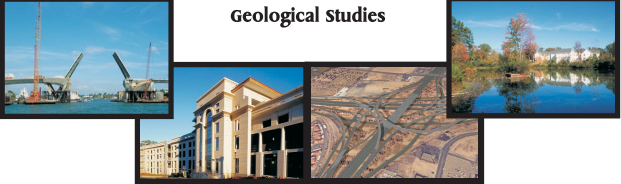


ANDERSON-BOGERT
 Engineers & Surveyors, Inc.
 4001 River Ridge Drive N.E.
 Cedar Rapids, Iowa 52402
 Phone: (319) 377-4629

County Engineering Services

- Roads, Highways & Culverts
- Bridge Inspection
- Bridge and Pavement Management
- GIS Implementation
- Surveying
- Transportation Grant Applications
- Construction Management
- Master Planning

- Civil Engineering
- Comprehensive Planning
- Transportation
- Zoning Ordinance Planning
- Subdivisions Regulations
- Agricultural Preservation Planning
- Brownfields / Redevelopment Planning
- Homeland Security / Emergency Management Planning
- Environmental Engineering
- Indoor Air Quality Consulting
- Asbestos / Industrial Hygiene Services
- Environmental & Pollution Control
- Solid & Hazardous Waste Management / Engineering
- Environmental Studies
- Geological Studies

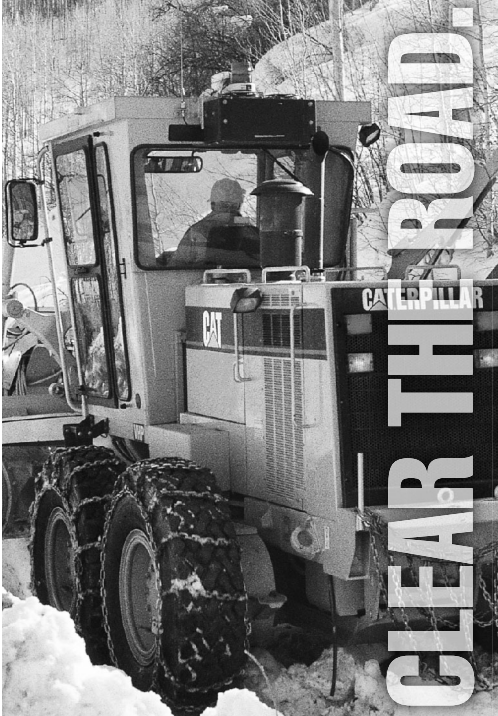


**Brian Wight, PE 515.284.5500
2670 106th Street, Suite 180, Urbandale, Iowa 50322**

URS

THE BEST TOOL FOR THE BEST JOB

LET IT SNOW.



WINTER IS NO MATCH FOR YOU... AND A CAT® MOTOR GRADER.

When it comes to snow removal, a Cat Motor Grader is the next best thing to pure sunshine... and a lot easier to predict. Featuring twelve models from which to choose – including three all-wheel-drive models – clearing the road just got easier.

With world-class visibility and available features such as two-foot blade extensions, snow wings, an autoshift transmission and extreme duty batteries, the H-Series machines from Caterpillar® are ready for Winter. Are you? You will be, once you talk to your Cat dealer about a Motor Grader.

So let it snow. You're ready...
and so is your Motor Grader
from Caterpillar.



ziegler.cat.com

10315 Hickman Rd.
Des Moines, IA 50322
515.270.2800
800.342.7002

3366 5th Ave. S.
Ft. Dodge, IA 50501
515.576.3161
800.342.1848

11490 265th St.
(Hwy. 18 West)
Mason City, IA 50401
641.423.7240
800.342.1849

308 North Lawler
Postville, IA 52162
563.864.7461
800.526.0889

5300 Harbor Drive
Sioux City, IA 51111
712.252.4401
800.342.1847

©2003 Caterpillar Inc.

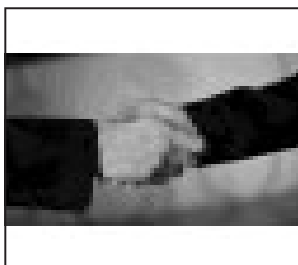
Spec equipment with ease at www.GovBidSpec.com



www.gmdsolutions.com

“Solutions”, Inc. - We're more than a business;
We're your partner and Certified IT Department.

Microsoft
CERTIFIED
Partner



Microsoft Certified
Professional
Systems Engineer



Quality Software, Services, and Products



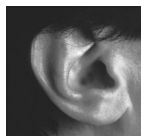
2311 W. 18th St.
Spencer, IA 51301
Phone: 712-262-4520
Fax: 712-262-3477

1.800.707.4248

www.barkerleamar.com

BARKERLEAMAR
ENGINEERING CONSULTANTS

LISTENING ▶ UNDERSTANDING ▶ SOLVING ▶ IMPLEMENTING



Environmental
Solid Waste
Civil Engineering
Drilling

Des Moines • Moline • St. Louis

Information
Technology

Geographic
Information
Systems (GIS)

Remember to register for the 1st Annual ISAC Scholarship Golf Fundraiser!
The golf outing will be held June 15 at Jester Park Golf Course in Granger, Iowa.
Visit ISAC's website (www.iowacounties.org) and
click on 'Upcoming Events' to register.



*Municipal
Building & Site Design
Transportation
Land Development*

**ENGINEERS • ARCHITECTS
SURVEYORS • PLANNERS
LANDSCAPE ARCHITECTS**

Mason City, IA Rochester, MN
Mpls/St. Paul, MN Delafield, WI

641-424-6344 yaggy.com



**YAGGY
COLBY
ASSOCIATES**



JERICO SERVICES, INC.

Dust Control Chemicals Base Stabilization
Salt Wetting Equipment Sand Pile Mixing Ice Control Chemicals

Liquidow® Calcium Chloride

Indianola, IA Weeping Water, NE
(800)397-3977 (800)422-4820

www.jericoservices.com

**PUBLIC
SECTOR**

**PERSONNEL
CONSULTANTS**

Staff In Various Major Cities

2643 Beaver Avenue, #351
Des Moines, IA 50310
(888) 522-7772

SPECIALISTS IN CLASSIFICATION AND COMPENSATION

VISIT OUR WEBSITE:

www.compensationconsulting.com

Aerial Services, Inc.

Mapping Your World® since 1967



319-277-0436 IA
877-274-4447 Toll Free

Geospatial Services Including:

- GIS Solutions
- Aerial Photography
- County-wide Digital Orthos
- 3D Laser Scanning Services
- GPS Surveys-Ground & Airborne
- Ground based LiDAR/3D Scanning Services
- DEM/DTM Topographic Mapping
- Analytical Aerotriangulation
- Precision Scanning
- Data Conversion
- LiDAR

www.AerialServicesInc.com
Cedar Falls, IA

**GIS • LIDAR • TOPOGRAPHIC MAPPING
AERIAL PHOTOGRAPHY • ORTHOPHOTOGRAPHY**



605.343.0280 sales@horizonsinc.com
OFFICES in MN & SD www.horizonsinc.com



AERIAL MAPPING PROFESSIONALS



AERO-METRIC

PHOTOGRAMMETRIC & GIS SERVICES

Aerial Photography - Precision Digital Camera - LiDAR
Airborne GPS and Inertial Measuring - Digital Orthophotography
Analytical Triangulation - Digital Terrain Modeling
Precision Scanning - Digital Mapping

AERO-METRIC, INCORPORATED

4020 TECHNOLOGY PKWY. - SHEBOYGAN, WI 53083
P.O. BOX 449 - SHEBOYGAN, WI 53082-0449
TEL: (920) 457-3631 FAX: (920) 457-0410
E-mail: ame@aerometric.com
www.aerometric.com



SPEER FINANCIAL, INC.

PUBLIC FINANCIAL CONSULTANTS SINCE 1954

Lowering Your Borrowing Cost With:

- Independent Financial Advice.
- A Team of Financial Specialists Responsive to Your Schedule.
- Expertise in Credit Techniques and Rating Agency Presentations.
- Innovative Approaches Tailored To Your Tough Financing Problems.
- Preparing Long-Term Financing Plans.
- Aggressive Marketing of Competitive Bond Sales To Generate Many Bids.
- Your Effective Advocates With Underwriters in Negotiated Placements.

**Please Call Vice President
Larry Burger in our Iowa Office**

Suite 608 • 531 Commercial St. • Waterloo, IA 50701
(319) 291-2077 • FAX (319) 291-8628

Suite 4100 • One North LaSalle St. • Chicago, IL 60602
(312) 346-3700 • FAX (312) 346-8833

ProMap...Iowa Counties' Leader in GIS!

In motorcycle races starts are crucial, especially through the first turn. In GIS, starts are just as critical. ProMap has over 13 years of experience to give you the best start and the commitment to ensure the best finish.



"...As we near completion of this project, I wanted to let you know how satisfied I am with the process. In today's world it seems that few things turn out like we originally expect. That is not the case with your company and this project. From the original contact, to our ongoing work, we have been very pleased with both the people and the final product. ...your staff was easy to deal with, and made changes that we requested, the first time. No follow-up reminders were needed. Thank you for your professional service, it is appreciated."

Dave Kubik
Deputy Assessor
Dubuque County, Iowa

Go with the leader!
Best Start! Best Finish!



1531 Airport Road, Suite 2, Ames, Iowa 50010
www.promap.com, webgishome.promap.com
Ph: 515-233-3311

ProMap's Winning Stats...

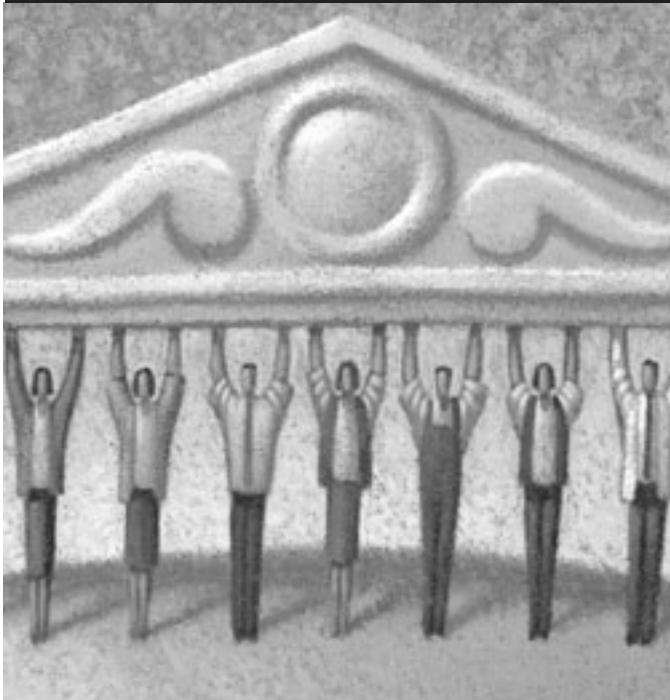
- Over 250 GIS Projects (with new and existing clients)
- Over 50 WebGIS clients (nationally recognized online data experience)
- Over 100 PMCGIS software clients (including AgLand Valuation Processing)

ProMap's Leadership Skills...

- Industry-Leading Ongoing Client Support (ProMap's support doesn't end with a signature on a contract)
- Company-Wide Commitment to Honesty and Integrity Toward Our Clients

Many Solutions. One MAXIMUS.

The Single Best Source for Local Government Solutions.



MAXIMUS is an industry leader. Our clients include every major city and county in the nation, every state, and the federal government. We offer a range of services to help our clients such as: identifying alternatives to tax increases; providing guidance and resources to comply with mandated regulations; reengineering service delivery to enhance effectiveness and efficiency; determining fair and competitive wages for their employees; searching for the right executives to manage their business; and protecting their investment in their fleets. Cities can benefit from our cost of service studies, GASB 34 implementation assistance, fixed asset valuation and systems, management reviews, compensation/classification studies, pay equity assistance, executing recruiting, and fleet management reviews and systems.

Founded in 1975, MAXIMUS has more than 5,500 employees located in more than 260 offices across the country to serve you. Visit www.maximus.com to find out more, or call Diane Blaschko, Vice President, at 651-739-8086 or E-mail her at dianeblochko@maximus.com.

MAXIMUS
HELPING GOVERNMENT SERVE THE PEOPLE®

calendar

MAY

- 3 Spring Wellness Meeting
(Carroll County Conservation Center, Carroll)
- 11 Statewide CPC Meeting
(Best Western, Ankeny)
- 11-13 Treasurers Statewide Meeting
(Sodexo Conference Center, Newton)
- 12 CCMS Advanced Case Manager
(Hilton Garden Inn, Des Moines/Urbandale)

JUNE

- 3 CCMS Board of Directors (ISAC Office)
- 7-8 CCMS Supervisors Training
(Baymont Conference Center, DM)
- 8 District II Workshop
(Waldorf College, Forest City)
- 9 District I Workshop (Holiday Inn Airport, DM)
- 10 District V Workshop
(Indian Hills Community College, Ottumwa)
- 14 CRIS Cost Report Training
(Marriott, Cedar Rapids)
- 15 ISAC Scholarship Golf Fundraiser
(Jester Park, Granger)
- 15-17 Information Technology Annual Conference
(Cedar Rapids)
- 16 CRIS Cost Report Training (Des Moines area)
- 17 District VI Workshop
(Grand River Center, Dubuque)
- 22-24 CCMS Fundamentals
(Baymont Conference Center, DM)
- 23 District IV Workshop
(Mid America Center, Council Bluffs)
- 24 District III Workshop
(Buena Vista University, Storm Lake)

JULY

- 12 CCMS Administrators Meeting
(Hilton Garden Inn, Des Moines/Urbandale)
- 13 ISAC Board of Directors (ISAC Office)
- 15-19 NACo Annual Conference (Hawaii)
- 27-29 Auditors Summer Conference (Fort Dodge)

AUGUST

- 4-5 Supervisors Executive Board (Atlantic area)
- 10-12 CCMS Annual Conference
(Holiday Inn Airport, DM)
- 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)

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.

EXCEPTIONAL SERVICE BY DESIGN



**KIRKHAM MICHAEL
Consulting Engineers**

iowa ■ nebraska ■ kansas ■ colorado ■ arizona
11021 Aurora Avenue, Urbandale, Iowa 50322, 515-270-0848
P. O. Box 486, Cedar Falls, Iowa 50613, 319-277-3851
www.kirkham.com

Quote of the Month:

For the most part, fear is
nothing but an illusion.
When you share it with
someone else, it tends to
disappear.

- Marilyn C. Barrick

#100342

ANY MAPPING COMPANY CAN USE THE LATEST GIS TECHNOLOGY. SIDWELL IS HELPING CREATE IT. PRESENTING PARCEL BUILDER.™



With more than 8 million parcels under our belts, Sidwell has turned our experience into a comprehensive toolkit for maintaining, editing and outputting map data. The result is Parcel Builder, designed for parcel mappers by parcel mappers. An extension of ESRI® ArcMap™ 9.0, Parcel Builder integrates with your databases, the Sidwell FARMS™ farmland assessment program, and CAMA/tax cycle data packages. It's one more way Sidwell is applying technology to serve you.

Try Parcel Builder FREE for 30 days. Call 630-549-1070 today.



format:
Oblique

year:
2004

season:
Summer

coverage:
Urban

state:
Iowa

county:
Polk

Aerial Photograph: