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Iowa County
Iowa State Association of Counties

October 2008

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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.

Are Your Employment Practices All That They Should Be?

By: David Vestal

ISAC General Counsel



There is not enough money to do absolutely everything that your county needs to do. We all know that. But one area that counties should not scrimp on is updating their employment practices. If you don't pay enough attention to this stuff, screw up and get sued, you really haven't saved any money, and your life will be miserable to boot.

So here is a Part One of a short checklist of things you need to pay attention to. If you have the foresight to have an HR director who gets paid to worry about these things for you, you can skip the checklist and go straight to the Parting Ponderable.

These are obviously very brief descriptions, meant to just alert you to an issue. If you need more information, either contact me or talk to your county attorney.

Tune in next month for Part Two.

Employment Applications: Is a written job application used for all county job openings? Explanation: Iowa Code §35C.1(2) requires one.

Does the job application form ask if the applicant is a veteran? Explanation: Iowa Code §35C.1(2) requires that question be asked, so you cannot use just any old job application form.

Does the county have a policy on unsolicited applications? Explanation: It is best not to accept unsolicited applications. If you only accept applications for current, announced job openings, that makes it easier to identify the applicants that match the qualifications and experience necessary to perform the job. Whether you accept them or not, be sure to develop a strict policy for handling them. In the policy, describe how these applications will be reviewed, how they will be handled if no position is currently open, and how the applicant will be notified of his or her status in the screening process.

Hiring Process: Does the county post a notice of every job opening? Explanation: Posting, not publishing, is required by Iowa Code §35C.1(3).

Does the county do background investigations/reference checks? Explanation: In *Godar v. Edwards*, 588 N.W.2d 701 (Iowa 1999), the Iowa Supreme Court recognized that an employer could be sued by an injured third party for “negligent hiring.” They held “that an employer has a duty to exercise reasonable care in hiring individuals, who, because of their employment, may pose a threat of injury to members of the public.” *Id.*

Does the county use certificates of appointment? Explanation: This is the paper trail that documents the hiring and firing of county employees. It is required for all county employees by Iowa Code §331.903(2).

Are all new hires approved by the board of supervisors? Explanation: Each and every hiring by the county must be approved individually by the board of supervisors. That's in Iowa Code §331.903(1).

Does the county document reasons for not hiring veterans? Explanation: Iowa Code section 35C.3 actually requires that the county put in writing for public inspection “the specific reasons” that it either hired the veteran or refused to hire that person.

Job Descriptions: Does the county have written job descriptions for all positions? Explanation: The Americans with Disabilities Act (ADA) technically does not require written job descriptions. But under the ADA, written job descriptions are essential. Before a county interviews applicants or advertises a position it needs to write a job description covering the position to be filled.

Do the job descriptions explain the essential functions of the job? Explanation: This is important, because under ADA, you may only base your hiring decisions on an applicant's ability to perform the “essential functions” of the job.

Do the job descriptions match the actual responsibilities for that job? Explanation: Inaccurate, vague, or outdated job descriptions can do more harm than good, and should be discarded.

Employee Handbooks: Does the employee handbook apply to elected officials? Explanation: You don't have to have an employee handbook at all. But if you have one, one thing you need to resolve is whether it applies to elected officials or not. So, for instance, if there is a grievance procedure in the handbook, can an employee file a grievance against an elected official?

Does the handbook explain that all employees are “at-will”? Explanation: A well-written employee handbook will have a disclaimer stating that the **handbook** is not intended to create any contractual relationship and that employees are **at-will**. See *Phipps v. IASD Health Services Corp.*, 558 N.W.2d 198 (Iowa 1997).

...continued on page 8

Counties to Converge on the Capitol

“The appearance of power is power.” Thomas Hobbes, English philosopher

Tip O’Neil, Speaker of the House, is famous for the statement, “All politics is local.” One of the best tools in the ISAC arsenal for impacting state policy is our members. Each of you can have a significant impact on your state Senators and Representatives and how they vote on issues of importance to county officials. Legislators have to go home every weekend and at the end of session and face local officials on a daily basis.

ISAC has long provided an opportunity for county officials to visit the Capitol during the legislative session to interact with their legislators on issues of importance to counties. For a number of years, the County-a-Day program provided an opportunity for individual counties to meet with ISAC staff and their legislators on a date chosen by the county. Beginning at the ISAC Fall School of Instruction, every county was given the opportunity to sign up for county officials to spend a specified day at the capitol during the legislative session. The goals of this effort were to raise awareness of counties with state policymakers and to assist ISAC in lobbying efforts. This effort spread county representation at the Capitol over an extended period of time.

Two years ago ISAC changed the program in favor of a program that focused on the six ISAC districts. The formal part of the program was moved to the Wallace Building Auditorium, a significant improvement over the Capitol cafeteria where the noise level often made it very difficult to hear what was being said. Presentations by staff from the Governor’s office and state agency directors were added to the agenda giving ISAC members a great opportunity to interact with these policy makers. Unfortunately, winter weather hit hard on many of the days scheduled for district meetings negatively impacting attendance and the strength of the county voice.

In analyzing what to do to get better attendance and to ensure that the county voice is heard by legislators, it was clear that dates later in the session would be less likely to be disturbed by ice, snow and bitter cold. It was also clear that in order to maximize the impact of our message, it was necessary to have one day where all counties could come together and present their case to the legislature.

ISAC’s 2009 Spring School of Instruction is earlier than normal this year on March 4 - 6 with the National Association of Counties (NACo) Legislative Conference following closely

By: Linda Hinton

ISAC Government Relations
Manager



on March 7-11. National County Government Week is April 19-25, a little too late for Iowa county officials to be assured of having an impact on the issues they care about. Therefore, we have selected March 25 as Iowa County Government Day at the Capitol. If the legislative schedule holds true-to-form, this date will fall between the two funnels, so if there is specific legislation that county officials want either to move or to kill, the timing will be optimal.

The day will begin with an orientation at the Wallace Building Auditorium. The “hot” issues at the time will dictate who the presenters are. This day at the statehouse gives county officials an opportunity to participate in the lobbying process by meeting with their legislators. County officials can sit down with state policy makers and shed light on how specific bills and actions will affect their county. We have secured space in the Capitol Rotunda for displays to provide information on each affiliate’s activities throughout the day. This will be an effective way for each affiliate to “introduce” legislators and the public to your important roles in the effective administration of county government. Lunch will be provided for legislators and attending county officials in Room 116 on the first floor of the Capitol.

In order to have the opportunity to meet with your legislators on legislative day, each county is encouraged to set up meetings with their legislators in advance. Most days of the session are extremely busy and having a scheduled time with the legislators is very important. The lunch time is always a great chance to talk with your legislators and discuss the issues of importance to your county.

As an ISAC member county it is important to be involved in the legislative session and to work to promote ISAC’s legislative priorities and objectives. This legislative day will give our members an opportunity to support ISAC’s efforts and work towards improving county government.

We have never attempted to have county officials attend and focus their efforts at the Capitol on one day. In the past, we have spread our efforts over a number of days. It is our hope that by making a concentrated effort to focus on county issues on one day, that we will have greater impact. Mark your calendars now for March 25, 2009!

by the numbers

Iowa Flood Damage

The floods of 2008 caused significant damage across most of Iowa. Farmers lost crops and livestock; businesses and non-profit organizations lost their facilities; and many Iowans lost their homes. Governments, too, lost many public buildings or other public resources. This month's *By the Numbers* looks at the early estimates of the extent of the damage to county road infrastructure.

According to a recent survey of county engineers, Iowa counties sustained nearly \$43 million of damage to secondary roads, bridges and related infrastructure. Engineers estimate that it will cost \$14 million to restore the loss of granular surfacing washed out by the floods at more than 13,000 locations across the state. It will cost another \$18 million to fix or replace over 1,500 bridges, culverts and reinforced concrete boxes. The floods washed out nearly one thousand embankments along secondary roads, and it will take \$5.5 million to restore those lost embankments. Finally, the floods caused significant pavement damage at 70 sites around the state, costing another \$4.7 million in damage.

Fayette County reports the highest damage cost in the state at \$3,380,000. Most of that – over \$2.5 million – is necessary to replace the Huntzinger Bridge, which collapsed into the Turkey River. (The Huntzinger was just one of the historic bridges

By: Jay Syverson

ISAC Fiscal Analyst



to succumb to the floods of 2008; others include the Charles City Suspension Bridge in Floyd County and the Sutliff Bridge in Johnson County, both of which span the Cedar River.) In addition to Fayette, eight other counties expect road infrastructure repair costs in excess of \$1 million. Butler County expects to spend over \$1.3 million, much of which will go to repairing damage to two multi-span timber bridges. Crawford County anticipates spending over \$2 million, including \$1 million for bridge repair and a half million to clean debris from more than 100,000 linear feet of ditch. Jackson and Jones Counties will also spend over \$2 million each; in both counties, the bulk of the cost is to replace failed bridges.

But even counties without major bridge damage expect to incur significant road-repair costs. Linn County will spend \$1.5 million replacing broken pavement and lost rock on its roads; Louisa County sustained \$1 million in damaged pavement alone, largely resulting from the shoulders eroding on a five-mile stretch of road; Muscatine County expects to have nearly \$2 million in damage, over half coming from broken pavement; and Winneshiek County incurred a variety of damage totaling at least \$1.2 million. There are only five counties in Iowa that report zero flood-related road damage.

New County Officers School Moved Up to December

On December 11-12, 2008, ISAC will host its New County Officers (NCO) School at the Holiday Inn Airport in Des Moines. This event is organized specifically to provide newly-elected county officials with the baseline information they need to begin their job.

Unlike in past years when the NCO school was held in January, this school has been moved up a month, so that newly-elected officials can hit the ground running when they are sworn into office. ISAC got the law changed in 2008 to specifically allow counties to pay the expenses of elected officials who have not yet taken office.

The format will be the same as before. On Thursday, December 11, newly-elected officials will all receive training on top-

ics such as the Open Meetings Law and county budgeting. The keynote speaker will be ISAC favorite David Rabiner.

Then on Friday, December 12, the auditors, sheriffs, and supervisors will each put on a day of training specifically for that office.

While the NCO School is presented for newly-elected officials, it is also an excellent opportunity for incumbent county officials to brush up on some important topics.

The full agenda for the NCO School, as well as registration information, will be available on the ISAC website by October 31.

Taming the Technology Tiger

By: *Robin Harlow*

ISAC Technology
Project Manager



If you are riding on the back of a tiger, or holding a tiger by the tail, do not dismount or let go, as you will be eaten. – Chinese proverb

Most counties operate with at least some level of information technology, and whether you are an elected county official or appointed department head, trying to manage information technology is certainly like having a tiger by the tail. Most counties have at least a piece of the tiger's tail and because letting go is not an option, what are the tips to help us develop a better grip?

Tip #1: Overcome your fear - I sense that my job title "Technology Project Manager" at times builds an expectation that I am going to be talking over people's heads. Many would be surprised to know that I have a business degree in Transportation Logistics. I originally became interested in technology because I sensed that its application was going to make my life easier.

Tip #2: Search for the truth - Overcoming the fear lets you search for the truth. Seek answers that you can understand. In my career I have been required to manage very technical people. As a manager your goal should be to understand how and where technology can help you with your county. If you don't understand someone's response, make them re-frame the answer in a way that helps you understand. Ask them specific questions about your business process and how their proposed solution will benefit your county. As a manager you don't concentrate on the technical details, but learn to understand the boundaries of the technology.

Tip #3: Seek alliances - Having more hands on the tail may take coordination, but in the end makes it easier to manage the tiger. What are other counties doing with a particular issue? Don't assume that your county is in this by itself. Alliances spread the risks associated with technology. When going alone, if you lose your grip on the tail, where is the tiger going to look first?

Tip #4: Learn the way of the tiger - The better you understand the tiger and its ways, the better you can anticipate the tiger's moves. You don't have to be the tiger to understand its tendencies. Through observing the tiger you can begin to anticipate where the tiger is going. Seek out resources for the non-technical managers. Take a course related to understanding technology or business processes. Don't take a course on Microsoft Word and expect that it will help you learn technology. The course will teach you a skill, but not an understanding.

And finally....Tip #5: Expect battle scars - With most epic struggles, neither side will walk away unscathed. Expect that there will be setbacks. Expect that applying technology will produce unexpected consequences. Expect that county processes, as they exist today, might not enjoy the application of technology. Processes, people, and institutions generally rebel against change. They lash out at the "change agent." Don't let these setbacks stop you from figuring out how to benefit from technology. Learn from what went right and from what went wrong.

When Many Can Act as One

As we developed the County Community Services Network (CSN) we knew that there were benefits to the counties in getting certain information sent electronically to the counties. What we didn't really understand is by acting as one through the Electronic Transaction Clearinghouse (ETC) that these benefits would flow in potentially dramatic fashion to the state of Iowa.

In the case of CSN, the ETC will be the initial conduit for the Department of Human Services (DHS) to transmit Medicaid billings. ETC has worked with the DHS to establish a one to many process. In short, DHS gives ETC information in an agreed upon format, then it is up to ETC to deliver the information in a format that can be used by the counties.

ETC's goal is to isolate DHS from the complexities of dealing with 99 different counties. This allows DHS to begin focusing on improving its business processes without having to worry how to communicate or get information from the 99 counties. In the past, it was easier for DHS to keep a process manual than it was to figure out how to deal with 99 different counties.

The Medicaid billings process is a good example. The monthly billings actually required that the billings be generated from two or three systems. The paper billings were then manually collated by county. The billings were then packaged and mailed to the counties. Producing the billings electronically will eliminate this manual process and allow DHS to review several other processes tied to billing counties for services related to state institutions.

As we implement CSN, the consensus is that there will be additional benefits to counties and DHS that we can only dream about.

technology center

Surface and Multi-Touch Technology

Q: What is surface technology?

A: Surface technology is the technology that some of us dreamed about when watching *The Jetsons* or *Back to the Future* movies as kids or as kids at heart. The ability that Jane Jetson had to touch a screen and food would appear for the family or Lorraine McFly used to change the video wall picture in her living room. In one word it is “cool.” Okay, now what is it really? It is a technology that a couple of Microsoft techies began brainstorming around 2001 and from those sessions a prototype was created in 2003. Microsoft Surface was born. The first surface computer was sold in January 2006. Surface computing is currently in a tabletop form. It utilizes a multi-touch surface, which is the same technology that is used in iPhones. Surface technology is just multi-touch on steroids.

To better understand surface technology, you first need to understand multi-touch technology. Touch technology has been around since the early 1980s and made significant strides in the 90s. However, it wasn't until 2006 that Jeff Han unveiled at a TED (Technology Entertainment Design) conference his concept of a multi-touch screen. His innovative design allows a person to touch a screen using both hands simultaneously, select an image, and rotate the image, zooming in or out without the benefit of a mouse, just using your fingertips. His company Perceptive Pixel uses this technology to manufacture and market the “The Wall” which CNN snapped up and unveiled on their coverage of the Iowa caucuses and have used in all their political coverage since. CNN affectionately refer to their purchase of this technology as the “Magic Wall.”

By: **Tammy Norman**

ISAC Office Manager



Surface technology utilizes multi-touch technology along with object recognition to take it to a whole new level. Microsoft Surface uses a rear projection system which displays an image onto the underside of a thin diffuser which creates the surface of the table. The system is able to “sense” objects such as fingers, glasses, paint brushes, etc. It has the ability to read the 2D bar codes and smart tags, so that a digital camera or cell phone with embedded RFID chips can be placed on the table top and the information contained in them can be shared or downloaded onto the tabletop surface and manipulated. Once downloaded onto the “table” objects, such as photos, can be resized, deleted, or shared with another component such as jump drive or cell phone or memory card embedded with RFID chips.

Where can you find a Microsoft Surface table and what is the purchase price? Currently Microsoft Surface is not available for individuals to purchase, but it is being sold to large entertainment and retail companies such as AT&T, Rio All Suite Hotel and Casino, and Disney. Disneyland unveiled this technology in its *Innoventions Dream Home* located in the *Tomorrowland* area of their theme park in June 2008. Purchase price has been rumored to be between \$5,000 and \$10,000. Rumors are circulating that there will be an affordable model available for individual consumers in three to five years. Until then, you will have to plan a trip to Disneyland.

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

legal briefs

continued from page 4...

Is every employee required to sign an acknowledgement form?
Explanation: The county should distribute along with the employee handbook an acknowledgement form, which each employee should sign and return for inclusion in the individual's personnel file. The form should include an acknowledgement by the employee that he or she has received and read the handbook, and agrees to abide by the policies contained in the handbook and to seek clarification from supervisors when needed.

Parting Ponderable: Odd facts from the Internet:
Percentage of American men who say they would marry the same woman again: 80

Percentage of American women who say they would marry the same man again: 50
Portion of ice cream sold that is vanilla: 1/3
Chances that a burglary will be solved: 1 in 7
Only first lady to carry a loaded revolver: Eleanor Roosevelt
Actual name of the symbol on the “pound” key (#): octothorpe
Name of Elvis's identical twin brother who died at birth: Jesse Garon Presley

Clarification: Contrary to the information in the September column, no county computers were seized in the pornography investigation involving the Van Buren County Engineer.

Lincoln's Burlington Visit

While a candidate for the United States Senate from the state of Illinois, Abraham Lincoln went to Burlington, Iowa to make a speech in October of 1858. There may not have been many voters in Burlington who could help him, but he had a number of reasons to make such a visit.

One reason was the doggedness of Burlington residents over the years in inviting Lincoln to come. He had turned down invitations in 1844, 1856, and 1857, that we know of. Burlington was a small settlement at the time, but it had served as the second capital of the Wisconsin Territory in 1837 and was, from 1838 to 1840, the capital of the Iowa Territory after it separated from Wisconsin. Thus, it was an important political center in the state, and it was the home of James W. Grimes. A member of the first territorial legislature at Burlington who was elected governor in 1854, Grimes authored at least two of the requests for Lincoln visits.

Lincoln explained his disinclination to visit in 1856 in his reply to Grimes: "1. I can hardly spare the time. 2. I am superstitious. I have scarcely known a party preceding an election to call in help from the neighboring States, but they lost the State."

When Grimes invited him again in 1857, Lincoln wrote that he was very anxious for Republican success in Iowa's 1858 congressional elections but "I lost nearly all the working-part of last year, giving my time to the canvass; and I am altogether too poor to lose two years together."

When 1858 came around, Lincoln was trying to fulfill his life dream of election to the United States Senate. His opponent was the Democratic incumbent, Stephen A. Douglas, whose Kansas-Nebraska Bill of 1854, which gave new states the right to vote on allowing slavery, had electrified the slavery issue and brought Lincoln out of self-imposed political exile.

Lincoln proposed a series of debates, and Douglas agreed to hold seven. The fifth was scheduled for October 7 in Galesburg, Illinois, about 46 miles east of Burlington. They would follow that debate with one down the Mississippi River in Quincy, Illinois on October 13. Des Moines County Republican Chairman Charles Darwin reasoned that Burlington wouldn't be out of Lincoln's way, so he sent him an invitation to speak.

(You probably didn't mistake Burlington's Charles Darwin for the British evolutionist of the same name, but this coincidence gives us a chance to note another coincidence - the evolutionist Darwin and Lincoln share the same birthday, February 12, 1809.)

By: *Grant Veeder*

ISAC NACo Board Representative
Black Hawk County Auditor



Another factor influenced Lincoln's acceptance of Darwin's request. Part of Lincoln's electoral strategy was to speak in a town after Douglas had spoken there so that he could answer Douglas's points, and Douglas had already agreed to talk in Burlington.

Consequently, after a 1:00 pm speech in Oquawka, Illinois on Saturday, October 9, Lincoln immediately embarked on the Rock Island packet to sail 20 miles downriver to address an Iowa crowd in Burlington that evening. The staunchly Republican Burlington *Hawk-Eye* had given details of the impending visit in its October 8 edition, and wound up by saying of Lincoln, "He says he has got so used to speaking that it don't hurt him a bit and he will talk as long as we want to hear him! HUZZA FOR LINCOLN!"

What Dunham did after meeting Lincoln at the hotel is something of a mystery, because his October 11 newspaper reporting on the speech stated, "We regret exceedingly that it is not in our power to report his speech in full this morning." No transcript of the oration has yet been uncovered. The *Hawk-Eye* was somehow able to describe the speech as "a logical discourse, replete with sound argument, clear, concise and vigorous, earnest, impassioned and eloquent." It estimated the crowd at "12 to 15 hundred ladies and gentlemen." Lincoln spoke for two hours, and it apparently "didn't hurt him a bit": the newspaper reported (perhaps with a touch of bias) that Lincoln "appeared Saturday evening fresh and vigorous, there was nothing in his voice, manner or appearance to show the arduous labors of the last two months. . . ." This in contrast to Douglas, ". . . whose voice is cracked and husky, temper soured and general appearance denoting exhaustion."

The speech was given at Grimes House, a hall owned by Governor Grimes. After spending the night at the Barrett House, Lincoln visited Grimes at his home on Sunday before leaving town. Presumably, Lincoln devoted at least a portion of his Saturday speech to politicking for Grimes, who, like Lincoln, was running for the Senate. Unlike Lincoln, he was successful.

The loss was disappointing to Lincoln, but Grimes's biographer, William Salter, who heard both Lincoln and Douglas speak in Burlington, put it in perspective. "Had Mr. Lincoln been elected senator," he wrote, "in all probability he would never have become President." And his visit to Burlington would likely have been forgotten.

CCMS Annual Conference a Success!

As soon as the 2007/2008 holidays were over and we returned to work the first full week in January 2008, we met with members of the CCMS Training Committee to begin officially planning our conference for August 13 - 15, 2008. During this meeting, we reviewed the Training Needs Assessment completed by participants at the previous conference, looking at possible leads for speakers and topics from members and staff. We then began the footwork of contacting potential speakers for breakout and keynote sessions. This year was particularly challenging – providing an excellent conference and at the same time reducing costs compared to last year's conference. Although the dollars and the evaluations have yet to be tabulated, I believe that this has been achieved. We do know that the 16th Annual County Case Management Services Annual Conference had record breaking attendance, with 382 people preregistered and 8 registered at the door.

We had 4 keynote sessions this year over the course of 2 days. The Savarese Family - Emily, Ralph, and DJ - opened the conference discussing their journey through the child welfare and educational system and how they are moving from parental advocacy to self advocacy as DJ grows in his communication skills. Deeanna Clingan-Fischer, Legal Services Developer for the Iowa Department of Elder Affairs, spoke on Substitute Decision Making. She reviewed the responsibilities of Durable Power of Attorney for health care, financial Power of Attorney, representative payee, guardianship and conservatorship, as well as the rights of the person with these restrictions. On the second day, Tina Kotulski who wrote, "Saving Millie: A Daughter's Story of Surviving her Mother's Schizophrenia", spoke on her experiences, advocating for family members of those diagnosed with a chronic mental illness, and she discussed her foundation, Extraordinary Voices.

Amy Dee-Kristensen was our closing keynote who addressed the need for balance in the lives of Targeted Case Managers due to the high level of stress in their jobs. She provided tools and techniques, to create positive change to relieve stress, to laugh more and develop healthy perspectives, in order to create this balance. Amy is a registered nurse specializing in psychiatric nursing and also has written a book, "Fly! Make It Happen." In addition to the keynote speakers, we had a total of 15 breakout sessions throughout the two days. On Friday, August 15, we offered two post conference sessions, ethics and mandatory reporting training.

As you can see, there is no way that the five member CCMS team is able to organize a conference of this size. We are indebted to the hard work of the following ISAC staff: Jenna Kunstle, Receptionist/Administrative Assistance; Lauren Adams,

By: Jackie Olson Leech

ISAC Case Management Specialist



Financial Administrative Assistant; Stacy Horner, Meetings/Event Administrator; and Tammy Norman, Office Manager. Jenna worked day after day copying materials for the conference folders as well as stuffing them and also copying and organizing all the handouts for each session. Lauren was lead for preregistration issues, completing name badges and helping at the registration table. Stacy worked with the Holiday Inn Airport personnel to assure that the food was ordered for snacks and lunches, coordinated the details regarding room set-up, and organized the reception held Wednesday night, which 88 people attended (another record for attendance). Finally, but not least, Tammy was there to assist each speaker to assure that their PowerPoint or DVD projected onto the screen, and that the computer was compatible with the equipment that they were using. This is very challenging when setting up for a large room and then the breakouts in three smaller rooms, several times a day. The Holiday Inn Airport staff also did a great job of setting up the rooms, breakfast, snacks, and lunches. We received a lot of compliments on the food!

We would also like to thank our 2008 Training Committee for finding time to meet in January, for providing input throughout the year, and for assisting at the conference – they are: Sue Spilde, Allamakee/Howard County Case Management Supervisor; Sheila Kobliska, Chickasaw/Mitchell County Case Management Supervisor; Renee Pape, Jackson County Case Manager; Lori Byers, Grundy County Mental Health Support Staff; Dawn Mentzer, Buena Vista County CPC Administrator; MaryBeth Nelson, Cerro Gordo County Case Management Supervisor; Joleen Arnold, Mahaska County CPC Administrator; Mary Rosendahl, Hardin County Case Manager; Anne Webber, Polk County ChildServe Case Manager; and Deb Schultz, Jones County CPC Administrator.

If you are interested in being on the 2009 Training Committee, please contact your CCMS Technical Assistant. We are especially in need of members who will represent the Northwest, Southwest and Central regions of the state. Also, if you would like to provide input regarding topics for trainings throughout the year, please complete the CCMS training needs assessment located on the CCMS website www.iowacounties.org (go to links/affiliate websites/CCMS affiliate website/affiliate tools/affiliate surveys).

See the calendar on page 20 for the remainder of the 2008 CCMS trainings. Also, next month's magazine will include a variety of pictures from the conference.

Don't miss out!

ISAC's *Fall School* of Instruction

2008 *Fall School* of Instruction
Coralville Marriott Hotel and Conference Center
Coralville, Iowa
November 19-21, 2008

Join us in November for the

2008 ISAC *Fall School* of Instruction.
Moving the conference outside of Des Moines for the first time in 14 years, we have put together a great program that you won't want to miss. Check out the new schedule and events including lunches, affiliate times, and educational seminars.

See you in Coralville!

Find Inside...

Parking	Evening Entertainment
Guest Meal Ticket	Poetry Reading
Shuttle Service	ISAC Endorsed Company Luncheon
Exhibit Hall Features	ISAC Educational Seminars
Keynote Speaker	and MUCH MORE!

Don't miss the



events and details about the conference!

Register online today at

www.iowacounties.org.

ISAC
Iowa State Association of Counties

Wednesday, November 19

7:30 am - 4:00 pm	ISAC Registration
9:00 am - 11:30 am	Affiliate Time
11:30 am - 1:00 pm	Exhibit Hall Grand Opening and Exhibitor Box Lunch
1:00 pm - 5:00 pm	Affiliate Time
5:00 pm - 6:00 pm	Exhibitor Social Hour
6:00 pm - 8:00 pm	Hospitality Rooms

Guest Meal Ticket

For only \$25 a guest or family member can join conference attendees in two delicious lunches.
 Wednesday, November 19 - Exhibitor Box Lunch
 Thursday, November 20 - ISAC Endorsed Company Luncheon

**Meal tickets can be purchased online with registrations or at the ISAC Registration area during the conference. Your name badge will act as your ticket to both meals.



Shuttle Service

A shuttle will be provided for all conference attendees on a continual loop from all hotels with ISAC room blocks to the conference hotel. Shuttles will pick up/drop off only at hotels main entrances. A route and time schedules will be provided on the ISAC website in closer proximity to the start of the conference.

***Excludes the Hampton Inn and the Holiday Inn and Conference Center. (Shuttle service is provided by these hotels. See hotel's front desk for shuttle arrangements.)



2008 Exhibit Hall



Learn about new products and services and make valuable networking connections through the various events planned in the exhibit hall.

Wednesday, November 19

11:30 am - 1:00 pm
 Exhibitor grand opening and box lunch
 - Assorted sandwich favorites, fruit, chips, cookie, and beverage

5:00 pm - 6:00 pm
 Exhibitor social hour
 - Ballpark favorites, hosted beverages, and cash bar

Thursday, November 20

7:30 am - 9:00 am
 Exhibitor coffee and bagels

12:30 pm - 1:30 pm
 Exhibitor dessert and vendor drawing
 - Choice of chocolate decadence cake or lemon velvet cake

Parking



\$8.00 per day
 Options and lot availability on map.



Thursday, November 20

7:30 am - 4:00 pm	ISAC Registration
7:30 am - 9:00 am	Exhibitor Coffee and Bagels
9:00 am - 11:15 am	ISAC General Session and Keynote Speaker
11:30 am - 12:30 pm	ISAC Endorsed Company Luncheon
12:30 pm - 1:30 pm	Exhibitor Dessert and Vendor Drawing
1:30 pm - 5:30 pm	Affiliate Time
6:00 pm - 8:00 pm	Poetry Reading
6:30 pm - 8:00 pm	Hospitality Rooms
8:00 pm - 9:00 pm	President King's Reception
9:00 pm - 12:00 am	ISAC Dance

ISAC Iowa State Association of Counties General Session

Keynote Speaker

Joe Dittmar is a 9/11 World Trade Center attack survivor and will present "Lessons Learned from a Date with Destiny/A Historic and Inspirational View of 9/11/01." General Session is held from 9:00 am - 11:15 am.



Poetry Reading

Join author and poet John D. Thompson from 6:00 pm - 8:00 pm in the Iowa Readers Library. In this casual poetry reading Thompson plans to read poems from his books, 99 Voices, 99 Lives: County Poems of Iowa and On Holiday.



Evening Entertainment



President King's Reception 8:00 pm - 9:00 pm

After a long day of meetings join ISAC President Mike King for dessert and beverages. A jazz ensemble will provide background music during the reception.



ISAC Endorsed Companies Luncheon

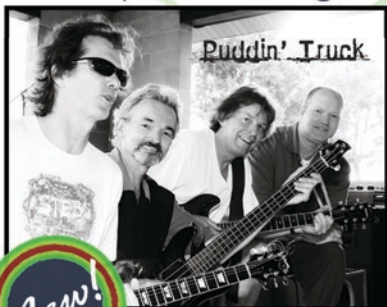
IOWA MUNICIPALITIES WORKERS' COMPENSATION ASSOCIATION



The ISAC Dance

9:00 pm - Midnight

Puddin' Truck is a four-piece dance band from the Cedar Falls/Waterloo area. Mark Linda, Craig Bartels, Rick Oltman, and Denton Ketels have become a high demand musical attraction where fun and dancing are the reasons for gathering.



Menu

- Mixed Salad Greens
- Assorted Rolls and Breads
- Chicken Portuguese
Lightly floured chicken breast with a rich herb tomato sauce and topped with olives and capers.
- Garlic Mashed Potatoes
- Brocolini

Dessert will be served in the exhibit hall directly following the luncheon. Please let us know if you have special dietary needs.

Friday November 21

8:00 am - 10:00 am ISAC Registration
 9:00 am - 9:30 am Morning Coffee
 9:30 am - 11:30 am ISAC Educational Seminars



Moving From Chaos to Calm: Tools for Managing Stress

Gail Hardinger-McCarthy, has been involved in health education and healing work for over 25 years as a facilitator, mentor, mediator, nurse and visionary. She uses a holistic approach to help individuals and groups find more balance in life. Her training in adventure based experiential learning, Developing Capable People program, mediation, yoga, intrinsic coaching, and various holistic energy-based modalities, supports her passion for helping others help themselves discover their best thinking to move forward in life with ease and harmony.

Her presentation will invite participants to explore various tools including breathing, visualization, Tia Chi, yoga and energy awareness for finding more balance in life. Participants will: explore ways to maintain your own center in the face of stress; examine how your perception of a situation can influence your physical health and well-being; and experience various tools to manage stress and move into calmness through increased awareness for creative problem solving.

This presentation is both didactic and experiential where the participants will be invited to explore simple tools for relaxation and managing stress.



Disasters of 2008 – What have we learned?

This discussion will feature David Miller, Director of Homeland Security, Linn County Supervisor Linda Langston, and Steve Ulrich, Butler County Emergency Management Director. Together, they will discuss lessons learned from the disasters of 2008, and continue the discussion of where we should go from here in the recovery process.



Are Biofuels the Answer to America's Energy Crisis?

We all know Iowa has long been a leader in corn and soybean production for human and animal consumption. The more recent trend

to divert a large portion of the statewide yield to biofuel production has spurred a vigorous debate on the potential economic and environmental costs. A panel of experts will discuss the nature and extent of the biofuel industry in Iowa and whether turning food into fuel is in our best interest.

David Swenson, associate scientist in economics at Iowa State University, will discuss "Ethanol and Regional Economics: A Look at Gains, Offsets, and Losses." His primary area of research focuses on regional economic changes and their fiscal and demographic implications for communities and local governments in Iowa and in the Midwest.

Dr. Robert C. Brown, Anson Marston Distinguished Professor and the Bergles Professor in Thermal Science at Iowa State University, Will discuss "Why Are We Producing Biofuels?." Dr. Brown is an expert on the conversion of biomass into bioenergy and biofuels.

Please visit www.iowacounties.org to check for updates on all ISAC educational seminars.



Understanding the IRS Regulations Regarding Taxable Income

If you use the courthouse copy machine for personal tasks, is that taxable income that needs to be reported to the IRS? Your county pays for your meals while on county business. Are these payments taxable? The answers to these questions may surprise you...

To get the definitive answers to these questions, and many more, ISAC has lined up Kristy Maitre from the Des Moines office of the IRS. So before you run into a problem with the IRS, come to this session and get your questions answered.

ISAC Corporate Hotel Rates

ISAC has signed an agreement with the Des Moines Marriott Downtown to offer a transient rate of \$109/night (plus applicable tax) to anyone associated with ISAC. This rate is for a single king bed or two double beds. Please note that this rate is subject to availability.

ISAC has also signed an agreement with Stoney Creek Inn-Des Moines to offer a rate of \$89/night (plus applicable tax). This rate is available for either a deluxe or standard room in the main building. Please note that this rate is only valid Sunday-Thursday.

Des Moines Marriott Downtown

<http://www.marriott.com/hotels/travel/dsmia-des-moines-marriott-downtown>

700 Grand Avenue
Des Moines, IA 50309

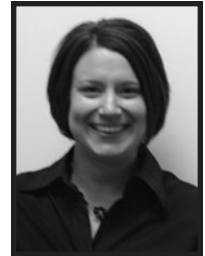
Reservations: 800.514.4681 (Ask for the Iowa State Association of Counties or ISAC special transient rate.)

Amenities:

- Smoke-free facility
- All room types feature luxurious bedding (down comforters, custom duvets and cotton-rich linens), cable/satellite TV, coffee maker/tea service, iron and board and hairdryer
- Guests are free to enjoy the indoor pool, whirlpool and health club
- On-site restaurant, Rock River Grill and Tavern, open for breakfast, lunch and dinner
- Room service
- Complimentary shuttle for airport, gratuity shuttle for downtown locations
- Valet parking
- High-speed internet access is available for a fee

By: *Stacy Horner*

ISAC Meeting/Event Administrator



Hotel websites, contact information, and amenities are listed below for both the Des Moines Marriott downtown and the Stoney Creek Inn-Des Moines.

For more details on the ISAC corporate rates at Des Moines hotels please visit www.iowacounties.org or contact Stacy Horner at shorner@iowacounties.org or 515.244.7181. We hope that you enjoy your stay in Des Moines.

Stoney Creek Inn - Des Moines

<http://www.stoneycreekinn.com>

5291 Stoney Creek Court
Johnston, IA 50131

Reservations: 515.334.9000 (Ask for Iowa State Association of Counties or ISAC Corporate rate.)

Amenities:

- Smoke-free facility
- Deluxe and standard rooms are furnished with either one extra king-sized bed or two double beds, desk, chair, dresser, TV and spacious bathroom
- Deluxe rooms feature a refrigerator and microwave
- Complimentary expanded continental breakfast with coffee available 24 hours
- Complimentary high-speed internet access
- Wilderness park pool area features a heated indoor pool, whirlpool, dry sauna, fireplace, video game room and outdoor patio
- Fitness center available
- Complimentary airport shuttle from 6:00 am - 10:30 pm (advanced notice requested)
- Dry-clean service and guest laundry



about the cover

The cover photograph was taken by Bill Peterson on a trip to Mesa Verde National Park in Montezuma County, Colorado. The photo shows the interior of one of the cliff dwellings constructed by the ancient Pueblo people from 600 A.D. to 1300 A.D.

county spotlight

Howard County Receives Iowa Freedom Award

Howard County was presented the first issue of the Iowa Freedom Award by Governor Chet Culver on Tuesday, September 9. County Supervisor Janet McGovern of Riceville accepted the award on behalf of the county for their support of their National Guard and Reserve employees. The award was presented to the county at the meeting of the board of supervisors on September 15.



The Freedom Award is an annual award given out by the Employer Support of the Guard and Reserve (ESGR) to recognize employers for going above

and beyond in supporting Iowa guardsmen and reservists. The Iowa Freedom Award, as begun this year, is given out by the State of Iowa and presented by the Iowa committee for ESGR. The application process asks soldiers, sailors or airmen of the Guard and Reserve to answer various questions about their employer's support of their military career. The award is given in 3 categories: small business, corporation, or public entity. Howard County was nominated for the award by their VA Director, Deanne Hosek, who is also a 20 year veteran of the military and currently serves as the Command Sergeant Major of the 109th Medical Battalion. Photo credited to Times Plain Dealer editor Sara Daehn.

Crawford County Engineering Technician

The Crawford County Secondary Roads Department is taking applications for an experienced Engineering Technician with an emphasis in the areas of Construction Inspection and Surveying. Associate of Science Degree in Civil and Construction Engineering Technology or similar survey/engineering education desired. Experience in Construction Inspection, Surveying and Computer Operations required. Additional experience in design and computer aided drafting preferred. Must possess or have the ability to obtain necessary Iowa Department of Transportation materials testing/sampling and construction inspection certifications. Successful applicant must undergo pre-employment drug/alcohol/physical testing. Applications will be accepted until October 17, 2008. Salary D.O.Q. Crawford County is an equal opportunity employer. Contact Information: Iowa Workforce Development Center, 1413 Broadway, Denison, Iowa 51442 or 712.263.6102.

employment

Woodbury County Engineer

The Woodbury County Secondary Roads Department, located in Sioux City, Iowa, <http://www.woodburyiowa.com/index.asp>, is accepting applications for the position of County Engineer. Salary \$95,000 - \$125,000 depending on qualifications. Woodbury County (Population 102,220) is located in Northwest Iowa on the Missouri River at the intersection of the states of Iowa, Nebraska, and South Dakota. Sioux City is the county seat and regional hub of economic activity for the entire three-state region. The County Engineer is responsible and accountable for the over-all planning, direction, coordination, and control of the Secondary Road System. This includes the effective, safe and efficient construction, maintenance and engineering of all county secondary roads and related services. The Engineer supervises 52 full-time employees. BA or MA in Engineering. Five (5) years of increasingly responsible managerial and/or supervisory experience preferred, but not required. Must be licensed as a Professional Engineer in the State of Iowa. Send resume, references and salary history by October 20, 2008 to: Jack Lipovac, SPHR, 5619 NW 86th Street, Suite 600, Johnston, IA 50131, ph: 515.221.1718, fax: 515.327.5050, or email lipovacj@hr-onesource.com.

Monona County Engineer

The Monona County Secondary Roads Department, located in Onawa, Iowa, <http://www.onawa.com/> is accepting applications for the position of County Engineer. Salary \$75,000-\$85,000 depending on qualifications. Monona County is located in Northwest Iowa. The County Engineer is responsible and accountable for the over-all planning, direction, coordination, and control of the Secondary Road System. This includes the effective, safe and efficient construction, maintenance and engineering of all county secondary roads and related services. The Engineer supervises 40 full-time employees. BA or MA in Engineering. Must be licensed as a Professional Engineer in the State of Iowa. Send resume, references and salary history by October 20, 2008 to: Jack Lipovac, SPHR, 5619 NW 86th Street, Suite 600, Johnston, IA 50131, ph: 515.221.1718, fax: 515.327.5050, or email lipovacj@hr-onesource.com.

Guthrie County Engineer

Guthrie County (Guthrie Center) is seeking a full-time County Engineer to oversee the operation and management of the Secondary Roads Department. The salary range is \$75,000 - \$95,000 depending on qualification and experience. The candidate must be licensed as a professional engineer in the state of Iowa. Qualified candidates must possess knowledge and experience in administrative work overseeing road and bridge construction and maintenance, snow and ice control, equipment maintenance, and engineering operations. Position is open until filled. Please submit a cover letter with resume and references to the Guthrie County Board of Supervisors, 200 N. 5th Street, Guthrie Center, IA 50115 or to guthriecauditor@netins.net.

Linn County Public Health Director

Salary range: Minimum \$68,257 % Midpoint \$82,548 % Maximum \$109,213. Provides leadership and coordinates the professional and administrative activities of the Linn County Public Health Department (LCPHD) to effectively accomplish the public and environmental health mission of the Linn County Board of Health (LCBOH) for all citizens of Cedar Rapids and Linn County. Makes policy and administrative decisions as well as develops and oversees programs under the general direction of the LCBOH. EOE

Essential Functions:

- Supervises professional and administrative managers; administering personnel policies and work rules, overseeing recruiting, hiring, evaluating, training, and terminating of staff; overseeing the preparation of annual budget.
- Serves as the Executive Director of the LCBOH and advises on all health and environmental protection matters.
- Provides leadership and coordination of community partners in the process of assessing the public health by evaluating the diseases and environmental control needs of the County, and developing and implementing programs to meet these needs.
- Maintains appropriate work relationships with State and local agencies concerned with health and environmental protection.
- Represents the Public Health Department at national, state, and local meetings; active participation in professional organizations; and directing the maintenance and preparation of records and reports.

Qualifications:

- Work requires professional level of knowledge of a discipline equivalent to that which is acquired in a Masters Degree level of study in Public Health or Science.
- Over 4 years of experience required.
- Comprehensive knowledge of State and County rules and regulations relating to public health. Ability to plan and direct a comprehensive public health program. Demonstrated ability to secure the cooperation of others in difficult situations.
- Experience with computers including Internet. Knowledge of Public Health Informatics.
- Basic and advanced math skills, including statistics, logic, financial and error analysis.
- Extensive communication and human relation skills required.
- Must pass a County physical examination which includes a drug test after offer of employment.

Linn County Emergency Management Coordinator

Salary Range: \$58,085 - \$91,772. This position reports directly to the Linn County Emergency Management Commission and is responsible for the daily operation of the emergency management agency including budget and policy administration. Position assists in the coordination of mitigation, preparedness, response and recovery efforts and is responsible for public relations. The Coordinator cooperates with the Linn County Board of Supervisors, City Councils and Mayors, and other local, state and national agencies to provide the delivery of emergency management coordination, planning, training and exercising and to coordinate the review, implementation and maintenance of the countywide multi-hazard Emergency Operations Plan and the activities of the County Emergency Operations Center. EOE

Qualifications:

- Maintain all certifications as required by the State Code of Iowa. Have graduated from an accredited four-year college or university and have two years of responsible experience in emergency management, public or business administration, public relations, military preparedness or related work.
- OR
- Have an equivalent combination of experience and education, substituting 30 semester hours of graduate study for each year of the required work experience to maximum of two years.
- OR
- Have an equivalent combination of experience and education, substituting one year of experience in the aforementioned area for each year of college, to a maximum of four years.
- OR
- Be an employee with current continuous experience in the state classified service that includes the equivalent of 18 months of full-time experience in the emergency management field at a managerial level.
- OR
- Be an employee with current continuous experience in the state classified service that includes the equivalent of 36 months of full-time experience as an emergency management assistant. Must be a resident of Linn County within 6 months of hiring. Must be a Certified Emergency Manager (CEM) as awarded by the Iowa Emergency Management Association, or be able to earn the IEMA-CEM certificate within the first year of employment. Must have completed the Federal Emergency Management Agency (FEMA) Professional Development Series (PDS), or able to complete it with the first year of employment, as well as the FEMA Advanced Professional Series (APS) within four years. Must have a valid Iowa Driver's License within 30 days of job acceptance. Must pass a criminal background check, pass a credit history check, and physical exam which includes a drug test after offer of employment.

LINN COUNTY EMPLOYMENT APPLICATION REQUIRED. www.linncounty.org (County Jobs)

APPLICATION DEADLINE: Wednesday, October 22, 2008

Mail to: Lisa Powell, Linn County Human Resources Director, 930 First St. SW Cedar Rapids, IA 52404-2161, Telephone: (319) 892-5120 Fax: (319) 892-5129

associate member highlights

Modern Roundabouts - Safe, Efficient, Attractive

There's no doubt about it, roundabouts can be a contentious topic in many communities. The word alone can conjure up terrifying visions of old-fashioned, death-defying rotaries in London, Rome, Paris or even Washington, D.C. This may account for the often vociferous resistance city engineers confront when proposing roundabouts for local intersection solutions. If roundabouts are a new feature in your city, it would be wise to proceed cautiously and with a clear plan in mind to win the hearts and minds of constituents who may suffer from a number of misconceptions about this relatively new tool in traffic control.

That's right, new. Today's modern roundabout bears little relationship to the large, admittedly scary rotaries built in Europe and the eastern United States during the first half of the twentieth century. When preparing citizens for a discussion of roundabouts, this is a critical point to make. While many citizens find change of any sort potentially threatening, studies have nevertheless shown modern roundabouts are an unmatched design solution for safe, efficient and attractive intersections. Conveying this message is the key to instituting a successful roundabout program in your community. A study by the Insurance Institute for Highway Safety (IIHS) compared public opinion before and after a roundabout was installed. It found that once citizens experience a roundabout, respondents in the "strongly oppose" category fell from 41 percent to just 15 percent, the "strongly favor" category doubled from 16 percent to 32 percent, and the "somewhat favor" category doubled from 15 percent to 31 percent. Public education can go a long way toward reducing resistance.

Some confusion is understandable. At first glance, there might appear to be little difference between an effective, modern roundabout, its smaller cousin the traffic-calming turning circle, and the large, often dangerous rotaries of the past. The differences, however, are real, significant and important to understand.

The rotaries of yesteryear, for example, were generally much larger than modern roundabouts, with vehicles often moving at high rates of speed within the circle. Drivers within the circle were to yield right-of-way to cars entering the rotary, causing congestion, sudden stops and potentially dangerous maneuvering within the circle. Many of these inefficient designs were ripped out in the latter half of the twentieth century to be replaced by stop control or signaled intersections, or in some cases by smaller, safer, modern roundabouts.

Roundabouts are also frequently confused with traffic circles. Though they may look similar, traffic circles are generally

By: **Brian Armstrong, PE, PTOE**
Bartlett & West Engineering, Inc.



smaller tools used to calm traffic on residential streets. Their purpose is to slow—or discourage altogether—through traffic in the neighborhood. Frequently they fit within the existing intersection, creating an obstacle with much the same effect as speed humps or bulb-outs. Some allow left-turning cars to pass to the left of the central island rather than going around it.

Modern roundabouts utilize yield control at all entries, and employ geometric features like splitter islands to promote slow and consistent speeds for entering vehicles. Key features of a modern roundabout include the following:

- a raised central island in the center of the roundabout with traffic circulating around it;
- splitter islands to separate entering from exiting traffic and to deflect and slow traffic. These also prevent drivers from making left turns entering the roundabout rather than going around it;
- a circular roadway of one or more lanes to move traffic in a counterclockwise path around the central island;
- right-of-way yielded by traffic entering the roundabout;
- pedestrian crossings to facilitate foot or bike traffic; and
- aesthetic elements like landscaping, fountains or public art in the central island. Low ground cover should be used in the outer margins of the central island to assure unobstructed sight distance.

So why should a city consider roundabouts? Safety is one reason. Consider an IIHS study which reported a 90 percent reduction in fatal crashes, coupled with a 76 percent reduction in injury crashes. Roundabouts reduce potential vehicle conflict points from 32 for a stop control or signalized intersection to eight. Traffic is deflected entering a roundabout, reducing the potential for full-impact collisions. Finally, speed is reduced, lessening the severity of any accidents that do occur.

What's more, roundabouts can handle traffic flows more efficiently, reducing delays because drivers do not have to wait for a traffic signal to cycle. Not only do drivers get to their destinations more quickly, they save gasoline and reduce pollution as well. Reduced maintenance and operational costs over signals are additional pluses for public works departments.

Add to this the aesthetic potential of roundabouts to enhance the driving experience and you can see why modern roundabouts are becoming an intersection option of choice in many communities.

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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 December magazine are due on Friday, November 7.)

Thank you! Rachel

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calendar

October

- 14 CCMS Administrators Training (Holiday Inn Airport, Des Moines)
- 21-23 Environmental Health Fall Conference (Best Western, Marshalltown)
- 22-24 CCMS Fundamentals Training (Holiday Inn Airport, Des Moines)
- 23-24 ISAC Board of Directors Meeting (ISAC Office)

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)

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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October 19-25, 2008

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