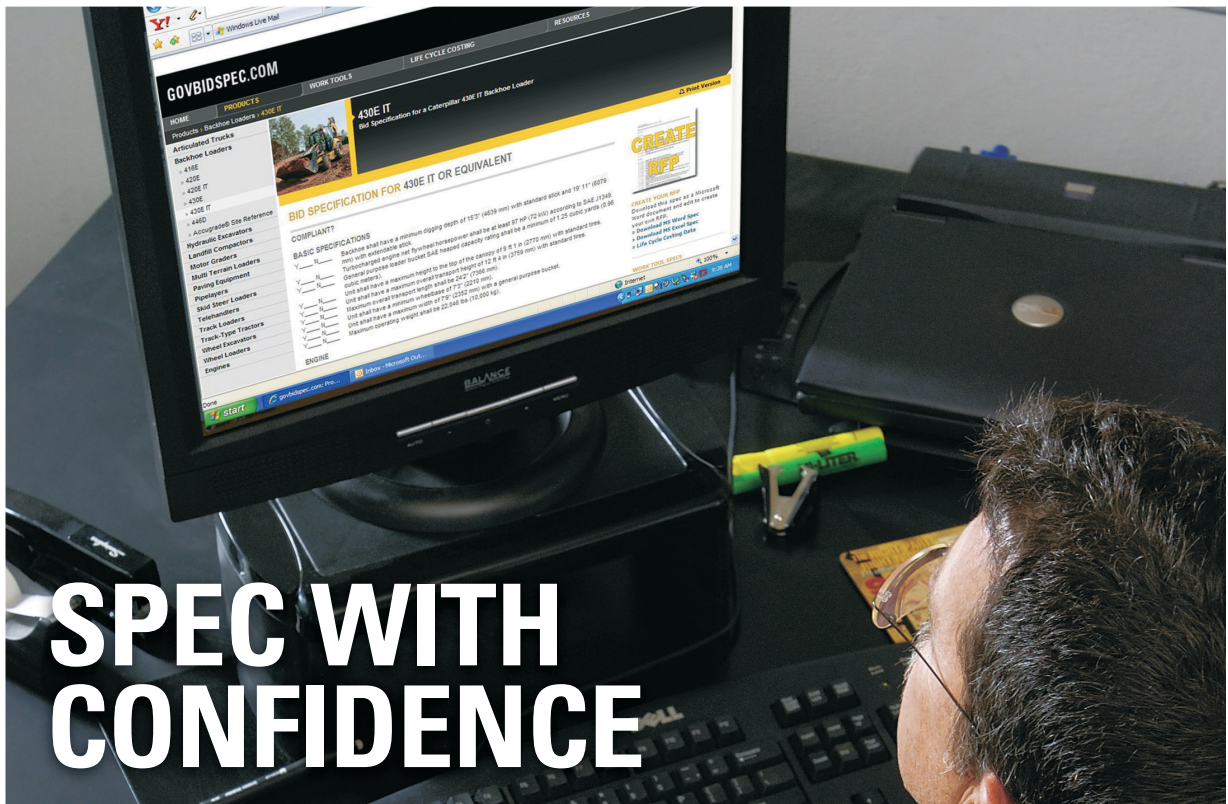




The
Iowa County
Iowa State Association of Counties

November 2008

What happens when you burn?
ISAC Scholarship Application
NACo Steering Committees



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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.

What Local Officials Need to Know About Burning Trash and Leaves

It's fast, cheap, and gets rid of the mess. It's also poisonous.

Despite the health and environmental impacts of burning trash, one-third of Iowa's cities still allow it. It's also allowed in rural areas except within Polk County. Linn County officials are currently enacting a trash burning ban.

Many Iowans who burn trash and debris take pride in discussing their burning skills, often learned from family members during seasonal rituals or family outings. Some believe burning is an inherent freedom. Others believe burning is a sanitary method of trash removal.

Those attitudes and beliefs conflict with current reality. Today's trash is filled with toxic chemicals. Scientific evidence shows that lungs are damaged by breathing fine particles present in smoke. And, once pollutants are in the air, there is no way to prevent them from depositing on our crops and water sources. Some pollutants, such as dioxins, are persistent and bioaccumulative: their concentration levels increase as they move up the food chain, with the highest level of concentrations in humans. Other pollutants cause cancer. Still others damage the central nervous system.

The citizens you serve trust that you will give first priority to situations that threaten their lives and health; they hope you will protect the rights of all citizens. When they approach you with an open burning complaint, it is more than just a nuisance issue.

State law and open burning

In Iowa, state rules prohibit burning items that can be locally recycled. If curbside pick-up or a redemption center for plastics, glass, metal cans and paper is nearby—even for a fee—those things **cannot** be burned legally.

By: **Mindy Kralicek**

Air Quality Information Specialist,
DNR



Although it is still legal across much of the state to burn leaves and yard debris at the site where it originates, the Department of Natural Resources (DNR) strongly encourages composting and mulching instead. Both of these activities replace nutrients to the soil, whereas burning pollutes the air, land and water.

When you burn trash and leaves, you're making poison

Among the common pollutants trash and leaf fires can release in the air are dioxins, polycyclic aromatic hydrocarbons, volatile organic compounds, carbon monoxide, hexachlorobenzene, and ash. These pollutants are poisonous to breathe and are especially dangerous for small children, the elderly, and people with respiratory and heart conditions.

Dioxins may be the most toxic compounds made by mankind. Dioxins and dioxin-like compounds are a group of 30 chlorinated organic chemicals. Most commercial incinerators are equipped with emissions controls that limit dioxin formation and release. In contrast, when items containing a lot of chlorine, such as polyvinylchloride (PVC) pipe, or those with just a trace amount, such as a glossy magazine or plastic bottle, are burned in a barrel or on the ground, dioxins escape freely into the air where they attach to particles and fall back to earth.

Only about 10 percent of emitted dioxins are deposited within 30 miles of their source; the rest travel elsewhere. Wherever they land—streams, ponds, gardens, or crops—dioxins become part of the food chain, taken up by fish and livestock, and absorbed into the soil and water supplies. Exposure to dioxins can cause chloracne (a severe form of skin disease) as well as reproductive and developmental effects, liver damage and cancer.

Encourage Citizens to Dispose of Trash Safely! Ask them to...

- Buy smart. Look for products with less packaging. Only buy the amount needed.
- Compost organic waste such as vegetable scraps, leaves and grass clippings. Add the compost to lawns or gardens.
- Reduce the amount they throw away. Reuse and recycle.
- Shred personal papers instead of burning them.
- Call their local garbage hauler for service options or bring their waste to the local transfer station.
- Drop off their recyclables at the community convenience center or materials recovery facility.
- Contact your office or their solid waste planning area for additional recycling opportunities (<http://www.iowadnr.com/waste/sw/compplan.html>).
- Check with the local landfill about the items they accept. Landfills take precautions to protect the surrounding air, water, and land from pollutants.

Polycyclic aromatic hydrocarbons (PAHs) are a group of chemicals commonly found in small particles released from trash and leaf burning. They form from incomplete combustion of carbon-containing fuels such as wood, coal, diesel, tar, fat or tobacco. Some PAHs cause cancer.

Volatile organic compounds (VOCs) are a class of organic chemical compounds that vaporize in open fires and enter the atmosphere. These chemical compounds are often used in paint, paint thinners, carpet, carpet backing, wood preservatives, and cosmetics. Inhaling certain VOCs can lead to eye, nose and throat irritation, headache, loss of coordination, nausea, and damage to the liver, kidney and central nervous system. VOCs also contribute to ground-level ozone pollution, which also worsens respiratory, heart and other health conditions.

Carbon monoxide is generated from all types of burning. At low levels, even in open air, people may experience headache, fatigue, nausea and vomiting. Exposure to high levels can cause death.

Hexachlorobenzene (HCB) is a highly persistent environmental toxin (a chlorinated hydrocarbon) released in open burning of trash. It degrades slowly in the air and travels many miles. HCB bioaccumulates in fish, marine animals, birds, lichens and animals that feed on fish or lichens. Based on studies conducted on animals, long-term exposures may damage a developing fetus, cause cancer, lead to kidney and liver damage, and cause fatigue and skin irritation. HCB is considered a probable human carcinogen and is toxic by all routes of exposure.


Ash, the residue of open burning, can contain toxic metals such as mercury, lead, chromium and arsenic. Rain washes ash into groundwater and surface water, contaminating drinking water and food. Scattering ash in vegetable gardens or burying it on your property will result in growing vegetables which have absorbed and accumulated these metals. These metals can be toxic when ingested. For example, if a person ingests hazardous amounts of lead, he or she may experience high blood pressure, cardiovascular problems, kidney damage and brain damage.

These are only the most common pollutants. There are many more. Beyond their chemical properties, the microscopic size of emitted particles, whether solid or liquid, can become embedded in lungs and cause serious health problems, including irritation of the airways, coughing or difficulty breathing, and premature death in people with heart or lung disease.

Recently the Environmental Protection Agency strengthened the National Ambient Air Quality Standards for exposure to fine particles and ozone smog because research has shown human health is impacted to a greater extent than previously

thought. Stopping the legacy of residential burning will help ensure Iowans continue to enjoy the benefits of healthy air for generations to come.

The Air Quality Bureau of your DNR has materials to help your community implement residential burning bans at www.iowadnr.com/air/citizen/burn/burn.html. For information about resources to assist local governments with waste management practices, go to <http://www.iowadnr.com/waste/schools.html>.



What happens when you burn...

- Plastic milk jugs:** These contain chlorine. When burned, toxic dioxins are emitted.
- Leaves and branches:** Particulate matter (PM) is released, which interferes with respiratory systems.
- An old picnic table:** If made prior to 2004 and treated with a wood preservative, it contains arsenic, as do decks, steps, play sets, and railings. The smoke is poisonous. Arsenic is water soluble, so even without burning, rainwater will leach arsenic out of the treated wood and into soil or onto whatever might be underneath the structure.
- Insulated electrical wire:** Lead and toxic dioxins are released.
- Plastic garbage bags:** These contain polyethylene, which releases dioxins when burned.
- Asphalt shingles:** Burning these will release PAHs (a carcinogen), hydrogen sulfide (a toxic gas) and possibly asbestos and silica (causes of lung disease).
- Painted siding:** The paint contains benzene, which can cause cancer, and VOCs are released.
- Upholstered couch:** Contains formaldehyde and dioxins. VOCs will be emitted.
- Plastic PVC pipe:** A huge amount of dioxins will be released.
- Food Waste:** Carbon monoxide will be emitted.
- Magazines/catalogues:** Burning paper bleached with chlorine, dyes and inks from the printing process will create dioxins.
- Styrofoam cups and plates:** This also releases dioxins.
- Nylon carpet:** Formaldehyde, which can cause nausea, respiratory problems, skin inflammation and eye irritation, will be released.
- A computer:** Computers are a conglomeration of plastic and steel casings, circuit boards, glass tubes, wires, resistors, capacitors and other assorted parts and materials. Poisonous heavy metals such as mercury and cadmium will be released into the air, as well as dioxins.

Are Your Employment Practices All That They Should Be? Part II

This is a continuation of the overview regarding employment policies that began in last month's magazine. Every county needs to consider how it is addressing the following employment issues.

Paying Overtime: How has the county determined which positions are exempt from the requirements of the Fair Labor Standards Act (FLSA)?

Explanation: The fact that the county is paying an employee an annual salary does not necessarily mean that the employee is exempt from the overtime requirements. Each employee must qualify under one of the specific exemptions provided by the FLSA. Each exemption has specific tests, and each employee position must be evaluated to see whether the exemption applies. Job titles and job descriptions aren't the determining factor - it is what the employee actually does on the job. The courts and the federal Department of Labor construe all of the exemptions narrowly, and the burden of proof remains with the employer to prove that the employee is exempt.

Internet Use: In the employee handbook are employees told that inappropriate use of county computers is prohibited, and that the use of county computers is subject to oversight? **Explanation:** Counties need to reinforce that, 1) certain behaviors involving e-mail and the internet are inappropriate; and 2) there is no expectation of privacy when using county computers - so the county can monitor employee's computer use.

Whistleblower Policy: Does the employee handbook include a whistleblower policy? **Explanation:** It is prudent to go on record as opposing reprisals against whistleblowers. Not only is such retaliation prohibited by Iowa law, but it also has the potential for creating damaging lawsuits. You therefore want to make it clear that the county will not tolerate reprisals against county employees for raising concerns about the county's activities.

Posters: Does the county display the required employment posters at all work sites? **Explanation:** For counties, the U.S. Department of Labor requires the following posters:

- USERRA;
- Minimum Wage;
- Equal Employment Opportunity; and
- Family and Medical Leave.

State law requires that counties display the following posters:

- OSHA Safety and Health Protection; and
- Minimum Wage.

For more information on the federal and state poster requirements, including helpful links, go to www.iowaworks.org/reqposters.htm.

Personnel Evaluations: How often does the county conduct personnel evaluations? **Explanation:** All county employees should be formally evaluated by their bosses on a regular basis. There is no legal requirement to do evaluations, and many employers find them very painful. But here are some benefits of doing personnel evaluations:

By: David Vestal

ISAC General Counsel



- they ensure communication between the boss and the employee about job expectations and performance;
- they improve individual employee performance by developing a plan of action to follow;
- they provide written documentation of performance; and
- they provide a system by which each employee can communicate interests, goals, concerns and feelings.

But if you cannot commit to doing evaluations regularly, and with honesty, then it is probably better not to do them at all.

Training: Has the county provided sexual harassment training to all elected officials and employees? **Explanation:** Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964. Title VII applies to employers with 15 or more employees, including counties.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile or offensive work environment.

Prevention is the best tool to eliminate sexual harassment in the workplace. Counties need to prevent sexual harassment from occurring. They should clearly communicate to employees that sexual harassment will not be tolerated. They can do so by providing sexual harassment training to their employees and by establishing an effective grievance process and taking immediate action when an employee complains. Allowing sexual harassment in your workplace can prove expensive.

In FY07, the Equal Employment Opportunity Commission resolved 11,592 sexual harassment charges and recovered \$50 million for complaining parties.

Records Retention: Does the county have a written record retention schedule? **Explanation:** There are some federal record retention requirements. For instance, both the Equal Pay Act and the Fair Labor Standards Act require retention of payroll records for three years. But in many cases there is no clear state or federal mandate regarding records retention. So does your county have a countywide policy, or is it office-by-office? Or is there no policy at all? The other question is whether the records are stored properly. Especially in the light of this summer's floods, every county should be asking itself - have steps been taken to safeguard the county records from destruction?

Discharge of Veterans: Are veterans only terminated "for cause"? **Explanation:** County employees in Iowa are generally "at-will" employees, meaning that they can be fired at any time for any lawful reason. But some county employees are "veterans," a term with a

continued on page 17...

ISAC Policy Development

By: Linda Hinton

ISAC Government Relations
Manager



The ISAC Board of Directors had a lively discussion at its September retreat about ISAC's policy development process. ISAC's current process presents three problems:

- 1. Timing:** ISAC staff does not have a final document to share with legislators and others until after the ISAC Fall School of Instruction (November 19-21, 2008). This leaves very little usable time before the start of the legislative session, due to the holidays in November and December.
- 2. Inertia:** The current steering committee process tends to result in the same issues being presented to the legislature year after year.
- 3. Length:** The current process generates a large number of objectives (53 in 2008) that are difficult for staff to manage and result in a book that lacks focus.

The Current Timeline

The current schedule begins in June with the district legislative workshops. During the month ISAC staff travels to the six districts and present the results of the recently completed session. County officials also get the opportunity to hear from area legislators, and the affiliates have time to meet and review the session.

Throughout the summer and early fall, affiliates hold annual conferences. As one of the agenda items at these conferences, the affiliates often develop legislative proposals for the coming year. Ideally, these meetings occur before the two steering committee meetings so the affiliates can funnel their legislative agendas through the ISAC steering committees.

Over the course of the two ISAC steering committee meetings, the seven steering committees develop policy statements and legislative objectives for the ISAC Board of Directors to review at its October meeting. The Board makes changes, generally to make the book more cohesive, and sets the top priorities for the coming legislative session.

At the ISAC Fall School of Instruction in November, the board-approved policy statements, legislative objectives and top priorities are presented to the membership for ratification. Any changes suggested from the floor are voted on and the membership approves the final document. Once the membership has approved the final document, it is compiled into a book containing the policy statements, legislative objectives and top priorities. Additionally, a brochure containing only the top priorities is produced. These documents are distributed to the legislators early in session, generally during the first week.

Discussion of Alternatives

The Board discussed a variety of alternatives to move the timeline forward and to bring more focus to the legislative objectives. They also discussed the concept of having the June district legislative workshops serve not only as the end of the previous year's legislative process, but also as the beginning of the next year's proposal development process. Part of the focus of the district meetings could be on potential priorities for the next session.

The Board talked about whether the current steering committee process, with approximately one month in between the two one-day meetings, was the most useful method. The alternative of having a more intensive two-day retreat in August replace the current schedule was debated. The major advantage of a two-day August retreat is that the Board could then approve the legislative priorities at their September board meeting, rather than waiting until October. This would provide ISAC staff with a preliminary working document that has the authority of the Board behind it to begin presenting to legislators.

One potential problem with this method is that committee members will be unable to utilize a month to complete any necessary policy research and discussion between meetings. Impacted affiliates sometimes discuss and negotiate appropriate and acceptable language during this time. A second potential problem is that if the steering committee process were moved forward, any summer and fall affiliate meetings designed to provide input into the process might have to be adjusted.

Another topic of discussion was finding a way for the membership to vote on the platform without waiting for Fall School. Options included some type of online voting system or conducting a webinar that each county would be invited to participate in. Any change from the current Fall School general session voting process would require a bylaws change, since the current bylaws state that "The legislative objectives and priorities for the next legislative session shall be presented, discussed, and approved at the fall school of instruction." Moving the fall school to September was also a possible solution that the Board discussed. Because of existing contracts, this could not happen until the fall of 2013. This change would impact all of ISAC's affiliates and their meeting schedules, but the distant timeframe may still allow for a smooth transition.

One modification the Board discussed that could be implemented this year is to change the presentation of the book to more strongly emphasize the legislative objectives. The Board will review the following options at its October meeting: 1. separating the book into two distinct parts, with the objectives grouped at the beginning and the policy statements grouped at the end; or 2. only presenting the legislative objectives in the book that will be shared with legislators and reserving the policy statements for private guidance.

Another idea that was discussed was that of having one committee of the Board that is responsible for developing legislative objectives. This is a process that is used by some other state associations and could address some of the problems of consistency across steering committees and the lack of fresh objectives.

In the near future, the Board will name a committee to continue this discussion with staff. If anyone has great ideas for improvements in the process, please contact any Board member or ISAC staff. We will be working on this between now and the district meetings next June, and we would greatly appreciate your input.

by the numbers

Alternative Revenue Sources

Finding alternative revenue sources (i.e., non-property tax revenues) for local governments has been a hot topic in Iowa over the past couple years. ISAC has proposed allowing counties to implement a local option income tax similar to the school income tax surcharge now in place. Expanding local option sales taxes and hotel/motel taxes, and allowing local governments to implement new fees targeted at specific activities are also options that are often discussed. As it turns out, Iowa is not the only place considering alternative revenue sources for local governments. This month's *By the Numbers* looks at a few unique measures around the country.

One unique revenue source you may have heard about is Chicago's tax on bottled water. This five-cents-a-bottle tax went into effect in January, but so far is underperforming city leaders' expectations. The tax was projected to bring in \$10.5 million this year, but through half of 2008 just over \$2 million has been collected. None of Chicago's suburbs has implemented a similar tax, and it appears that business owners and individuals are simply buying more bottled water in those surrounding cities – and less in Chicago – than they did before the tax was implemented.

Two new taxes were imposed this year in Allegheny County, Pennsylvania, which includes the city of Pittsburgh. Officials there also implemented a tax on certain beverages, but not

By: Jay Syverson

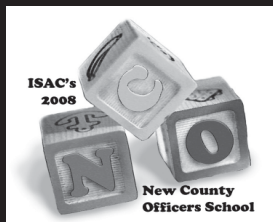
ISAC Fiscal Analyst



bottled water. Instead, the new revenue source is a 10% tax on alcoholic beverages, and it is expected to bring in \$30 million annually. The second tax is a \$2 daily tax on rental cars, and it is expected to bring in \$10 million annually. The revenue from both new taxes is dedicated to improving mass transit services. One major benefit of these types of taxes is that they can be exported – a significant portion of the taxes are paid by people who live outside of Allegheny County. If a county can generate \$40 million and only have \$25 million of it paid by local residents, that's appealing to both elected officials and citizens. Nonetheless, a group of local bar and restaurant owners has challenged the new tax and hopes to have a referendum to reduce the tax from 10% to 0.5% on the ballot at the November general election.

Finally, Seattle has dealt with a couple of interesting tax proposals in recent years. The city is currently considering implementing a \$0.20 tax on plastic grocery bags, in an attempt to encourage people to use reusable bags. A few years ago, Seattle voters rejected a dime-a-cup tax on lattes and cappuccinos. The failed latte tax would have been dedicated to early childhood education, while most of the proposed bag tax will fund general government operations.

New County Officers School Scheduled for December



The Iowa State Association of Counties will be hosting its New County Officers (NCO) School on December 11-12, 2008 at the Holiday Inn Airport, 6111 Fleur Drive, Des Moines. All newly-elected county officials are encouraged

to attend this two-day training session and get a jump start on learning about county government. While the NCO School is designed for new county officials, it is also an excellent opportunity for many incumbent county officials to brush up on many important subjects.

The first day of training will consist of more general issues that apply to all county officials, such as open meetings law, ethics, and budgeting. The second day of the training will be specific to each of the three offices up for election in November—auditors, sheriffs, and supervisors.

Registration: Registration for NCO School is the following:

Two-day school: \$110 in advance, \$130 at the door

One-day school: \$60 in advance, \$70 at the door

Registration includes refreshment breaks, lunches, a networking reception, and CD of the 2008 NCO School Manual, which contains in-depth information about each of the subjects presented throughout the training. Due to a change in the law, counties can now pay the registration fee for newly-elected officials to attend this training. The registration deadline is Friday, December 5, 2008 at 4:30 pm.

Hotel Accommodations: ISAC has contracted a room block at the Holiday Inn Airport for the NCO School. Sleeping room rates are \$79/single and \$89/double per night plus tax. When booking your sleeping room arrangements call the hotel directly (515.287.2400) and ask for the "Iowa State Association of Counties" group rate. Please call the hotel as soon as possible to reserve your sleeping room(s).

For more information about the NCO school, including registration and agenda details, please visit the ISAC website at www.iowacounties.org or contact David Vestal at 515.244.7181 or dvestal@iowacounties.org.

Technology in Tough Times

By: *Robin Harlow*

ISAC Technology
Project Manager



As the specter of tougher economic times begins to hover over county budgets, there will be value in continuing to make investments in technology during these uncertain times. As part of a long-term strategy to address technology challenges certain areas will require investments as we grapple with tighter budgets.

Portals (county websites): As the 20-something demographic group begins to move through our culture, they will bring with them high expectations of how they deal with county government. They will expect that services be available online and be fast and efficient. Additionally these 'new' citizens will want to be engaged either through viewing meetings or blogging with elected officials. If you are unsure what a blog is, next time you are on your favorite search site, enter 'how to blog' and welcome to the 'blogosphere.'

Workforce: The 77 million baby boomers are in the process of beginning to retire. This 'age wave' will have an impact on county governments by reducing the pool of experienced county employees. This trend will continue to drive change and adoption of new technology as the workforce shrinks.

Efficiency: It will be almost a certainty that counties will need to find innovated technology applications to allow counties to share expensive software and the associated maintenance. Sharing technologies like GIS, email, and data warehousing will help leverage the costs across counties. Though each county is unique in certain aspects, I suspect that most are more alike than different in technology needs.

Security and privacy: Standards for security, privacy, and notification have already been applied to the private sector. The application of these same or modified standards to the government is in our near future. Whether they come from state or federal legislation, each county will need to address their own issues. There may be a transition period, but each public official or county government will need to comply.

Telecommunications: We currently have 911 for emergencies, 511 for traffic, 411 for general information, and 211 for community services. 311 has been designated for government services. As we begin to work our way through how to get more work done with less people (retirees), counties have a unique opportunity to develop a "county information services" and employ 311 as a tool to help citizens obtain information.

Standards: Developing standards is, at best, a moving target. It seems that once we get everyone to agree to a standard, the rules change. Many affiliates have their own standards, but we lack

the standards between affiliates. This lack of inter-affiliate standards makes it very hard to exchange information between elected official. Future citizens will begin to expect that if they can review their property online in county A, they should be able to perform the same online lookups of their property in county C. Being able to offer the citizen an improved experience when dealing with different counties or different county officers may hinge on our ability to exchange information between offices, counties and the state.

Transparency in Government: This trend does not seem to be going away. Counties will need to be able to provide records on demand. Do you know your costs associated with pulling records? Different records require more time than others to gather. Does the capped fee charged for records even cover the costs to pull the record? There are systems today that will help counties gather records and at the same time provide needed tools to report time spent and provide updates to the requestor. The information gathered will assist all counties by helping establish fees more in line with the real cost of pulling the records.

County Technology Clearinghouse: In February 2008, the ISAC Board of Directors voted to fund the County Technology Clearinghouse (CTC) in FY09. The CTC Board met in September 2008 to review their goals and objectives. CTC has six overarching goals:

1. building upon and leveraging the efforts of others;
2. building and maintaining partnerships among Iowa counties and between counties, stakeholders, and constituents;
3. establishing and maintaining resources to provide standardized E-government services by county government to the citizens of the State of Iowa;
4. constantly assessing county E-government activities, needs, and funding;
5. developing and providing needed services to assist counties; and
6. maintaining operational flexibility.

The CTC is a long term project that has one eye fixed on the long-term horizon while keeping the other eye focused on the road in front of us. The CTC Board will be working on prioritizing projects in the coming months. Once prioritized, the Board will then seek funding through grants or pooled funds for those projects that helps meet the needs of the counties.

Lincoln and Ann Rutledge

In these articles about Lincoln, I've done my best to adhere to documented facts, which is often hard to do with a historical figure who has achieved legendary status. I beg forgiveness for the arid prose that sometimes results, and in an effort to make it up to you, this month we will explore a chapter of the Lincoln story that carries with it strong colorings of myth, controversy, and romance. And I promise to include an Iowa connection.

Lincoln's love affair with Ann Rutledge may be the most famous romance that never happened, or it may be a true story whose tragic outcome Lincoln justifiably hoped would remain a private sorrow. Around 1832, Ann was betrothed to a New Yorker calling himself John McNamar, whose visit home that year to assist his family became indefinitely prolonged. Ann waited in vain three years for his return. Meanwhile, young Abe Lincoln came to board for a time at her father's house. Lincoln was gawky and uncomfortable in the company of eligible females, but he was also a great favorite of women who came to know him in relaxed circumstances, and besides, Ann wasn't technically eligible, was she?

The Rutledges moved from New Salem to nearby Sand Ridge, but Lincoln, by now a local postmaster, surveyor, and first-term legislator, continued to visit. Various witnesses claim he was paying court to Ann, and some believe that they made an agreement to marry once McNamar finally showed himself so Ann could break their engagement. However, in the summer of 1835, Ann became ill with typhoid. Lincoln visited her alone during her illness and left much distressed. After she died on August 25, Lincoln sank into a depression so profound that his friends maintained a suicide vigil. Ann was 22, Lincoln 26.

This story is one of a long list of tragedies that Lincoln had to overcome in his life, but it is one that only came to light after his death, which succeeded Ann's by thirty years. And the reputation of the man who first spread the tale doomed it to skepticism and outright scorn by many historians.

William Herndon, nine years Lincoln's junior, became Abe's law partner in 1844, and their practice wasn't dissolved until Lincoln's death in 1865. After the assassination, Herndon was obsessed with the idea of telling the true story of the martyr that he knew so well as a man. He began gathering information from Lincoln's friends for a biography that he never quite finished, although his research and recollections provided the basis for works by at least two other authors.

While long a Lincoln associate, Herndon was not a favorite of Lincoln's wife. When the sophisticated Mary Todd first came to

By: Grant Veeder

ISAC NACo Board Representative
Black Hawk County Auditor



Springfield, Illinois in 1837, she met the frontier-bred Herndon at a social. Impressed with his dance partner's gracefulness, Herndon blurted that she "seemed to glide through the waltz with the ease of a serpent." You try that sometime. Mary was not impressed, and in time she and Herndon became bitter enemies. Mary and Abe married in 1842, and Billy Herndon, who would see Lincoln daily at their law office, was never welcome in the Lincoln home.

Years later, after getting wind of the touching story of Lincoln and his pre-Mary Todd sweetheart, Herndon tracked down 1830s residents of New Salem and quizzed them on the romance. He pulled his research together in an 1866 lecture. Despite indignant protests from the late president's wife and eldest son, Herndon published his talk in a small booklet, and soon no biography of Lincoln was complete without this intimate look at the adored leader's youth.

Later historians, some reacting sympathetically to the traditional portrayal of Mary Todd Lincoln as a hysterical harpy, criticized Herndon for asking leading questions and inventing unwarranted assumptions, such as asserting that Ann died of anguish over being engaged to two swains at once. By the mid-20th century, it became fashionable to deny that anything more than an innocent friendship existed between Abe and Ann.

However, the dispute never completely died down, and there are now serious historians who are willing to overlook Herndon's excesses and accept the earnestness of his eyewitnesses. You may draw your own conclusions, but I choose to believe that Lincoln captured the heart of the winsome Ann, only to see his darling decline and perish, which affected him so deeply he could not bear to think about the rain falling on her grave.

And so, as Lincoln would have wished, we will draw a veil over this tragic – wait! I almost forgot! The Iowa connection!

The village of New Salem petered out when the adjacent Sangamon River proved ill-suited to navigation. The Rutledge family, minus Ann and her father James, who also succumbed to typhoid later in 1835, moved in 1839 to Iowa. Ann's mother Mary took her surviving three sons and three daughters to Birmingham in northern Van Buren County. Some of them wound up in Oskaloosa, and some eventually left the state. Robert Rutledge became sheriff of Van Buren County.

continued on page 19...

CMS Interim Final Rule

By: *Deb Eckerman Slack*

Case Management Services
Manager



As I sit here on this beautiful October morning, I realize that you will not be reading this article until November. By that time a new administration will have been elected. The debates, on TV and over the water cooler, the constant barrage of political ads, and the political phone calls will be over. How will the new administration's policies affect targeted case management as we know it? It is difficult to know. What is known is that the new administration must act on the moratorium that Congress passed on the CMS Interim Final Rule (IFR). The moratorium is in effect until April 1, 2009. If the new administration does not act on the moratorium, Congress must. They will have a choice to extend the moratorium or to propose modified regulations. Again, it is difficult at best to venture a guess as to what they will do.

You may ask yourself, "How did we get to this, and why?" when it comes to the CMS interim final rule and case management. To understand this, you must look at the Bush administration's Medicaid priorities, which were to rein in federal health spending and assure Medicaid program and fiscal integrity. These priorities and the increased scrutiny that case management and targeted case management are dealing with stem from a significant growth in spending by states under the Medicaid system. Due to this significant growth in spending, CMS believed that states were "abusing" the system. I think that we all fundamentally believe that we must be vigilant and fiscally responsible about the dollars that are spent through Medicaid, but I also believe that Iowa has been conservative when it comes to Medicaid and targeted case management (TCM).

Another provision of the IFR was to eliminate a "bundled" method of billing. This was a direct result of audits conducted

of some states that "bundled" their Medicaid rates to include other services, such as direct service provision, child welfare, foster care, or juvenile justice, that are not Medicaid funded. In its IFR, CMS specifically says "a state cannot employ a methodology or rate that results in payment for a bundle of services". The key words here are "bundle of services." Iowa bills for TCM at a monthly rate, but this is not a "bundled" rate. This rate is strictly for the cost of the provision of case management to targeted populations, not a bundling of services that are not to be funded by Medicaid.

The IFR also clarified the definition of "case management services" to mean services that will "assist individuals eligible under the State plan in gaining access to needed medical, social, educational, and other services" and to include the components of assessment, development of a specific care plan based on the assessment, referral and related activities to help an individual obtain needed services and monitoring, and follow up activities. Does this sound familiar? Have you been to our fundamentals training? This is how we have defined TCM and how we have operated the program. I truly believe that most of the directives from CMS in the IFR are not radically different than our "standard operating procedure" of providing Medicaid funded case management.

Again, how this will all play out in the coming year and how Iowa does business is not known. What I do know is that the job that you do as a targeted case manager is a difficult one, but one that is very important to the individuals that you work for. With all the uncertainty surrounding the future, never lose sight of who you are working for and why.



Pictures shown above were taken at the 2008 CCMS Annual Conference.



Criteria and Procedures for ISAC Scholarships

The Iowa State Association of Counties (ISAC) is a private, nonprofit corporation whose members are county officials and employees from the 99 counties in Iowa. ISAC has established the following criteria and procedures for granting scholarships:

1. Eligibility is limited to children of county officials or county employees. This does not include city employees, employees of county extension offices, or candidates who are themselves county employees. Children of county assessors are eligible to apply for this scholarship.
2. At least one (1) \$1,000 scholarship shall be awarded annually.
3. The candidates must be seniors in high school.
4. This is a one (1) year scholarship, and can be received only once by an individual.
5. The scholarship can be awarded to anyone who will be a full-time student of any college requiring at least a minimum of two (2) years for a degree.
6. The scholarship monies will be paid directly to the college; one-half upon acceptance, one-half upon completion of the first semester.
7. The candidates must provide personal reference statements from three (3) individuals other than family members, complete an application, and submit to an interview.
8. The criteria used in awarding the scholarship will be scholastic achievement, financial need, participation in extracurricular/community activities and overall character.
9. The selection committee shall award all scholarships and the decision of the selection committee shall be final.
10. The selection committee shall consist of seven (7) members, to be appointed by the ISAC President. The selection committee shall consist of one (1) representative from each ISAC district, plus one (1) member of the ISAC Board of Directors.
11. ISAC reserves the right to verify any information provided on any application.
12. Scholarships will be awarded at the ISAC Spring School in March.
13. Scholarship winners have two years to use their award. During the two years, they may apply to the scholarship committee for an extension of the time limit. The scholarship committee shall recommend to the ISAC Board of Directors whether to allow the extension of the time limit.
14. **Applications must be postmarked by December 17, 2008.**
15. **Applications should be mailed to:**
ISAC, 501 SW 7th St., Suite Q, Des Moines, IA 50309-4540



Scholarship Application

Name of Applicant _____

Address _____

City _____ Zip _____

County _____ Home Phone _____

E-mail Address _____ Name of High School _____

Mother's Name _____ Father's Name _____

Which parent of yours is a county official or employee? _____

Parent's Name _____

County Department _____ County Position _____

County Phone # _____

Proposed college _____

Have you taken the SAT/ACT _____ If so, your score _____

Total Class Size _____ Rank in Class _____ Grade Point _____ on a 4.0 scale

Financial Need: In the space provided, explain your financial need for this scholarship:

isac brief

Essay: On another sheet of paper type an essay of no more than 250 words explaining your career plans and future goals. MAKE US SEE THE REAL YOU.

Extra Curricular Activities: In the space provided, please identify your most significant extra curricular activities, school activities, work experience, etc. that might be helpful to the committee in judging your application.

References: We need personal reference letters from three (3) individuals other than family members. (Such as teachers, employers, advisors)

Transcript: Please enclose a copy of your high school transcript with your application.

Technology Award: We are also offering the Iowa Counties Information Technology (ICIT) Award, which is a \$2,000 scholarship. This scholarship is available to an applicant who intends to pursue a two (2) or four (4) year degree in a technology related major and/or a degree that leverages/incorporates technology. If this applies to you, on another sheet of paper which you label "Technology Essay", tell us about any plans you have in this area.

For you to be considered for a scholarship you must:

1. Return application filled out completely
2. Enclose your typed essay
3. Include three letters of personal reference
4. Enclose your high school transcript

Return to: Iowa State Association of Counties, 501 SW 7th St., Suite Q, Des Moines, IA 50309-4540.
Applications must be postmarked by December 17, 2008.

I hereby certify that this application contains no misrepresentation or falsifications and that the information given by me is true and complete to the best of my knowledge and belief.

Signature of Applicant: _____

ISAC Corporate Hotel Rates

Conference Registration: Please register today for the 2008 ISAC Fall School of Instruction! It is very important to pre-register for this conference because will enable the ISAC staff to plan accordingly for conference materials and meals. The last day to pre-register will be Monday, November 10, at 4:30 pm. After that date, you will be charged the late registration fee and your registrations will take place on-site at the Coralville Marriott Hotel and Conference Center. Register online at www.iowacounties.org.

Conference Name Badges: Your name badge is REQUIRED for all conference events and is considered your meal ticket for all conference meals. You can pick up your conference materials and name badge at ISAC registration located near the exhibit hall and south parking lot. There is a map of the Coralville Marriott Hotel and Conference Center available on the fall school page at www.iowacounties.org.

Affiliate Agendas: Affiliate meeting agendas are now available at www.iowacounties.org

Conference Shuttle: Both the Hampton Inn and Holiday Inn & Conference Center will be offering shuttle service to the conference. Please see the hotel's front desk for shuttle arrangements.

ISAC will be providing a conference shuttle for all other hotels with ISAC room blocks. The shuttle will only pick up/drop off at the hotel's main entrance. Please follow the route below and note that pickup times are approximate.

Wednesday, November 19

- 7:00 am Comfort Suites (2431 James Avenue)
- 7:10 am Holiday Inn Express Hotel and Suites (970 - 25th Avenue)
- 7:25 am AmericInn (2597 Holiday Road)
- 7:45 am Country Inn & Suites (2571 Heartland Place)
- 8:00 am Arrive at Coralville Marriott Hotel and Conference Center (300 East 9th Street)
- 8:10 am Heartland Inn Hotel (87 - 2nd Street)
- 8:15 am - 8:20 am Baymont Inn and Suites (200 - 6th Street)
- 8:25 am - 8:30 am Fairfield Inn and Comfort Inn (214 West 9th Street)
- 8:30 am - 8:40 am Arrive at Coralville Marriott Hotel and Conference Center (300 East 9th Street)
- 5:00 pm - 8:00 pm Meet at Coralville Marriott Hotel and Conference Center Lobby for shuttle service back to ISAC hotels.

By: *Stacy Horner*

ISAC Meeting/Event Administrator



Thursday, November 20

- 7:00 am Comfort Suites (2431 James Avenue)
- 7:10 am Holiday Inn Express Hotel and Suites (970 - 25th Avenue)
- 7:25 am AmericInn (2597 Holiday Road)
- 7:45 am Country Inn & Suites (2571 Heartland Place)
- 8:00 am Arrive at Coralville Marriott Hotel and Conference Center (300 East 9th Street)
- 8:10 am Heartland Inn Hotel (87 - 2nd Street)
- 8:15 am - 8:20 am Baymont Inn and Suites (200 - 6th Street)
- 8:25 am - 8:30 am Fairfield Inn and Comfort Inn (214 West 9th Street)
- 8:30 am - 8:40 am Arrive at Coralville Marriott Hotel and Conference Center (300 East 9th Street)
- 7:00 pm - 12:30 am Meet at Coralville Marriott Hotel and Conference Center lobby for shuttle service back to ISAC hotels.

Conference Parking

Parking at the Coralville Marriott Hotel and Conference Center is \$8.00/day per car. The hotel's north parking lot is open 24/7 while the south parking lot has limited conference hours. Click here for a map and more parking information.

South Parking Lot Hours

- 7:30 am - 8:30 pm Wednesday, November 19
- 7:30 am - 12:30 am Thursday, November 20
- 8:00 am - 12:00 pm Friday, November 21

**Please note that conference attendees will not be able to get their cars out of the south lot outside of these designated hours.*

Please continue to check the ISAC Fall School website at www.iowacounties.org for the latest conference updates. If you have any further questions regarding the conference, please contact Stacy Horner at shorner@iowacounties.org or 515.244.7181. Travel safely to Coralville and we look forward to seeing you at the conference!

county spotlight

Recorders Keep Real Property Economy Moving

The important role that county recorders play in supporting the Iowa economy is sometimes overlooked, but that function was brought into sharp focus recently as bankers, attorneys, and mortgage and abstract companies were forced to return to the courthouse to access public real estate records. In just a few short years they had become accustomed to looking up records online through the recorders' web site: iowalandrecords.org. Following a controversy about whether public real estate records should be accessible to the public via the internet - access to document images was restricted.

Return for a moment to the fall of 2003. Included in legislation that cut county budgets by more than \$160 million was a provision that created an electronic transaction fee of \$5.00 "to be used for the purposes of planning and implementing electronic recording and electronic transactions in each county and developing county and statewide internet websites to provide electronic access to records and information." With this phrase as the primary guide, the Iowa County Recorders Association created a County Land Record Information System (CLRIS) task force to figure out just how to do it.

It is important to remember that the seeds of this initiative were sown a few years earlier when the aforementioned customers of county recorders expressed a desire to have easier and quicker access to public land records. Timeliness matters in the real estate industry, and getting access to records through the internet was something everyone in the industry wanted. The passage of the legislation provided the means to do that, and county recorders - sometimes mistakenly viewed as mere clerks and record keepers - suddenly found themselves with a daunting task on their hands.

The CLRIS task force, which later became the Electronic Services System (ESS) coordinating committee, devised a plan to create a consolidated database that the public could search using a standard web browser. During the course of the project it also figured out how to enable electronic recording in each county using the same platform developed for CLRIS. Along the way the Iowa County Recorders Association faced several technical and political challenges that would have brought a less committed group to its knees. But the recorders must have been mindful of the Friedrich Nietzsche quote, "What doesn't kill us makes us stronger." This group of clerks and record keepers has demonstrated remarkable strength and resolve.

Here are some noteworthy challenges and milestones during the five-year life of what is now known as Iowa Land Records.

Adoption of local standards: In November, 2003, the Iowa County Recorders Association adopted standards for the indexing of grantor/grantee names. The coincidental adoption of these standards helped make it possible to create a consistent statewide database of real estate records.

First statewide land records system based on national standards: The Association's willingness to embrace local standards made it possible for the project to follow emerging standards adopted by the Property Records Industry Association. Iowa Land Records was

recognized by the Technology Association of Iowa as the Internet Initiative of The Year, and as the recipient of a 2005 Innovation Award by the Iowa State Association of Counties. In 2006 the project was recognized with an Information Technology Achievement Award from the National Association of Counties.

Growing pains: The first few years weren't without controversy, including a complaint to the legislature by Polk County and some crossed wires with other colleagues. Since then Iowa Land Records has been audited by the State Auditor and private auditors, reorganized through a 28E agreement adopted by all counties except Hamilton, and has maintained service despite having the constraint of not being allowed to charge a fee for using the system. Today we enjoy a positive relationship with Polk County, every audit has been clean, and the web site has been proven as a valuable resource for the real estate industry. Iowa Land Records has more than 36,000 registered users who have been able to search a database of nearly 10,000,000 records more than 50,000 times each month.

First statewide electronic recording system: When the CLRIS project started, the task of enabling electronic recording was a secondary objective, and the expectation was that it would be years before real estate records could be recorded through the internet. But with amendments to the Uniform Electronic Transactions Act in 2004 the way was paved for enabling electronic recording. The Iowa Land Records E-Submission service - a web-based method for sending real estate records to a county recorder - started up in 2006. No other state in the country provides such broad access to electronic recording. More than 30,000 records have now been electronically recorded in Iowa - representing more than \$1,000,000 in recording fees paid through electronic funds transfers and credit cards.

The privacy controversy: Following the 2008 Labor Day weekend, controversy erupted as a privacy activist complained to the governor and the media that images of some real estate records revealed social security numbers and other personal information. After more than three and a half years of service without complaint or a documented case of identity theft, and despite the precautions of user registration, on-demand redaction, and restricted access to certain document types such as tax liens - access to document images was temporarily restricted.

We aren't yet certain how this latest chapter in the life of Iowa Land Records will conclude. Options for comprehensive redaction of personal information and increased security are being explored. But when an anniversary comes around it is customary to celebrate the anniversary despite the circumstances of the time. Iowa Land Records and the Iowa County Recorders Association have much to celebrate - the achievements and the challenges overcome during the first five years. The occasion will be recognized at the 2008 ISAC Fall School of Instruction, and we look forward to looking back at these most recent events as yet another challenge met and overcome. Iowa County Recorders are committed to fulfilling our responsibility to keep the official records, protect private property rights, and provide appropriate information access to the real estate industry and the people of Iowa. Happy fifth anniversary Iowa Land Records!

Please come to fall school booth 39 to learn more about Iowa Land Records and to celebrate our anniversary with a piece of cake on Wednesday during the Exhibit Hall Grand Opening and Exhibitor Box Lunch.

Iowa Geospatial Infrastructure

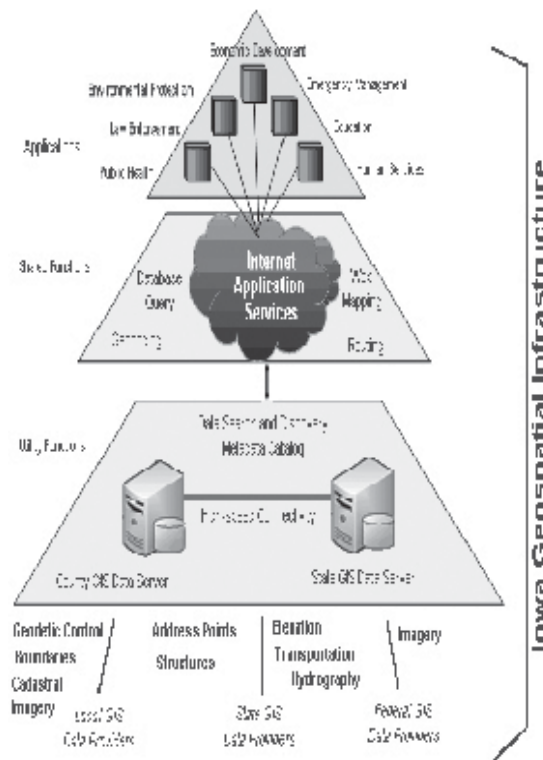
The Iowa Geospatial Infrastructure (IGI) is a community of GIS data providers, service bureaus and technology that delivers GIS framework data layers to any user for any purpose. County GIS programs will provide critical GIS framework layers to IGI, including aerial ortho-photography, parcel and city boundaries, and geodetic control. In order to facilitate the collection, transformation and loading of county data layers into seamless statewide layers, a county GIS service group is needed to ease the flow of data to IGI and in return, provide assistance back to county GIS programs to maintain the data and to expand its use within the counties. While a few larger counties are using GIS technology in all or most of the offices that can use it, others either don't have the resources or expertise to apply GIS to such areas as public and environmental health, human services, conservation, and other departments.

The County GIS Service Bureau (CGSB) will provide GIS coordination and other services to counties participating in IGI. How to fund the CGSB is yet to be determined, with many sources being examined. The CGSB will maintain a data server and collect county agency GIS layers such as geodetic control (benchmarks), city and county boundaries, aerial ortho-photography and cadastral data (land ownership boundaries) into IGI. The CGSB data server will be connected to and mirrored with the State GIS Service Bureau's data server. During emergencies such as the 2008 floods and tornadoes, the CGSB will provide critical support to county emergency operations. While participation in IGI is totally voluntary, counties will benefit greatly by joining this partnership. IGI services to participating counties include:

- coordination of joint aerial ortho-photography acquisitions;
- GIS training for county staff (roads, health, conservation, etc.);
- web applications, data hosting and online mapping; and
- GIS technical assistance.

Funding for the CGSB will provide for four staff positions: a county IGI program manager, an ortho-imagery coordinator, a GIS web programmer and system administrator, and a GIS training specialist. This core group of GIS professionals will support the collection and distribution of IGI framework layers from county agencies and work with participating county governments to enhance their GIS programs through data creation projects, training, and application development. The county IGI program manager will work with the approximately 20 counties that do not currently have GIS to create cooperative programs with other nearby counties or organizations to start a GIS program together. That position will also work with existing county GIS programs to get their data into the IGI and coordinate

services back to those counties. The ortho-coordinator will work with counties, the state, and federal agencies to cooperate on regional and statewide acquisitions, possibly leading up to participation in the federal program, Imagery for the Nation. The web programmer will build GIS web services and applications needed by counties to serve information to the public. The GIS training specialist will help participating counties to use GIS in all aspects of county government business functions.



The CGSB costs will include the salaries and benefits for the positions of: County IGI Coordinator; Web Developer/System Administrator; Ortho-imagery Coordinator; and GIS Training Specialist. The employee salaries and benefits, travel and training expenses, and equipment, software and supplies will make the total annual operating costs around \$385,000. The CGSB will also coordinate framework data projects to help counties get data into IGI, upgrade if needed, and assist in maintenance efforts. The benchmark maintenance program and the maintenance program for city and county boundaries and parcel databases will make the total annual costs for the CGSB and county data projects around \$685,000.

The IGIC is currently researching funding for CGSB. Participating IGI counties still contribute funding to joint aerial ortho-photo acquisitions, but at a reduced rate, depending on the project. If Imagery for the Nation is funded by the federal government, an average cost based on size for a typical county would be around \$5,000 per year. No interest loans are available and are being discussed at the 2008 ISAC Fall School of Instruction on November 20 during the supervisors' affiliate meeting at 2:00 pm.

legal briefs

...continued from page 6

specific meaning under Iowa Code chapter 35C. If they are veterans, they can only be terminated "for incompetency or misconduct, shown after a hearing." That's Iowa Code section 35C.6. So in other words, veterans are not at-will employees. It does say in Iowa Code section 35C.8 that 35C.6 does not apply to those with the title of "deputy," so they are still considered at-will employees.

Parting Ponderable: "Life is uncertain – eat dessert first." Ernestine Ulmer. American writer, b. 1925

NACo Committees Appointments

NACo's policies and legislative positions are developed and reviewed by eleven policy steering committees and adopted by the Board of Directors. The Steering Committees meet at least twice per year to review legislation and update NACo positions. They are staffed by NACo's lobbyists.

In order to be appointed to a steering committee, an ISAC and NACo member must submit a nomination form to the ISAC executive director. ISAC is required to approve and submit the nomination forms to the National Association of Counties for consideration by the NACo President. The NACo President generally finalizes the steering committee appointments in July and August after the conclusion of the NACo Annual Conference. Copies of the steering committee nomination form are made available on the ISAC website and in the ISAC Update prior to the due date.

Currently, NACo also has five standing committees and two task forces. Appointments to these committees are NACo presidential appointments. Nominations do not come through ISAC for these standing committee and task force appointments.

Listed below are the NACo steering committees, standing committees, and task forces. Also listed are the Iowa county officials that were appointed to sit on the steering committees. For more information on the NACo steering committee process please contact either Rachel Bicego, rbicego@iowacounties.org, or Bill Peterson, bpeterson@iowacounties.org.

Steering Committees

Agriculture and Rural Affairs: Melvyn Houser, Pottawattamie County Supervisor, was the sole Iowa member assigned to this steering committee. The committee covers all matters pertaining to legislation affecting the economy of agricultural counties; rural development programs; and conservation and environmental programs affecting agriculture. In addition, the committee is responsible for oversight of platform amendments and resolutions from other steering committees that have a significant impact on rural counties. Erik Johnston, NACo Associate Legislative Director, is the staff liaison to this committee.

Community and Economic Development: The committee covers all matters pertaining to general community development and redevelopment; residential, commercial, and industrial development; housing programs; building and housing codes; subdivision regulation; and public works and economic development. There is no Iowa representation on this committee. Daria Daniel, NACo Associate Legislative Director, is the staff liaison to this committee.

Environment, Energy and Land Use: Terrence Neuzil, Johnson County Supervisor, and Sheri Blough Neff, Jefferson

County Assessor, were appointed to represent Iowa on this committee. The committee covers all matters pertaining to air, water, and noise pollution control; solid and hazardous waste management and disposal; the preservation and proper utilization of water resources; energy; and the use of land resources, including comprehensive planning, coastal zone management, growth management, energy facilities siting, and recreation. Julie Ufner, NACo Associate Legislative Director, is the staff liaison to this committee.

Finance and Intergovernmental Affairs: Grant Veeder, Black Hawk County Auditor and ISAC Board Member, John Deegan, Jasper County Assessor, and Mary Mosiman, Story County Auditor, were appointed to represent Iowa on the Finance and Intergovernmental Affairs Steering Committee. The committee covers all matters pertaining to the financial resources of counties; fiscal management; federal assistance; municipal borrowing; county revenues; federal budget; federal tax reform; and Native American issues. Stephen Traylor, NACo Associate Legislative Director, is the staff liaison to this committee.

Health: The Health Steering Committee is chaired by Linn County Supervisor, Linda Langston. Lynn Ferrell, Polk County Health Services, was also appointed to represent Iowa on the committee. The committee covers all matters pertaining to health care delivery and financing including indigent care; health care for the uninsured; Medicaid; Medicare; long term care; local public health programs; mental health; substance abuse; and developmental disabilities. Paul Beddoe, NACo Associate Legislative Director, is the staff liaison to this committee.

Human Services and Education Steering Committee: Lu Baron, Linn County Supervisor, is a vice chair and is the sole Iowa representative on the Human Services and Education Steering Committee. The committee covers all matters pertaining to immediate and long-range welfare reform, income maintenance, older Americans, community action, food stamps, rights of the handicapped, de-institutionalization, low-income energy assistance, illegal aliens, refugees, domestic violence, and administration of county welfare programs. Marilina Sanz, NACo Associate Legislative Director, is the staff liaison to this committee.

Justice and Public Safety: The Justice and Public Safety Steering Committee had four appointed members from Iowa: Paul Fitzgerald, Story County Sheriff; Jane Halliburton, Story County Supervisor; James Houser, Linn County Supervisor; and Mike King, Union County Supervisor and ISAC President. The committee covers all matters pertaining to criminal justice and public safety systems, including criminal justice planning; law enforcement; courts; corrections; homeland security; community crime prevention; juvenile justice and delinquency prevention; emergency management; fire prevention and control; and civil disturbances. Donald Murray, NACo Senior Legislative Director, and Dalen Harris, NACo Associ-

ate Legislative Director, is the staff liaison to this committee.

Labor and Employment: The Labor and Employment Steering Committee has no representation from Iowa. The committee covers all matters pertaining to employer-employee relations, including personnel policy and practice; merit systems; equal employment opportunity; collective bargaining; pensions; fringe benefits; occupational safety and health; workers' compensation and Social Security. All matters pertaining to employment programs and the jobs aspects of welfare reform including youth employment; public service employment; vocational education; migrant and Native American programs; rural manpower; employment security; and unemployment insurance. Deseree Gardner, NACo Associate Legislative Director, is the staff liaison to this committee.

Public Lands: The Public Lands Steering Committee has no representation from Iowa. The committee covers all matters relating to federally owned public lands, including tax immunity problems; shared natural resource payments; payments in lieu of taxes; and federal land management programs. Ryan Yates, NACo Associate Legislative Director, is the staff liaison to this committee.

Telecommunications and Technology: Curtis Edwards II, Pottawattamie County IT Director, was appointed as the sole Iowa representative on the Telecommunications and Technology Steering Committee. The committee covers all matters pertaining to telecommunications and technology policy, including, but not limited to, the county role as a telecommunications regulator, service provider and consumer; cable services technology and implementation; information technology development and implementation; information technol-

ogy innovation; e-governance; and Geospatial data collection and utilization. Jeffrey Arnold, NACo Deputy Legislative Director, is the staff liaison to this committee.

Transportation: Donna Smith, Dubuque County Supervisor, was appointed as the sole Iowa representative on the Transportation Steering Committee. The committee covers all matters pertaining to comprehensive transportation planning; rights of way; highway finance and safety; public transit development and finance; airport development; railroads; waterways; research and development of new modes of transportation. Robert Fogel, NACo Senior Legislative Director, is the staff liaison to this committee.

Standing Committees

Information Technology: ISAC Executive Director Bill Peterson was appointed to the Information Technology Committee

Membership: Lu Baron, Linn County Supervisor, was appointed to the Membership Committee.

NACo Audit Committee

NACo Finance Committee

Programs and Services Committee

Task Force

County Hospital Task Force

NACo Governance and Structure: Grant Veeder, Black Hawk County Auditor, was appointed to the NACo Governance and Structure Task Force.

employment

Ringgold County Assistant to Engineer

Ringgold County Secondary Road Department Located in Mt Ayr, IA is accepting applications for an Assistant to Engineer. Excellent benefits and salary commensurate with qualifications and experience. The position requires a bachelor's degree in civil engineering and passing the **Engineer in Training** exam. This position would report directly to the County Engineer assisting him in planning, overseeing and managing the design, construction and maintenance of secondary road transportation system. Submit resume to: Ringgold County Board of Supervisors, 109 W Madison St, Suite 202, Mt Ayr, IA 50854. Application will be accepted until November 25, 2008. Ringgold County is an Equal Opportunity Employer.

lincoln letters

continued from page 10...

Lincoln's regard for the family remained constant, and he supposedly told an old friend visiting him shortly after his election as president that "I have loved the name of Rutledge to this day." Evidence of this attachment may be found in the fact that he appointed Bob Rutledge as U.S. Provost Marshal in Iowa's first congressional district during the Civil War.

Pilgrims still visit Ann Rutledge's grave near the restored New Salem, but Iowans may visit the mortal remains of her mother at Bethel M.E. Cemetery in Lick Creek Township in Van Buren County. Mary left her spinning wheel to daughter Nancy, who donated it to the Carnegie Historical Museum in Fairfield before she died in 1901. Nancy Rutledge Prewitt, Ann Rutledge's sister, is buried in Fairfield's Evergreen Cemetery.

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

Editor's Note: For consideration of materials to be published in *The Iowa County* magazine, please submit before the first Friday of the previous month. (Materials for the January 2009 magazine are due on Friday, December 5.)

Thank you! Rachel

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calendar

November

- 6 CCMS Advanced Training
(Holiday Inn Airport, Des Moines)
- 19-21 ISAC Fall School of Instruction
(Coralville Marriott Hotel and Conference Center)
- 19 ISAC Board of Directors Meeting
(Coralville Marriott Hotel and Conference Center)
- 19 CRIS Board of Directors Meeting
(Coralville Marriott Hotel and Conference Center)
- 20 CCMS Board of Directors Meeting
(Coralville Marriott Hotel and Conference Center)

December

- 2-4 Engineers' Annual Conference
(Scheman Center, Ames)
- 4 District 2 Supervisor's Winter Meeting
(Elk's Lodge, Charles City)
- 10 District 4 Supervisor's Winter Meeting
(Location TBA)

- 11-12 New County Officers School
(Holiday Inn Airport, Des Moines)
- 19 ISAC Board of Directors Meeting
(ISAC Office)

January 2009

- 13 CCMS Administrators Training
(Adventureland Inn, Altoona)
- 23 Supervisors' Statewide Meeting
(Holiday Inn Airport, Des Moines)

February 2009

- 18-20 CCMS Fundamentals Training
(Holiday Inn Airport, Des Moines)
- 19-20 ISAC Board of Directors Meeting
(ISAC Offices)

March 2009

- 4-6 ISAC Spring School of Instruction
(Marriott/Renaissance Savery, Des Moines)
- 7-11 NACo Legislative Conference
(Washington D.C.)
- 25 ISAC Legislative Day
(State Capitol, Des Moines)

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



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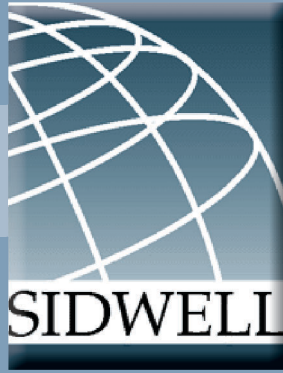
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