

The Iowa County

Iowa State Association of Counties

November 2009

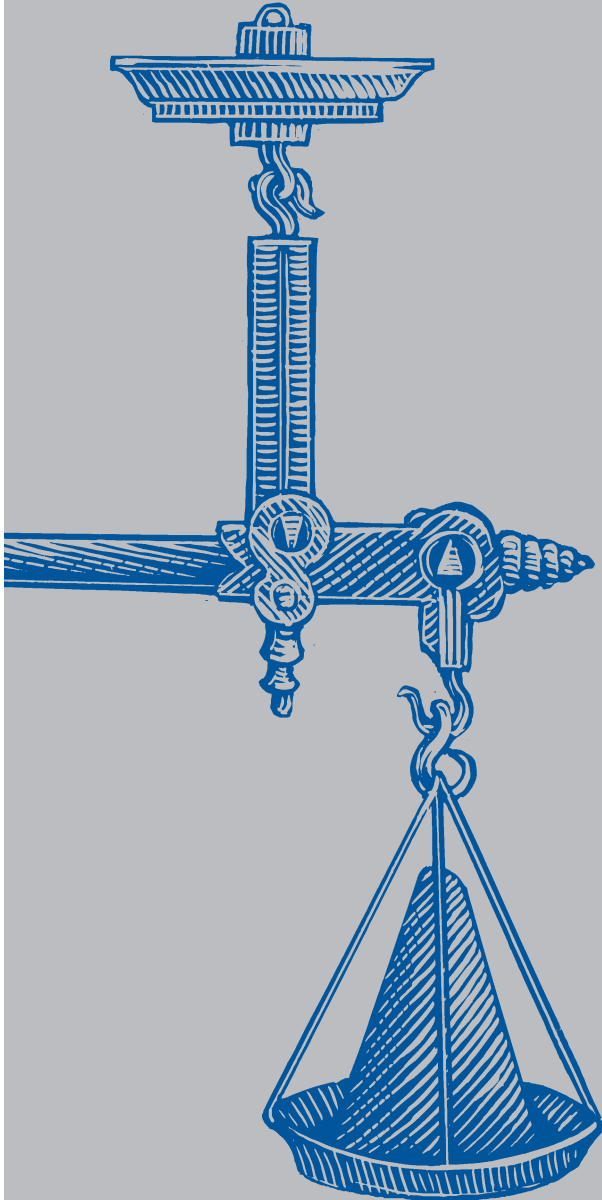
Supervisors on Agricultural and
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ISAC/League of Cities Explore
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Iowa County

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Feature	4-6
<i>Supervisors on Agricultural and Food Issues</i> <i>ISAC/League of Cities Explore Future Joint Building</i>	
Capitol Comments	7, 16
<i>Linda Hinton</i>	
Legal Briefs	8, 16
Technology Center	9-11
<i>Robin Harlow and Tammy Norman</i>	
Case Management	12
<i>Cindy Chappelle</i>	
ISAC Meetings	13
<i>Stacy Horner</i>	
Editor's Perspective	14
<i>Rachel E. Bicego</i>	
NACo News	15, 18
Miscellaneous	17-18
Associate Member Highlights	19
Calendar of events	22



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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.

Supervisors on Agricultural and Food Issues

By: *Mary K. Adams*

Leopold Center for Sustainable Agriculture

Iowa's county supervisors recently had an opportunity to weigh in on issues related to local food, the aftermath of the floods of 2008, and the changing face of agriculture in Iowa. Their responses highlight the heightened interest in economic development issues and the future of local food enterprises in rural Iowa.

The Leopold Center for Sustainable Agriculture at Iowa State University, with considerable assistance from the Iowa State Association of Counties, conducted an email survey of the Board of Supervisors of each county in early July. Responses were received from supervisors located in 46 of the state's 99 counties. Leopold Center director Jerry DeWitt commented, "These responses from the Supervisors will help the Leopold Center better position our work and programming at the county level to make a difference locally."

A question about the most important issues facing agricultural communities in your county elicited concerns about unfunded mandates and increasing budgetary demands, federal government regulations, and rural community vitality. Each of these was mentioned by more than 40% of the supervisors responding to the multiple-option question.

Supervisors who are formulating policies for their county's rural and agricultural sectors said they are looking for more information on economic impacts in several areas. More than 50% want data on the economic impacts of changes in state-mandated health or education policies and practices. Forty-seven percent could use data on the economic impacts of state regional energy production, and 42% are looking for information on water quality and quantity related to land use practices.

Local Food

Local food production, a key issue for the Leopold Center's Marketing and Food Systems Initiative, yielded some interesting observations from the supervisors taking part in the survey. Ninety-five percent agreed (either strongly, generally or somewhat) that local food production has the potential to benefit their county economically. In the next five years, nearly two-thirds expect to see an increase in local food availability for their county residents, while one-third foresaw no change in local food availability.

Asked about the biggest constraints to advancing local food production and marketing in their counties, supervisors saw

no one clear-cut restriction. Some of the most common answers given were: lack of interest (21%); lack of business development assistance (18%); lack of market access (15%); lack of farmers needed to produce food (14%); and lack of operating capital and lack of infrastructure (both cited by 13%).

Some other constraints cited by supervisors taking the survey were: financial viability due to intense labor demands; low to negative return on capital; land use, zoning, and farm programs which prohibit and/or discourage alternative agriculture; education needed for small-scale farming and further development of local marketing; lack of connection between those willing to produce

What information/data would be most helpful to you in formulating policies for your county's agriculture and rural sectors? (choose two)



Continues on next page.

and the access to available land and easy access to existing markets; need a place to process locally grown for winter consumption; need a place to sell locally grown items for people who cannot make the two-hour farmer's market held one day a week.

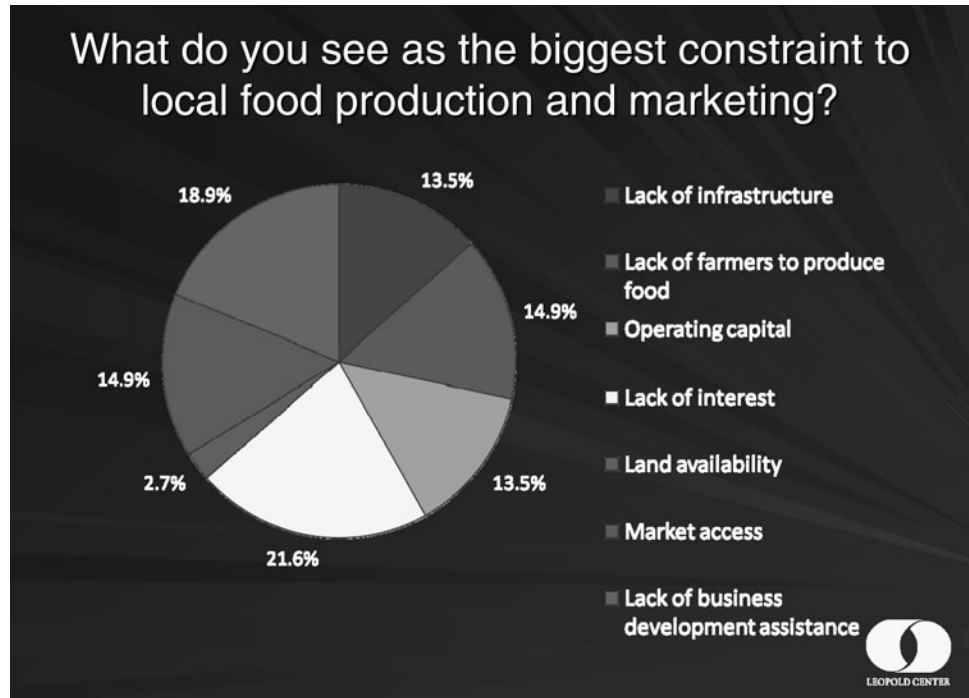
Capacity for local meat processing can be a problem in some counties where small-scale animal producers lack access to processing facilities. This may be something to consider for the more than 80% of supervisors who agreed that there was potential for increased meat processing to serve local and regional markets in their county.

Water Quality

Water is on the minds of the supervisors—whether it's too much or too little. Nearly two-thirds reported having either flooding or drought problems in their county. Among the ways they suggest to address the problems are changes in land use and planning, more careful government coordination, and enhanced upstream flood control. Forty-six percent noted that their counties were seriously affected in the floods of 2008. When asked if their county faced concerns about sufficient clean drinking water and/or sewage management, 63% said no.

Looking for ways to enhance water quality, supervisors were asked what county-level policies across a watershed would help improve water quality in their county or town. Riparian buffer strips were most common answer. Some supervisors responded that counties did not have much ability to regulate water quality, that state and federal rules took precedence over county efforts. And a few people said that there was no problem in their area.

What is the future for sustainable agriculture practices in Iowa counties? In the next five years, supervisors surveyed expect an increase in sustainable agriculture (39%) or no change in use of sustainable ag practices (37%). Twenty-four percent think the cost of such practices will lead to a decrease in usage.



Thank you to all of the supervisors who participated in the survey. Results will assist the Center in selecting research grant topics and preparing educational materials. The Leopold Center is a research center created by the Iowa Groundwater Protection Act of 1987. It conducts research and outreach in three areas of sustainable agriculture: local policy, marketing and food systems, and ecology. For more information, visit the web site at: <http://www.leopold.iastate.edu/index.htm>.



ISAC/Iowa League of Cities Explore Future Joint Building

By: *Bill Peterson*

ISAC Executive Director



In November 2007 I met with members of the Iowa League of Cities Board of Directors and proposed the two organizations explore the possibility of sharing office space in the future. This possibility had been discussed previously but the timing of lease expirations in the past had made the possibility difficult. In April 2008, the Boards of Directors of ISAC and the League met to discuss the possibility further. The discussion resulted in the creation of the ISAC-League Shared Building Committee (SBC). The SBC was created with five members from each organization. The League Executive Director, Alan Kemp, and myself serve as non-voting members of the SBC.

We felt there were several reasons that a shared facility would benefit the two organizations and made the concept worth pursuing:

1. Each organization has a distinct character; however, we both serve local government officials, and this puts us on the same side of most legislative issues.
2. Each organization provides a number of services to its members and already partner in endorsing and delivering many of those programs and services.
3. Each organization has an interest in a facility that is accessible to our members and that will facilitate increased interaction with our members and affiliates.
4. Each organization could benefit from leveraging increased capacity by sharing common spaces, meeting rooms and technology centers.
5. Finally, each organization is interested in exploring the possibility of creating an asset for its members through ownership rather than leasing space.

Initially plans were to get started during the summer of 2008, but the flooding and ensuing recovery activities delayed the start of the project until later that year. The first meeting of the SBC was held on December 3, 2008. During the meeting

the committee directed staff to develop a plan to explore the possibility of sharing a building. A joint ISAC/League staff committee called the Project Coordinating Committee (PCC) was created for this purpose. The PCC developed a plan which included three phases: needs assessments, site selection, and final design and construction. The PCC further recommended to the SBC that the first step would be to issue an RFP for the Phase I needs assessment study. The SBC met again on February 18, 2009, to review and approve the plan prepared by the PCC. The SBC approved the plan and an RFP for needs assessment was issued on March 1, 2009.

The PCC reviewed 14 responses to the RFP. At a meeting of the SBC on May 13, 2009, the PCC recommended that RDG Planning and Design be awarded the contract for the needs assessment. The contract was signed in early June, and over the course of the summer RDG met with PCC members to complete the needs assessment. The final report was presented to the SBC in mid-October and is scheduled to be presented to the ISAC and League Boards in early November. A full report of the findings will be made to the membership in late November.

ISAC/League Shared Building Committee Members

Representing the Iowa League of Cities: Mark Arentsen (Bondurant, City Administrator); Gerald Clausen (Carroll, City Manager); Tim Hurley (Mayor, Waterloo); Christine Hensley (Council Member, City of Des Moines); and Jeff Pomeranz (City Manager, West Des Moines).

Representing the Iowa State Association of Counties: Gary Anderson (Sheriff, Appanoose County); Chuck Rieken (Supervisor, Cass County); Wayne Clinton (Supervisor, Story County); Marge Pitts (Auditor, Clay County); Mike King (Supervisor, Union County); and Tom Hockensmith (Supervisor, Polk County).

Legislative Tracking Tool

By: *Linda Hinton*

ISAC Government Relations Manager



As the legislative session looms, the 2010 Legislative Priorities book is under development and leadership meetings are being scheduled. Now is a good time for ISAC members to familiarize themselves with the legislative tracking tool. This tool has multiple features that can help you follow legislation of interest to you.

Next you can sort by title. This is not fool proof since it depends on what title staff input, but it can be very helpful. For example, if you want to see what legislation has been introduced that relates to “CAFOs,” type that in and click on “Search.” All of the bills that have that word in the title will appear for your review.

To find the tool go to the ISAC home page. On the right hand side of the page, under “Inside Government Relations” there is a link entitled “ISAC Legislative Tracking Tool.” Click on that link, and it will take you to a page entitled “Interactive Web-based Tool.” If you click on “ISAC Legislative Tracking Tool” again, the tool will open. I use this tool very often, so I have it bookmarked at this point. This way I can save time by skipping these initial steps and go straight to the tool. You can also type in the direct address of <http://affiliates.iowacounties.org/bills>.

The next two columns are not often used for filtering. The description column allows staff to add key comments that might help explaining what a bill does if the title is not self-explanatory. The successor bill and companion bill allows you to know if a bill is a successor to one previously filed or if there is a companion bill in the other chamber. With all of the number changing that goes on, this can help you make sure you are looking at the most recent iteration of a bill. Companion bills are important since they offer an additional opportunity for a bill to remain “alive” after the second funnel. If companion bills have made it out of committee in their house of origin, they do not have to be passed and out of committee in the other chamber in order to remain viable.

What you will see now is all of the bills that were introduced last session. When the 2010 session starts, you will see all of the bills introduced in the 2010 session plus any bills from last session that ISAC has a position on that generate activity in the new session. The “Recent Bills” drop down list allows you to look at only recently added bills. If you only want to see what has been added since you last looked at the tool, this is a valuable feature. At any point in your review, if you click on the bill number, the tool will take you to a copy of the bill on the General Assembly’s website.

The next three columns allow you to sort by steering committee, staff assigned to the bill, or affiliate. Most likely, you will be using the affiliate sort. Click on “Affiliate(s)” and a list of affiliates will appear. Click on the one that you want and those bills that staff have determined are relevant to the affiliate will be sorted out and appear. If you want to review two or more affiliates, hold down the “Ctrl” button and you will be able to select more than one affiliate. This works with all of the drop down boxes.

The filtering features make this tool truly unique and useful. From left to right across the top of the tool, you can first search by type of bill: House File (HF), House Study Bill (HSB), Senate File (SF), or Senate Study Bill (SSB). Staff generally does not input the various types of resolutions unless they are relevant to ISAC members. The next search that is available is by number. If you know the number of the bill that you want to bring up, type it in. If you add the type of bill to your search, only one bill will come up, if you just use the number, you may get as many as four bills (HF, HSB, SF, SSB).

The next column documents ISAC’s position on a bill. If ISAC is registered on a bill, it will be documented as either F (for), A (against), or U (undecided). If we have not registered, but want to keep track of a bill, it is designated as Tr (track). Many bills are NA (not applicable to ISAC) and many are sent FYI to various staff and affiliates. These are bills that staff are

Continues on page 16.

File	Title	Description	Sess/Comp	Steer Comm	Staff	Affiliate(s)	ISAC Position	House Status	Sen. Status	Gov. Status	Comments
HF 1	Autism Parity		HS	HS	CS	CS	U	--	--	--	Wissen-Koeschel, Forstis, Hunter
HF 2	Controlled Substances		HS	DV	ATTY, JHEB	FYI, NA	--	--	--	--	
HF 3	County CAFO Authority		SFH	LURA	SF, DV, NE	SUP	U	--	--	--	Stand 1st
HF 4	Delinquency Mediation			DV		FYI, NA	--	--	--	--	
HF 5	Depository Funding					NA	--	--	--	--	
HF 6	Smoke Free Casinos		SFH	HD	END, FH	FYI, Tr	--	--	--	--	Peterson, T. Olson, Windschitl
HF 7	Parental Grants					NA	--	--	--	--	
HF 8	Child Abuse					NA	--	--	--	--	
HF 9	Cell Phones	driving				NA	--	--	--	--	
HF 10	Cell Phones					NA	--	--	--	--	

Employment Law

For the next several months, the Legal Briefs article will serve as a refresher course on various topics important to county officials. This material is being excerpted from the most recent New County Officers Manual produced by ISAC. This month we will begin a three month series on employment law.

Recruiting, Hiring and Promotion Practices

Wages, salaries and fringe benefits comprise one of the largest items in the budget of every county in Iowa. A county needs to recruit and hire the most qualified men and women possible to perform its necessary functions in this time of fiscal constraints. Amazingly enough, however, the importance of the hiring process is frequently overlooked. This makes no sense, especially since hiring is now more complicated than ever as a result of increased state and federal laws and guidelines.

Veteran Preference: Iowa Code §35C.1(1) requires that a veteran who served in a war, during a war, or on active federal service (other than training) in peacetime is to be given preference in appointment and employment over other applicants of no greater qualifications. In addition, under Iowa Code §35C.1(2), counties are required to utilize written application forms for all positions. And those application forms must inquire about the applicant's military service during time of war.

Iowa Code §35C.1(3) requires that a public notice of the job openings must be posted in a manner similar to the posting of public meeting notices. It must be posted at least 10 days before the application deadline. This is the only posting requirement for county jobs. There is no requirement that the job be advertised in a newspaper. However, you may want to advertise the job opening to get the most qualified candidates.

Regarding hiring, the Veteran Preference Law only requires that if two job applicants are otherwise equal, the job must go to the veteran. You can still hire the most qualified person for the job.

If you decide not to hire a veteran, you must set forth in writing "the specific grounds" upon which you made that decision, and this document must be filed for public inspection. At the time of application, or at the time of a job interview, an applicant may request that he be provided with a copy of this document, and you must provide it within 10 days after the successful applicant is selected (Iowa Code §35C.3).

Need for Recruiting: The first step in the hiring process is recruiting. The importance of attracting qualified applicants

for jobs cannot be over-emphasized. The better the group of applicants, the more likely you are to select men and women who will become successful employees. Without active recruitment, available and qualified individuals may be unaware of job opportunities in your county. Two principal benefits can be expected from a good recruiting program: 1) a supply of qualified persons to fill immediate and specific openings; and 2) a knowledge of available sources from which to draw for future needs.

Your Present Work Force: One of the best sources for job applicants is your present work force. Many position vacancies may be filled by promotion or transfer of current employees. And there are some very good reasons for filling jobs in this way. Employee morale will be higher if you make it a policy to promote from within whenever possible. If your employees know that there are opportunities for advancement, they will be less likely to leave the job as soon as something better comes along. Much of the time and money normally involved in training new employees can also be used for other purposes. Your current employees can also serve as a valuable source of referrals. If your employees enjoy working for the county, they will likely tell their friends. Many qualified applicants can be obtained this way. Remember, though, even if you intend to fill a position by promoting a current employee, the county must still use a written job application form and post a notice of the job opening.

Recruitment Sources: While your present work force is valuable as a source of both applicants and referrals, it will still be necessary to look beyond it for many of your personnel needs. The most widely used method of recruiting for job openings is advertising. The classified advertising section of your local Sunday newspaper is a very good source. If you need to fill a specialized job, you can advertise in trade, technical, scientific and professional journals known to appeal to people with needed skills and qualifications. Many counties now also post job openings on the Internet, either on their county website, or on a commercial website.

Local schools and colleges can also be a very valuable source of recruits. Try to develop and maintain good contacts with teachers and guidance counselors. Invite students to tour the courthouse or send someone to speak to a class about county government and its varied functions.

Continues on page 16.

Virtual Office Space

By: *Tammy Norman*

ISAC Office Manager



Q: Can you explain the concept of virtual office space?

A: A virtual office is an office that does not have a physical location, the location is cyberspace and because of that, it can literally be wherever you and your computer are. The pro of having a virtual office space is that it does not have the overhead that is involved with a physical office space (and you can be on a beach somewhere communicating with your customers or clients and they will never know it!). The downside is that if you wish to work face-to-face with clients or customers, you will not have an office location for them to come to. However, there are options to aid you with this issue, which I will address later in this article.

The set up of a virtual office space is extremely easy, and if you will not need to meet your customers face-to-face on a regular basis, it may be the best and most cost-effective option. To set up a virtual office space you will need a desktop or laptop computer and, preferably, wireless internet access. Beyond that, you will need in most cases, a multi-purpose scanner/fax machine/copier/printer, CD/DVD writer, and software. I would definitely advise investing in a suite of software programs that include word processing, databases, presentations, e-mail, and do not forget the anti-virus program to protect your computer. There are compa-

nies out there, such as Regus, Alliance Business Centers, and Davinci, that will give your virtual office an air of professionalism by providing it with a physical mailing address, so that you are able to have packages delivered, someone to answer your phones and take messages for you, and a physical office space a few days each month that will enable you to meet with your customers. Depending on your budget you can pick just one of these options or select them all. Once you have all these items, you are ready to set up your virtual office space.

Finally, keep in mind although it is simple and relatively inexpensive to set up a virtual office space, you must have the ability to tune out distractions and to work alone the majority of the time. You will not have ready access to administrative or technical help. However, if those are not concerns of yours, you may seriously want to take the time to check into setting up your own virtual office space.

Website Note: If you have a question regarding new technology and would like it addressed in this column, please contact me at 515.244.7181 or at tnorman@iowacounties.org. Until next month, keep clicking!

SAVE THE DATE!

ISAC University 2010

January 20-21, 2010
West Des Moines Marriott



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

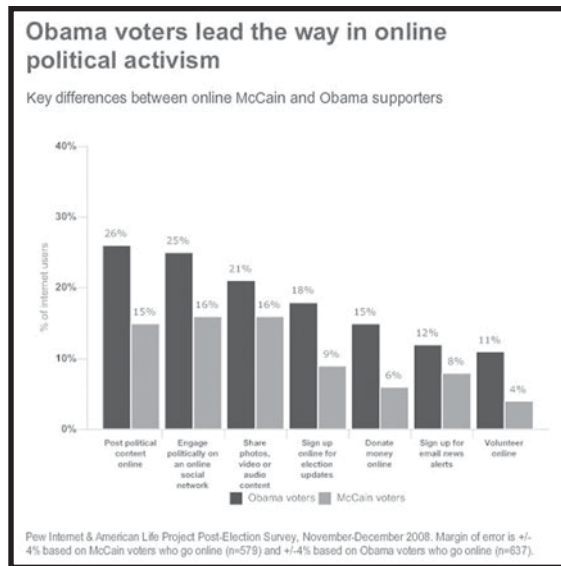
More information at www.iowacounties.org.

The Internet's Role in Campaign 2008, Part 2

Note: I am continuing the second section of the findings of the Pew Internet & American Life Project on the "Internet's Role in the 2008 Election" as my November article. Part one can be found in the October issue of the magazine. It is important to understand that as broadband begins to reach the underserved and unserved populations, the trends identified here will only accelerate. Enjoy! Article by: Aaron Smith, Research Specialist, Pew Internet & American Life Project, April 15, 2009. Graphs are also provided by the Pew Institute.

Obama voters took a leading role engaging in online political activism this election cycle.

Supporters of Republican presidential candidate John McCain were more likely than backers of Barack Obama to be internet users (83% vs. 76%). This reflects the fact that McCain supporters and Republicans in general have higher amounts of education and income than Democrats — and those are two of the strongest predictors of internet use. However, online Obama supporters took part in a wider range of online political activities — from posting their own thoughts and comments about the election online to going online to volunteer for campaign activities or donate money.



In addition to participating in a wider range of online political activities, Obama voters also took the lead in the use of email and text messaging for political communications. Among email users, 48% of Obama voters and 38% of McCain voters received email directly from a political party or candidate for office in 2008. Additionally, among voters who use text messaging:

- 49% of Obama voters shared text messages related to the campaign with others; 29% of McCain voters did so.
- 17% of Obama supporters and 7% of McCain supporters got text messages directly from a candidate or party.

By: *Robin Harlow*

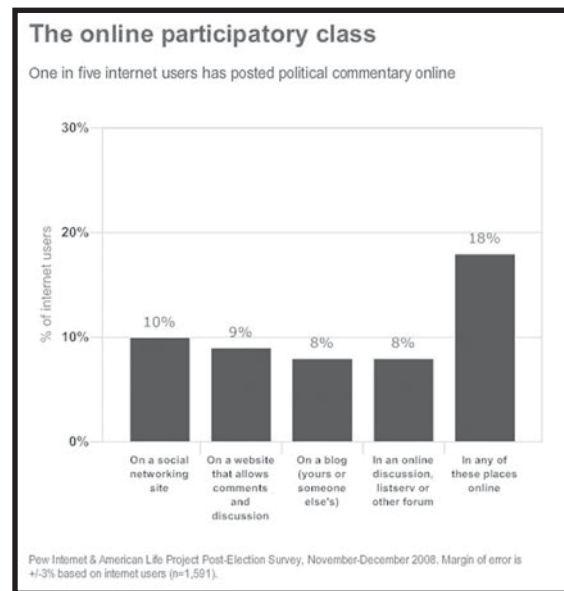
ISAC Technology Project Manager



When these two activities are taken together, 22% of all Obama voters (text messaging users and non-users alike) communicated with others about the campaign or got information directly from a campaign or party on their cell phone, compared with 14% of McCain voters.

Nearly one in five internet users belongs to the online political participatory class.

Voters are increasingly taking an active role in the political process by contributing their own thoughts or comments to the online debate. In 2008, nearly one in five internet users posted their thoughts, comments or questions about the campaign on a website, blog, social networking site or other online forum.



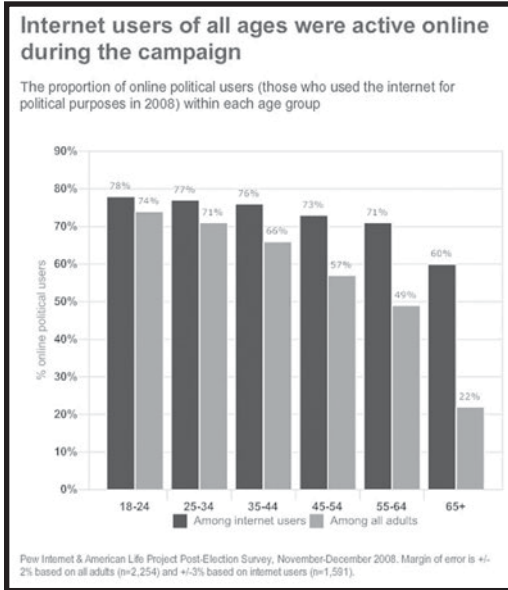
This online participatory class is composed largely of politically active young adults — fully 30% of those who post political content online are under the age of 25, and more than half are younger than 35. Political content creation is also tightly linked with the use of social media platforms such as online social networks, video sharing sites, blogs and status update services such as Twitter.

Young Americans engage most deeply in the online political process, but online political involvement is something all generations do to some extent.

More than half of the internet users in every major age cohort took part in the political process in one way or another during the 2008 campaign. Indeed, the oldest Americans (those indi-

Continues on next page.

viduals age 65 and older) are the only age cohort for which substantially fewer than half of all members of that cohort are online political users. This is due to the relatively low levels of internet usage by seniors — although 60% of online seniors are online political users, just 37% of seniors use the internet. As a result, 22% of the entire senior population got engaged politically online in 2008. For other age groups (including those only slightly younger than age 65) half or more of all adults took part in the online political process in 2008.



Although online political involvement is widely dispersed throughout the population, young adults tend to be the most intense of the online political user cohort. Online political users under the age of 30 are much more likely than other age groups to:

- Get customized political or campaign news (as through an RSS feed, automated email updates or a customized web page).
- Post their own original content online.
- Take part in political activities on social networking sites.

However, other online political activities are far from dominated by the youngest of online political users. While two-thirds of online political users under the age of 30 watch online political videos, this activity is relatively popular among other age groups as well. And online political users in all age groups are equally likely to share or forward interesting political nuggets to others. Indeed, older online political users are actually the group that is most likely to forward political content or commentary to others. Since seniors are regular users of email in other contexts (such as communicating with family members) it is a small leap for these individuals to share political content.

Technology helped Americans to navigate the voting process and share their experiences at the polls.

In addition to using technology to help make sense of the campaign, voters also went online to help prepare for Election Day and to share their experiences at the polls. Fully 26% of all wired

Among politically engaged internet users, young adults have the highest level of involvement

Online activities among online political users (the 55% of the voting-age population who used the internet in one way or another for political purposes during the 2008 campaign)

	18-29	30-49	50-64	65+
% who are online political users	72%	65%	51%	22%
These activities are engaged in by a range of age groups				
Watch online political videos	67	62	54	40
Share/forward political or election news	44	44	41	47
Young online political users dominate these activities				
Engage politically on a social networking site	49	22	7	2
Post original content related to the campaign	40	21	17	9
Customize political or election news	32	21	19	15

Source: Pew Internet & American Life Project Post-Election Survey, November-December 2008. Margin of error is +/- 3% based on online political users.

voters used the internet to help them navigate the voting process, as one in five (18%) went online to find out where to vote; 16% did so for information about absentee or early voting; and one in ten (9%) went online to find out if they were registered to vote. Young voters and those who were politically involved online during the campaign were especially likely to turn to the internet for assistance with the voting process.

Voters also jumped at the opportunity to share their experiences on Election Day with others, mainly in person and over the telephone but also using digital technologies such as email, text messaging and social networking sites. Again, young voters were especially likely to go online to share their voting day experiences relative to older voters.

Many voters shared their experiences on election day with others. Young voters, in particular, did so using digital technologies.

The % of those who voted in 2008 who shared their experiences at the polls in the following ways

	All voters	18-29	30-49	50-64	65+
Talked in person to people	59	68	64	58	42
Talked on the telephone to people	45	57	49	44	31
Sent email	11	18	13	9	3
Sent text messages	8	23	10	--	**
Posted your experience on a social networking site	4	13	4	1	**
Wrote about your experience on a personal website or blog	2	8	2	1	--
Commented on someone else's website or blog	4	14	3	--	--

Source: Pew Internet & American Life Project Post-Election Survey, November-December 2008. Margin of error is +/- 2% based on those who voted in the 2008 elections (n=1,414). **Sample size of SNS / text messaging users is too small to analyze.

These results come from a national telephone survey of 2,254 American adults between November 20 and December 4, 2008. Some 1,591 of them are internet users and 1,186 are those we call online political users. This sample was gathered entirely on landline phones. There was no extra sample of cell-phone users, who tend to be younger and slightly more likely to be internet users.

Time Management

By: Cindy Chappelle

ISAC Case Management Specialist



I don't know how many times I have said, or I have heard others say, "There isn't enough time in the day." Or "I wish there were more hours in the day." Somehow the things on our "list" that are most important tend to be taken care of. The memories of my college days are still very fresh in my mind surrounding the end of semesters when three exams and five papers were due in the same week. I can still recall the panic and overwhelming feelings of "how can I get this done?" Well, it always got done, exams were taken, and papers were handed in. When I started working for the state doing child/adult protection the same feelings arose quite often...the work got done... then again, when I became a Case Manager...the work got done. Over the years I have come to realize that "there is always something" and somehow the work gets done and life goes on.

Over the (too many) years, I have learned to try not to panic, become stressed, cry, quit, and/or become too frustrated. The "okay, let's organize my time" talk starts in my head and I regroup. We have all been there, I'm sure we all have had the same talk with ourselves. The trick is to have the talk before the panic and/or crying starts. We are facing changes that add stress and will take more time to complete until we learn how to manage it. We have a new assessment with risk factors to address, a new way of billing, and 24/7 on-call.

The following are some tried and true techniques that I, and others, have found helpful with staying in control of our daily lives, work, and overall wellbeing.

Plan each day: Planning your day can help you accomplish more and feel more in control of your life. Write a to-do list, putting the most important tasks at the top. Keep a schedule of your daily activities to minimize conflicts and last-minute rushes.

Prioritize your tasks. Time-consuming but relatively unimportant tasks can consume a lot of your day. Prioritizing tasks will ensure that you spend your time and energy on those that are truly important to you.

Say no to nonessential tasks: Consider your goals and schedule before agreeing to take on additional work.

Delegate: Take a look at your to-do list and consider what you can pass on to someone else.

Evaluate how you're spending your time: How organized is your day? Are you stopping and starting projects throughout the day or can you start a project and finish it before mov-

ing on to the next? Do you let others interrupt you? Do you find yourself venting or complaining over how busy you are, and then notice that half the day has gone by without completing anything?

Limit distractions: Block out time on your calendar for big projects. During that time, close your door and turn off your phone, pager, and e-mail.

Get plenty of sleep, have a healthy diet, and exercise regularly: A healthy lifestyle can improve your focus and concentration, which will help improve your efficiency so that you can complete your work in less time.

Take a break when needed: Too much stress can derail your attempts at getting organized. When you need a break, take one. Take a walk. Do some quick stretches at your workstation. Take a day of vacation to rest and re-energize.

Prioritize ruthlessly: You should start each day with a clear idea of what you want to accomplish. Set the scene to achieve your daily goals. Be ruthless about sticking to it.

Prioritizing your day can be one of the most important activities. In our personal life we make appointments for ourselves, our children, spouses, and pets. I bet we keep those appointments. At work we make appointments for staffings, face to face meetings, collateral contacts, assessment meetings, staff meetings, training, and much, much, more. I would wager we keep these appointments. They are a priority for the day. Having the same mindset when it comes to completing paperwork could alleviate a lot of stress to getting those reports done. Paperwork tends to be the overwhelming stress factor in our jobs. I would recommend that your paperwork time be scheduled also. When an assessment meeting and/or an ICP staffing is scheduled, schedule a couple of hours right after the meeting or first thing the following day to complete the report. This will not only assist you with getting those reports off your desk and in the file, it will also allow your time tracking of these activities to be simple.

As we all know, the world of case management is always changing. I also believe it is one of the best jobs ever; therefore, we need to organize our time and thoughts to make it as enjoyable and stress free as possible.

2009 Fall School of Instruction: Final Reminders

By: *Stacy Horner*

ISAC Meeting/Event Administrator



It's hard to believe that the 2009 ISAC Fall School of Instruction will soon be here! We are looking forward to seeing everyone November 18-20 at the Coralville Marriott Hotel and Conference Center. In preparation for the conference, I just wanted to remind everyone of a few important items on the agenda. The conference agenda, affiliate agendas and all conference details are located at www.iowacounties.org/fallschool.htm.

Conference Registration

Conference registration will be located in the exhibit hall at the Coralville Marriott Hotel and Conference Center this year. Registration will open at 8:00 am on Wednesday, November 18 and at 7:30 am on Thursday, November 19. Please make sure that you stop by registration to pickup your name badge and conference materials. **Please note that your name badge is REQUIRED for ALL conference events.** It will serve as your conference meal and admission ticket.

Shuttle Service and Parking Information

All of ISAC's five overflow conference hotels will provide complimentary shuttle service to/from the Coralville Marriott Hotel and Conference Center throughout the entire conference. Please confirm the hotel's shuttle arrangements upon check-in. If you wish to drive and park, parking is available at the Coralville Marriott Hotel and Conference Center for a daily fee of \$8.00 overnight or \$0.75 per hour. Please have both cash and a credit card available for payment.

The Coralville Marriott Hotel and Conference Center's north parking lot (ramp) will be open 24/7 throughout the entire conference. Their south parking lot will be open during the following hours. ****Please note that you will NOT be able to get your car in or out of south parking lot outside of these designated hours.**

- **Wednesday, November 18** - 6:00 am - 12:00 am
- **Thursday, November 19** - 7:00 am - 11:30 pm
- **Friday, November 20** - 6:30 am - 1:00 pm

Conference Food/Beverage

Your conference registration includes refreshments each morning, as well as a box lunch on Wednesday, November 18, featuring a turkey or roast beef sandwich, apple, chips, cookie and beverage, and an Italian lunch buffet on Thursday, November 19, featuring assorted breads/rolls, Caesar salad, assorted pizzas, cheese manicotti, iced tea/lemonade and chocolate brownies. There will also be an ice cream social on Wednesday, November 18 from 2:30 pm - 3:30 pm. Both lunches and all refreshments will be served in the exhibit hall. It's the perfect opportunity to network with exhibitors and other affiliate members. Please take time to thank all of the sponsors and exhibitors for their participation in the 2009 ISAC Fall School. We greatly appreciate everyone's support in making the conference a success!

Conference Entertainment

The ever popular dance floor will be alive once again at the 2009 ISAC Fall School. The ISAC Dance is scheduled for Wednesday, November 18, from 8:30 pm - 11:30 pm. From big band to current hits to your requests, Ultimate Entertainment of Iowa City has an extensive music library playing favorites from all genres. Beverages and light snacks will be available during the dance.

For the first time ever, ISAC will be hosting a second social event. On Thursday, November 19, from 8:30 pm - 11:00 pm, come and watch Ultimate Entertainment of Iowa City put on the ultimate karaoke experience. So, make plans now to see these unforgettable musical performances...or better yet, come and participate yourself in the first ever ISAC karaoke show. Beverages and light snacks will be served.

Please don't hesitate to contact ISAC at 515.244.7181 or shorner@iowacounties.org if you have any questions in regards to the 2009 ISAC Fall School of Instruction. Please don't forget to check out www.iowacounties.org/fallschool.htm before you leave for the conference for important updates. Travel safely to Coralville!

ISAC's *Fall School* of Instruction
2009 Fall School of Instruction
Coralville Marriott Hotel and Conference Center
Coralville, Iowa
November 18-20, 2009

SAVE THE DATE!

IAC Annual Conference

By: Rachel E. Bicego

ISAC Marketing/Communication
Coordinator



I had the opportunity to attend the Idaho Association of Counties (IAC) Annual Conference in Coeur d'Alene, from Sunday, September 20, through Wednesday, September 23. It was a great experience during which I gained knowledge and many ideas for future ISAC conferences. I even had the chance to enjoy the gorgeous scenery and take some pictures, one of which is adorning the cover of this issue.

The conference officially began on Monday with a golf tournament, fun run/walk, registration, exhibit hall activities throughout the day and evening, miscellaneous meetings, and a dinner/welcome event. Tuesday was kicked off with breakfast and a general session with the main presentation given by a county sheriff and attorney who had worked together to solve a recent, infamous murder case. The presentation was intended to, and did, spark discussion in the general session regarding the cost of large murder cases to counties. Committee meetings and workshops continued through the day, which was concluded by their annual banquet and awards ceremony held at a local park. Wednesday morning started with a few hours of affiliate meetings, lunch, and a business meeting. The schedule was jam packed with various meetings held between events throughout the day. Some affiliates scheduled self-maintained meetings on Thursday and Friday following the conference.

I worked very closely with the IAC staff during the conference. They were short one staff member, and I was happy to fill in as needed. Many of the duties among staff were similar. Making sure that the conference events and meetings ran smoothly for the members was of utmost importance. In addition to conference registration and exhibitor assistance, IAC also held a silent auction through the first two days of the conference and a live auction following dinner on the first night. Many counties and county officials were very generous in donating items that were processed by staff and then put up for either the silent or live auction. Both auctions were very successful and profitable for the IAC Scholarship Fund. Many other gifts were also donated by the counties and used as door prizes at conference events. To promote attendance at IAC and company sponsored events attendees were required to be present to win.

In discussing conferences with IAC staff, I found that our lingering struggles are very similar. Money, location, attendance, corporate participation, and maintaining interest among membership were among the many. They too offer meals during their conference and have found it increasingly difficult to keep the registration fees low with rising food and rental costs at conference facilities. These struggles are only magnified by declining sponsorships and exhibitors due to corporate budget cuts.

Along with the valuable staff contact, it was also very enjoyable to talk directly to and get input from many Idaho county officials. I asked many of them about their experiences attending IAC conferences. I received comparable feedback to that which ISAC members give during post-conference surveys. All stressed that the IAC conferences are great learning and networking experiences. Many appreciated the morning coffee and meals that are offered as part of the conference program. Also, many were not afraid to share constructive criticism. Because of the lack of conference facilities, the IAC conference moves every year between the north and south end of the state. Similar to our fall school move to Coralville, the travel time (up to nine hours for some) was an expressed concern.

Overall the two conferences were alike in many ways; but the biggest similarity came with the members. The county officials in Idaho, like Iowa, are excited to be involved in the association and excited to be amongst their peers who share the same passion for providing public service. County officials who are excited to learn, not only through educational opportunities offered by the association, but from each other in scheduled, impromptu, or simply hallway/social meetings. Like IAC, ISAC takes great joy in providing these conferences for our members. We strive to provide the most enjoyable and educational conferences that we can while keeping the cost to our members as minimal as possible.

I want to thank the Idaho Association of Counties for inviting me to come and graciously hosting me. I also want to thank all of the Idaho County Officials for greeting me in a very welcoming manner. So yes, I was in Idaho, not Iowa. There too, Idaho and Iowa get mixed up quite often!

NACo Rural Action Caucus

Linn County Supervisor Lu Barron participated in the National Association of Counties (NACo) Rural Action Caucus (RAC) annual meeting to help shape national legislative priorities affecting rural America for NACo in 2010. The meeting was held October 8-10 in Pennington County (Rapid City), South Dakota. RAC Chairman Keith Langenhahn, Board Chair in Marathon County, Wis. led eighteen RAC steering committee



members from across the country in an open discussion about the key federal legislative issues facing rural counties.

RAC's leadership decided to focus its advocacy efforts in 2010 on these issues: federal surface transportation reauthorization; rural healthcare; the County Health Care Costs Act of 2009; rural development funding; and NACo's Restore the Partnership Campaign.

RAC will support NACo President Valerie Brown's Health Reform Initiative, with a particular focus on mental health parity implementation and health workforce shortage issues. RAC will also emphasize the need to pass the County Health Care Costs Act of 2009 (H.R. 2209), which will change current Federal policy to allow an otherwise eligible person, who has been charged with a crime and incarcerated, but not convicted, to continue to be eligible for federal medical benefits until such time as they may be convicted and sentenced to an institution.

Second, RAC will work with NACo's Transportation Steering Committee to ensure that both the surface transportation reauthorization and aviation reauthorization take into account the key role of rural counties in our nation's integrated transportation system. Third, RAC will work to increase appropriations for rural development and renewable energy programs that benefit rural counties and their citizens. RAC will focus on USDA Rural Development's grant and loan programs that bolster local initiatives to enhance and maintain water and wastewater infrastructure, community facilities, broadband infrastructure, rural business programs and rural housing.

Lastly, RAC will support NACo's efforts to pass the Restore the Partnership Act of 2009 (H.R. 3332). The legislation would establish the National Commission on Intergovernmental Relations (NCIR), a key legislative priority for NACo. The goal of the legislation is to facilitate the fullest cooperation and

coordination among all levels of government. As a part of the Restore the Partnership Campaign, NACo has been working to establish NCIR, a permanent, independent, bipartisan group that would study and consider the federal government's intergovernmental relationships and the nation's intergovernmental machination. The commission would be comprised of elected officials from all three levels of government: federal, state and local.

RAC's leadership also created a larger legislative watch list, composed of issues that are critical to rural counties. RAC will monitor its watch list and be ready to take action on these issues. The watch list includes support for: the Community Development Block Grant Program, efforts to curtail the methamphetamine epidemic, funding for broadband deployment and interoperability enhancements and full funding for Secure Rural Schools and Payment in Lieu of Taxes. RAC will also monitor climate change legislation, immigration reform proposals and food safety overhaul legislation. Finally, the committee is concerned with the rise in rural poverty and homelessness and will work with NACo's Human Services and Education Steering Committee to ensure that rural priorities are addressed in the reauthorization of Temporary Assistance for Needy Families (TANF).

Supervisor Barron interacted with policy experts who helped RAC strategize on its priorities, including Nathan Sanderson, deputy director of Agricultural Policy at the South Dakota Department of Agriculture, as well as and key staff from the offices of Senator John Thune (R-SD), Senator Tim Johnson (D-SD), and Representative Stephanie Herseth Sandlin (D-SD).

"I am really proud of what we accomplished for human services," said Barron. "Our priority watch list now includes poverty and homeless issues, which we will have the opportunity to address after the reauthorization of Temporary Assistance for Needy Families in 2010. By focusing on specific human services issues, we can make a difference in a strategic manner."

USDA Rural Development State Directors Elsie Meeks (SD) and Colleen Landkamer (MN) provided an update on federal rural development priorities. Dr. Sue Blodgett, department head of South Dakota State University's College of Agriculture and Biological Sciences discussed cutting edge research going on at our nation's land grant universities, and the impact it will have on our nation's rural counties.

Continues on page 18.

employment

Road Maintenance Superintendent

Adair County is now hiring for the position of Road Maintenance Superintendent in the Secondary Road Department. This position will be responsible for planning, organizing and coordinating daily operations involved in the construction, repair and maintenance of the county's secondary roads, culverts and bridges. Also this position will schedule, assign and supervise patrol operators, culvert crews, bridge crews, rock haulers, equipment and materials. The superintendent will report to the County Engineer. The wage is dependent upon qualifications. Send resume to Charles M. Marker, P.E., Adair County Engineer, 602 S W 2nd, Greenfield, IA 50849 until January 31, 2010.

Zoning Administrator

Jackson County is seeking a full-time Zoning Administrator to coordinate all aspects of land use planning and regulation for the County with full responsibility for administration and enforcement of zoning, flood plain and airspace protection ordinances. More information regarding experience requirements and salary can be found on the ISAC website, www.iowacounties.org/employment.

legal briefs

Continued from page 8.

You can encourage minority and female applicants by sending notice of job opportunities to schools and colleges, churches, clubs and organizations that serve these groups. Listing these notices with your local Iowa Workforce Development office will also help bring available opportunities to their attention. It is important not to forget to post the notice of job openings as explained above.

Job Descriptions: The hiring process involves two goals: 1) hiring the most qualified people for available jobs; and 2) carefully avoiding discrimination against otherwise qualified ap-

plicants because of their race, sex or other non-job rated factors. One of the best possible ways of achieving both of these goals is by developing written job descriptions for each position in your county. You can select the most qualified people only if you know exactly what work they will be performing and what knowledge, training and skills they will need to perform it well. You should then use this same knowledge to develop interview and test questions that elicit only job related criteria. The jobs in your county will change as your needs change, so your job descriptions will also need to be periodically revised and updated.

capitol comments

Continued from page 7.

seeking input on as to whether we should have a position or track. We always appreciate members letting us know if a bill that is designated "NA" or "FYI" needs to have a different position. We do not always catch the importance of a particular bill and it helps to have as many eyes as possible on the mass of bills that are introduced.

The next three columns track the status of bills in the process. If you search for "passed" in the House Status and Sen. Status columns and "signed" in the Gov. Status column, you will get a list of all bills that have made it through the process. During session, bills that are on the Governor's desk, but not signed are designated as "pending."

The last column, "Comments," can be very useful. Bills that die in one of the funnels, are withdrawn, or that are substituted by a subsequent bill are so noted. You can search by those designations, but even more useful is to "filter out" these bills. This will eliminate bills from your list that are no longer active and also eliminate these bills from any other sorts that you do.

Please take the time to familiarize yourself with this tool before the session starts. Your input during the process is invaluable to ISAC staff. If you have any questions regarding the legislative tracking tool, please contact Tammy Norman at tnorman@iowacounties.org or 515.244.7181.

How Prepared are you for Retirement?

By: Bob Beasley, CRC, CIC

Nationwide Retirement Solutions Communications Consultant

Most of us have not seen economic times as challenging as those of the past year. It seems as if all the rules that govern how we save, spend, invest and assess risk have changed. In fact, it might be more correct to say that the market suddenly enforced the economic rules again. And that may have you wondering how you can pick up the pieces.

So, what happened? The easiest answer is, investing – even through a deferred compensation plan – involves market risk, including possible loss of principal. In fact, no investment strategy can guarantee a profit nor insulate against losses, especially in a down market. But for most people, investing for retirement is a long-term process and over the long term, market fluctuations tend to even out. Continuing to contribute into your retirement account through a down market gives you the opportunity to use that time-tested maxim: “Buy low, sell high.” That’s why you may be seeing articles and industry professionals in the media encouraging you to stay invested in your retirement plan.

Now what? Participating in deferred compensation is rarely a “start it and let it go” thing. It’s best to check up on how your investment decisions are doing, and to consider how you might want to adjust for current market conditions or changes in your personal life.

It may be the perfect time to take a new look at how well you are financially preparing for retirement. Together with your employer, Nationwide Retirement Solutions is offering onsite workshops, one-on-one visits and extended business hours to help you decide for yourself how to answer the tough questions you may be facing:

- Am I comfortable with how I am investing for retirement?
- Am I investing enough for retirement?

- Why should I continue investing through deferred compensation?
- How can I avoid over-reacting or under-reacting to current market conditions?

Three reasons to continue investing through deferred compensation

1. Contributions are pre-tax – This lessens the reduction to your take-home pay. If you pay around 25% in income taxes, then a contribution of \$100 in your employer-sponsored deferred compensation plan results in only a \$75 reduction from your take-home pay. Not only does \$75 out of pocket put \$100 in your account, the \$25 that would have been taxed now has the potential to grow and compound over the years. Note: You will pay taxes on your contributions and any earnings when and as you withdraw them from your account.

2. Markets bounce back – While past performance cannot guarantee future results, over the past 75 years every down cycle has been followed by an up cycle. Most financial experts agree that the market will recover. And that’s something that no one wants to miss out on.

3. When the market is down, investors who buy may get more for their money – We have no crystal ball nor can we offer investment advice, but if you believe the market will rise over the long term, right now might actually be a good time to “get more for less” by continuing to contribute (or even increasing contributions) into your deferred compensation account.

Investing involves risk, including possible loss of principal.

- Who can I contact when I have questions about deferred compensation?

Your Nationwide Retirement Specialist can help you understand market risk and the strategies that may help reduce its effects of market risk in an overall investing-for-retirement strategy. Information from retirement specialists is for education purposes only and not intended as investment advice.

Contact your local Nationwide Retirement Specialist Chad Christensen, christc9@nationwide.com or 402.730.6066, to help you understand how to take advantage of the benefits of retirement investing through your employer’s deferred compensation plan.

County employees participating in the NACo deferred compensation plan can talk with Nationwide representatives to discuss their specific situation and to find out which strategies may help reach long-term goals by calling 1.877.677.3678. Learning tools are also available at www.nrsforu.com.

County employees should know that finding creative solutions for

employers has been a hallmark of Nationwide’s service to the public sector, and especially NACo. For more information on what Nationwide is doing to help participants succeed even during difficult economic conditions, contact Louie Watson, Vice-President of Strategic Relationships, by e-mail WatsonL2@Nationwide.com or by phone 614.854.8895.

miscellaneous

Making Medicare Make Sense

How does Medicare work if you have other health insurance and Medicare?

When you have Medicare and other insurance, there are rules that decide whether Medicare or your other insurance pays first. The insurance that pays first pays up to the limits of its coverage. The one that pays second only pays if there are costs left uncovered by the first, *and* the costs are under the coverage limits of the second insurance.

Examples of other insurance you may have include Medicaid, employer group health plan coverage, Veterans' benefits, TRICARE, COBRA, no-fault or liability insurance (like car insurance), black lung benefits, or workers' compensation.

There are a few things you can do to help make sure your bills are paid correctly when you have Medicare and other insurance.

Fill out your Medicare Initial Enrollment Questionnaire. Medicare doesn't automatically know you have other insurance. You need to fill out this questionnaire so Medicare can use the answers to make sure that your claims are paid correctly.

Medicare mails you this questionnaire before your Medicare coverage begins. You can also fill out this questionnaire online by registering at www.MyMedicare.gov. If you have questions about the initial enrollment questionnaire or to complete it over the telephone, call Medicare's Coordination of Benefits Contractor at 1.800.999.1118. TTY users should call 1.800.318.8782.

Tell your doctor, hospital, and pharmacy about all of your insurance coverage.

This will help them know how to process your claims correctly and avoid delays.

Tell Medicare and your providers if there are any changes to your other insurance information.

You should call Medicare's Coordination of Benefits Contractor. Give the contractor your name, the name and address of your health plan, your policy number, and the date coverage was added, changed or stopped, and why.

Tell your doctor and other providers about the change in your insurance or coverage when you get care.

Get more information about Medicare and other insurance.

If you have a question about who should pay, or who should pay first, check your insurance coverage or call the benefits administrator for your other insurance. You can also call Medicare's Coordination of Benefits Contractor at 1.800.999.1118 if you have questions.

Visit www.medicare.gov/Publications/Pubs/pdf/02179.pdf to view the booklet "Medicare and Other Health Benefits: Your Guide to Who Pays First" for more information.

If you have questions about a Medicare claim, call 1.800.MEDICARE (1.800.633.4227). TTY users should call 1.877.486.2048.

NACo news

Continued from page 15.

RAC's leadership team was hosted by the South Dakota Association of County Commissioners, under the leadership of Executive Director Bob Wilcox and NACo Agriculture and Rural Affairs Steering Committee Chairman Don Larson, Board Chair, Brookings County, S.D. The meeting was funded through generous support from Ag Unity Group, Coca-Cola, CISCO, ESRI, Iron Planet, NACo Prescription Discount Card Program, Nationwide Retirement Solutions, Office Depot, SIEMENS, and the South Dakota Corn Utilization Council.

NACo's Rural Action Caucus is the voice for America's rural counties in Washington. It is a bipartisan coalition of 800 rural elected officials who strive to enhance the quality of life in rural counties through effective federal legislation. The caucus is not only the advocacy arm of the organization, but also serves as the conduit for technical and programmatic assistance through the NACo County Services Department.

Each year, the caucus identifies the most pressing issues facing rural America and brings them to the attention of Congressional leaders and key members of the administration.

associate member highlight

DEVNET Incorporated

Iowa's New Choice in Property Tax Software

Visit us at the upcoming ISAC Fall School of Instruction - Booth #45.

DEVNET automated the Iowa State Appraisal Manual to offer Iowa counties a **new** budget friendly integrated choice in property tax software solutions.

Recently DEVNET completed testing of the Residential Cost Estimating Component of the DEVNET developed CAMA package. The Iowa Department of Revenue has determined that DEVNET is in compliance with the pricing guidelines established in the state appraisal manual. We are continuing the compliance process with commercial, industrial and agricultural values.

DEVNET understands that many counties, due to economic changes and legislative updates, are faced with the task of having to do more with less. Having to stretch funds even more efficiently means relying on technology to tighten the gaps. The DEVNET Edge™ solutions offered can do just that. Our business model is to provide highly sophisticated solutions that streamline county offices while keeping officials fiscally responsible with tax payer dollars.

The full DEVNET Edge™ suite of solutions includes: CAMA, mobile office, sketch validation, tax assessment administration, personal property, billing & collection, document recording, imaging, wEdge (web edge - for online viewing), and GIS integration.

DEVNET's solutions are currently in use in over 65 jurisdictions across Illinois, Missouri, Ohio, Pennsylvania, South Dakota and Wisconsin. We are excited to offer Iowa a new **fully integrated** property tax software choice.

DEVNET provides all legislative changes through system updates, continually implements new technology, and adopts proactive approaches for all system process improvements. Contact DEVNET today to schedule a product demonstration and learn exactly how DEVNET solutions meet your needs. Steve Connell 815-751-3557 or 866.4.DEVNET, info@devnetinc.com. Visit our website for additional information www.devnetinc.com.

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Past issues of The Iowa County can be viewed on ISAC's website, www.iowacounties.org, under news.



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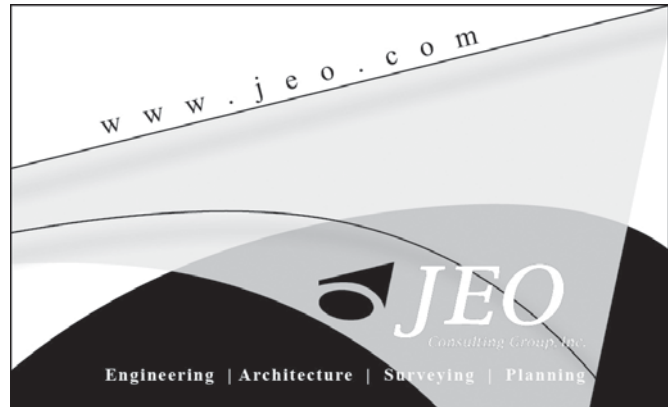
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2009/2010 calendar

November

- 2 Fall School Registration Ends (4:30 pm)
- 5 CCMS Advanced Case Management Meeting (Hilton Garden Inn, Urbandale)
- 8-11 Iowa County Attorney's Association Conference (Coralville Marriott Hotel and Conference Center)
- 18-20 ISAC Fall School of Instruction (Coralville Marriott Hotel and Conference Center)

December

- 8-10 Iowa County Engineers Association Statewide Annual Conference (Scheman Center, Ames)
- 10 ISAC Board of Directors (ISAC Office, Des Moines)

January 2010

- 11 CCMS Training Committee Meeting (ISAC Office, Des Moines)
- 12 CCMS Administrators Meeting (Embassy Suites on the River, Des Moines)
- 20-21 ISAC University (West Des Moines Marriott)
- 22 ISAC Board of Directors (ISAC Office, Des Moines)

February 2010

- 11 Statewide Supervisors Meeting (Holiday Inn Airport, Des Moines)
- 17-18 CCMS Fundamentals Training (Holiday Inn Airport, Des Moines)
- 18-19 ISAC Board of Directors (ISAC Office, Des Moines)

March 2010

- 4 County Day at the Capitol
- 6-10 NACo Legislative Conference (Marriott Wardman Park Hotel, Washington DC)
- 24-25 ISAC Spring School of Instruction (Downtown Marriott/Renaissance Savery, Des Moines)

April 2010

- 13-14 IPHA's Governor's Conference on Public Health (Scheman Center, Ames)
- 13 CCMS Administrators Meeting (Courtyard by Marriott, Ankeny)
- 14 CCMS Support Staff Training (ISAC Office, Des Moines)
- 29 ISAC Board of Directors (ISAC Office, Des Moines)

Please visit ISAC's online calendar of events at www.lowacounties.org and click on 'Upcoming Events.' A listing of all the meetings scheduled thus far in 2009/2010, agendas and meeting notices can be found on ISAC's website. A majority of ISAC's meetings offer online registration. If you have any questions about the meetings listed above or would like to add an affiliate meeting to the ISAC Calendar, please contact Stacy Homer at (515) 244-7181 or shomer@lowacounties.org.

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