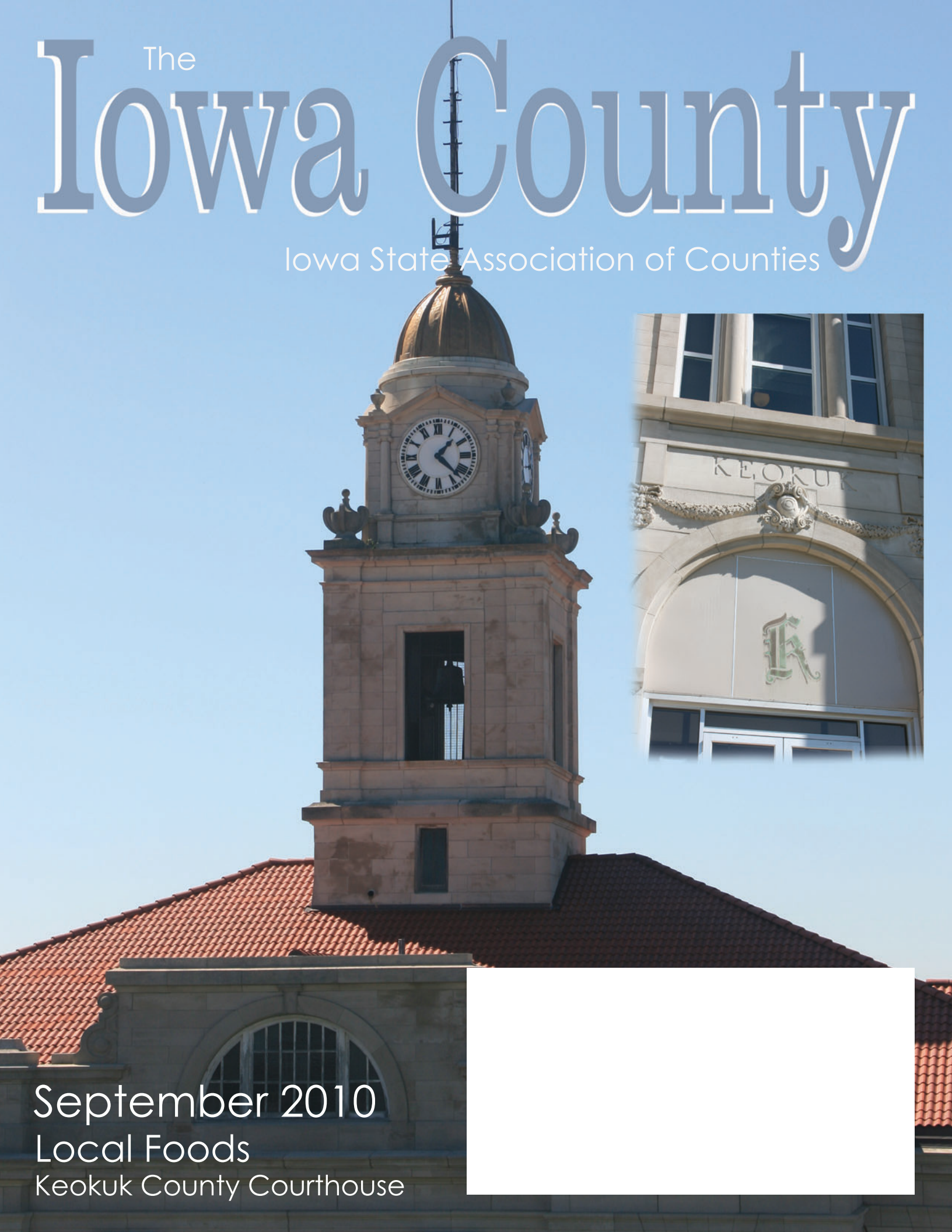


# The Iowa County

Iowa State Association of Counties



September 2010  
Local Foods  
Keokuk County Courthouse





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# The Iowa County

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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.

## Local Food and County Government

“Recall that whatever lofty things you do today, you will do them only because you first ate something that grew out of dirt.”

I think Barbara Kingsolver’s quote reveals how connected we are to our natural resources via the food we eat, and also, the way food is grown and consumed says a lot about a community. Over the past year I have attended numerous meetings and conferences focused on local foods and would like to explain why it’s important for county government to be involved in this ever-growing effort.

At the NACO Annual Conference in Reno, there were two workshops (one at which I spoke briefly) and one resolution presented to the Ag and Rural Affairs Subcommittee that dealt with agriculture, food and community. The issues of all three were related and, I think, timely and very important to counties.

I spoke briefly at a workshop “Oasis in a Food Desert – Counties Invest in Local Food.” I talked about why counties should be involved in the “local food” effort. I explained that the various departments and responsibilities of local government can affect or be affected by our food and food systems.

**1. Economic Development – Import Substitution and Job Creation:** Counties are and always have been involved in economic development. That is why they were created. Private property ownership, transportation and policies are all under the purview of county governments to encourage and facilitate the growth of rural Iowa. We have done a very good job but, think about how our county roads are affected by the food system we have now. It may be more efficient in some ways but detrimental in others.

**2. Health, Public and Mental:** The number one concern of many health officials is the obesity and other diet related diseases affecting our country. A vibrant local food system can provide a healthier choice of foods to our community. Will it be a silver bullet for the problem? No, but maybe those in our inner cities and food deserts, and those who are “food insecure” may have access to a better selection of foods. In the May issue of *The Iowa County* magazine, Linda Kemp, ISAC Case Management Specialist, wrote about diet and mental health. (Archived articles of the magazine can be found at [www.iowacounties.org](http://www.iowacounties.org).) Hopefully, a populous that is eating healthier may not have the problems we are facing today.

**By: Melvyn Houser**

Pottwattamie County Supervisor,  
ISAC Board of Directors



**3. Planning and Zoning:** A different kind of food system with smaller more diverse farms can present problems that planning officials may have to contend with. Zoning for livestock is already an issue in urban areas.

**4. Conservation:** You may think that county parks and nature preservations are unrelated to food, but most conservation departments have an education component and when a youth group is learning about the flora and fauna of the environment, they are really learning about a large, complex food system.

**5. Food Policy – Food Safety:** These are issues we tend to address at the state and federal levels. But those issues, along with other local policies can help or hinder a local food system.

At another workshop entitled “County Agencies Partner to Invest in Community Health,” speaker Eliza Fournier from the Chicago Botanic Garden talked about their gardening project. Cook County allows county owned land to be farmed by inner city youths. Produce is sold at farmers markets and to WIC recipients. Not only did these young people learn where their food comes from, and how to run a business, they also interacted with the “food insecure” people of their community.

For instance, last year I attended the “Drake Forum on Beginning Farmers” sponsored by Drake University, USDA and others. The overriding issues were who will be our future farmers and how can they be helped. Surprisingly, many of the new farmers on the panels were urban farmers. For example, a Hmong family in St. Paul planted their front and back yards and made a good income. They weren’t feeding the world, but were helping to feed their neighbors. Could some of our future farmers come from urban areas? And could they find available land or other assistance?

At the Ag and Rural Affairs Steering Committee, Martha Richards, Grafton County, NH Commissioner, presented a resolution that county farms be eligible for the same federal subsidies and assistance that are available to privately owned farms.

In New Hampshire, there are several county owned farms that are still farmed the way Iowa county farms were years ago. They are not “poor farmers” as such, but jail inmates can work there, putting up hay and milking cows. Local 4H groups have projects there in a learning setting and any food pro-

Continues on page 6.

## Keokuk County Courthouse Turns 100!

By: *Bill Peterson*

ISAC Executive Director



Rachel Bicego, Editor of *The Iowa County*, was contacted about a potential story out of Keokuk County. Keokuk County will be celebrating the centennial of the county courthouse on Friday afternoon, September 17, 2010. This is exactly the type of story we like to hear about at ISAC. It provides us with an opportunity to spend time visiting with our members on their home turf. Fortunately for Rachel and me, we picked a beautiful cloudless day in mid-August to take a trip to the county seat town of Sigourney.

The journey we planned to Keokuk County down Highway 163 and east on Hwy 92 turned out not to be as direct as we anticipated. Hwy 92 east of Oskaloosa was closed due to the flooding that several days earlier had broken water mains in Ames, closed I-35, swamped Colfax and was gradually moving down the Skunk River. It was obvious from every creek and stream we crossed, there was too much water.

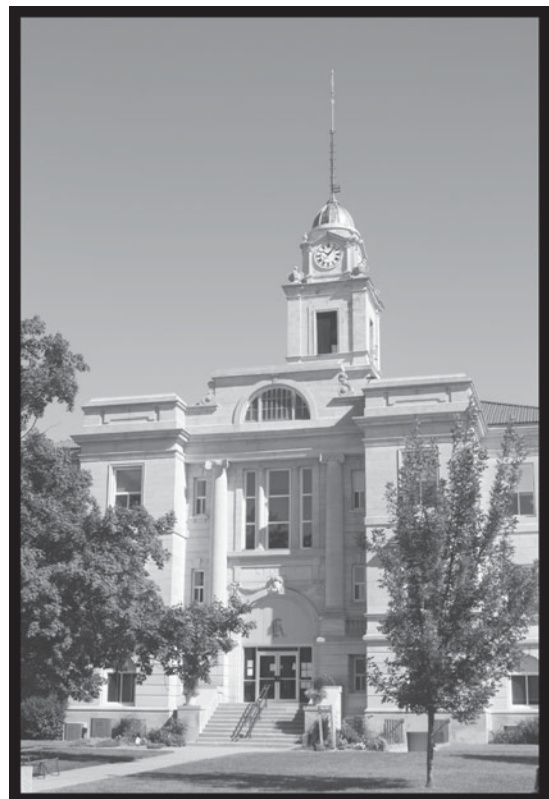
Rachel and I arrived in Sigourney and were able to join the board meeting in progress. County Board member Ernie Greiner re-introduced us to fellow board members Michael Berg, Richard Denny and County Auditor Christy Bates. Ron Richmond, County Assessor, and Keith Blair, Veteran's Affairs Director, were also present at the meeting. And before long, District Associate Judge Lucy Gamon stopped to visit with the supervisors about the upcoming courthouse celebration.

While Ernie and Rachel visited businesses on the south side of the courthouse trying to gain access to their rooftops for the optimal photo, I queried the other board members on Keokuk County's history. Keokuk, like many counties in Iowa, has experienced a real population drain from the start of the last century. The population in 1900 was 24,979 but had already dropped to 21,160 by 1910 when the new courthouse, now 100 years old, was erected. According to Michael and Richard, the

reduction in the number of small farms, loss of railroad jobs, and surprisingly, the elimination of coal mining as an industry all have contributed to the population decline in their county. The current population is around 10,500.

Keokuk County was actually established by an act of the Territory of Wisconsin's Legislature on December 21, 1837. At the time it was established, most of the territory was still under the ownership of Indian tribes. The county's boundaries were described as follows: "All the country lying west of the County of Johnson, and between the line dividing townships seventy-six and seventy-seven and the line dividing townships eighty-one and eighty-two north, extended to the western boundary of the territory, shall be, and the same is hereby constituted a separate county, to be called Keokuk." The western boundary of the Territory at that time was the Missouri and White Earth rivers. It was one of the largest counties ever created in Iowa. After Iowa was established as a territory on July 4, 1838, the Iowa Territorial Legislature adjusted the boundaries twice. The boundaries adopted by the legislature on February 17, 1843 reduced the size of Keokuk County to its current size.

Continues on page 6.



## feature

Keokuk County continued...

The county seat was originally located in Western City (or Newton Village) and county offices consisted of a log cabin and a schoolhouse. The county seat was moved to Sigourney in 1845 and the first courthouse was built of hewn logs at a cost of \$218. A special election was held on August 7, 1846, and the town of Lancaster was selected as the county seat. A two-story frame courthouse was built in Lancaster in 1848 at a cost of \$699. This served the county until another special election on April 12, 1856 moved the county seat back to Sigourney. County residents were a little uncertain about the future of the county seat so they didn't actually build a new courthouse until 1858. This two-story brick courthouse was constructed at a cost of \$17,200, but was demolished in 1909 prior to starting construction on the current courthouse. The Keokuk County Courthouse, being rededicated for its 100<sup>th</sup> birthday on September 17, was completed in 1910 and cost \$110,000. If built new now the courthouse would cost between an estimated \$15 and \$20 million.

The county officials in Keokuk County have been proud stewards of this beautiful building. Maintenance, repairs, and modernization of the building's infrastructure have been an ongoing passion for this community. In fact, the day of our visit the board of supervisors was meeting with an electrical engineering firm to discuss improvements in electrical systems, energy efficiency, and telecommunications infrastructure. I have no doubt that with the care, concern and respect shown for their courthouse, another group of citizens will be celebrating the courthouse's 200<sup>th</sup> birthday in 2110. For anyone interested in the Keokuk County celebration, we have posted the schedule of events on the ISAC website, [www.iowacounties.org](http://www.iowacounties.org).

After leaving Sigourney, Rachel and I stopped by the Mahaska County Courthouse in Oskaloosa to say hello to Kay Swanson, County Auditor. While there, Deputy Sheriff Don DeKock stopped by the auditor's office for a chat. From Mahaska County we headed east to Knoxville and a visit to the Marion County Courthouse. We visited with County Auditor Jake Grandia and tried to answer a few questions on state funding for mental health services. As always, our members were very kind to us during our brief stops to say hello. We appreciate their hospitality.

Footnote: Rachel Bicego will go to great lengths to get a great photo. Ernie Greiner enlisted the help of Gary Bain, a Sigourney businessman and property owner, to gain access to the roof of a building on the north side of the courthouse. Rachel, who is afraid of heights by the way, climbed two different ladders to gain access to the attic and then the roof, just to get the right angle on the courthouse. Based on my observation of Rachel's ladder skills, I wouldn't suggest Rachel switch to any career that required use of a ladder on a regular basis.

## feature

Local Food continued...

duced supplies the county-owned elderly homes and jail. I thought they had a terrific thing going, but the committee, for various reasons, voted 14-13 against the proposed resolution. However, on a close vote, the minority may present a minority opinion or brief to NACO's Resolution Committee. Bill Hansell, Umatilla County Commissioner from Oregon, did that and the resolution was approved by a unanimous vote. Hopefully, this may keep those county farms viable to do the good work they are doing.

So, the question I am trying to answer, "Why should Local Government be active in Local Foods?" was neatly answered by an urban farm in Cook County, IL and New Hampshire County Farms.

Later, I was talking to fellow Iowan Al Bloemendaal, Sioux County Supervisor, about this issue. His thought was that taking care of livestock could be good therapy for an MH-DD consumer. It can also be good for our local economies, our small business developments, our physical health and our communities as a whole.

We have all seen how agriculture has changed over the past 50 or 60 years, what has happened to our rural areas and small towns, and what is happening in our urban centers, and we are struggling to find solutions to problems that have resulted from these changes.

Our economic development efforts have been to give tax incentives to industries to provide jobs. There is nothing wrong with that, but why can't we find some way to provide a little incentive to small farmers wanting to grow food for the people in their communities. Not only are there economic benefits, but also health, social and cultural benefits as well. We tend to think that food and farming is just a federal or state issue, but it isn't and shouldn't be. Local government needs to be active in promoting a vibrant local or regional food system.

In Malcom Gladwell's book "The Tipping Point," he talks about connectors. Supervisors are great connectors in their communities. Not only do they connect with all departments within the local government, they also connect with the hospitals, schools, soil and water conservation districts, regional planning organizations, towns, the Legislature, universities/community colleges, federal officials, economic developers, chambers of commerce, farmers, business people, and the list goes on. And, just as supervisors are connectors, so is food. It connects families at the dinner table, neighbors and communities. But most importantly, food connects us to our place and to the land, to the air, water and soil without which, we would not exist.



## Odds and Ends

By: **Nate Bonnett**

ISAC Legal Counsel



My brain still hurts from writing last month's "Legal Briefs" article on PM<sub>2.5</sub> implementation so I thought I would do some quick hits on things that I've been thinking about lately.

### Operating All-Terrain Vehicles on County Roads

For some reason, this topic has been getting hot around the state since the conclusion of the legislative session. I've fielded several questions about whether counties still have the authority to designate roadways for operating ATVs. Yes, counties do, but to my knowledge no county has done this (if you have, please let me know). There have been code changes over the last couple of years that affect ATVs and "off-road vehicles" and are probably the genesis for any confusion and the renewed interest in the topic.

Iowa Code Chapter 321I contains information about ATVs. Iowa Code §321I.10 governs operation on roadways, highways, and trails and specifies the authority of the board of supervisors to designate highways ("highway" means any place open to the public for use of vehicular traffic) for such use during specified times. Iowa Code §321I.10(2). This code section was amended in both 2009 and 2010; however, the amendments did nothing to reduce the amount of authority Boards have over designating ATV use on county roads.

In 2009, the sentence requiring warning signs to be placed and maintained along designated ATV routes was stricken from Iowa Code §321I.10(2). As I recall, certain counties in the top tier of the state were interested in designating routes but were discouraged by the high cost of placing and maintaining signs. Of course, counties still have the option to place signs should they designate routes, which from a liability perspective would seem to be a positive choice.

During 2010, a few more changes were made. Iowa Code §321.10 was amended again to add the term "off-road utility vehicle," in addition to ATVs, for which counties can designate routes to operate. Off-road utility vehicle is already cryptically defined in Iowa Code §321I.1(16), but don't bother trying to decipher it, it just means what most of us recognize as a "Gator." Incidentally, if I were a county engineer tasked with placing warning signs on a designated ATV route, it would be hard to resist the urge to place a sign reading "Beware of Gators."

A similar change was made to Iowa Code §321.1 on motor vehicles and law of the road to include "off-road utility vehicles" in the definition of ATV in Iowa Code Chapter 321. Therefore, when you read "all-terrain vehicles" in Iowa Code §321.234A, governing highway use of ATVs, Gators are also covered. Iowa Code §321.234A was also amended to cross-reference Iowa Code §321I.10 and subsections were included in both chapters to allow riders upon a designated route to stop at gas stations and convenience stores.

### Board of Health Contracts and Budgets

The operation of certain autonomous or semi-autonomous county boards and commissions can often get confusing, be it the conservation board, county commission of veteran affairs, or county board of health. Regarding the board of health, does the board of supervisors have to approve and sign its contracts? No, boards of health are directly given the authority to "...contract with colleges and universities, the state department, other public and private agencies, and individuals for public health activities or projects." Iowa Code §137.7(2).

Does the board of supervisors have any control over the board of health's budget? Yes. If the board of supervisors is required to make budget cuts, those cuts can be applied to the board of health budget, as well. Each year, the board of health must approve its budget and then submit it, as a budget estimate, to the board of supervisors pursuant to Iowa Code §331.433, just like any other county office. The board of supervisors may adjust this estimate before certifying the county budget. After the county budget is approved, the board of supervisors may increase or decrease appropriations to each department, as deemed necessary. Iowa Code §331.434(6). Keep in mind that if the decrease is more than 10% or \$5,000, whichever is greater, the board of supervisors must hold a public hearing. If the supervisors decrease the appropriation to the board of health, it is the board of health's responsibility to determine how to meet the adjustment.

Continues on page 10.

# capitol comments

## ISAC Staff Responsibilities

**By: Linda Hinton**

ISAC Government Relations  
Manager



ISAC staff divides responsibility in a variety of ways. For public policy purposes, we divide issue areas among the staff as well as assigning a primary liaison to each affiliate. In many cases, there is a backup designated to make sure that all issues and affiliates are adequately covered. With staff changes that have taken place in the past year and, unfortunately with more to come, this seems like a good time to review these responsibilities.

Linda Hinton, Government Relations Manager, handles mental health and disability services and general relief issues. Linda has over 30 years experience in the disability services field, first as a service provider and then in the policy area. Linda has been lobbying the Iowa Legislature since 1993. She is also the lead staff at the capitol on county revenue and property tax, law enforcement and the courts, natural resources, open meeting/open records, motor vehicle, and labor and workforce issues. Linda serves as the staff liaison to the Community Services, Treasurers and Sheriffs affiliates.

Hanna De Groot, Public Policy Specialist, takes the lead on elections, records and e-government, environmental health, public health and veteran's affairs. Hanna did an internship during her senior year at Dordt College in the Sioux County auditor's office where she assisted with the preparation for the 2006 primary elections. Hanna is the staff liaison to the Auditors, Records and Public Health affiliates.

Mary Beth Mellick is the lead staff on roads and transportation, emergency management, land use, and economic development. Mary Beth worked for the Legislative Fiscal Bureau for 10 years and provided staff assistance to the legislature on the transportation budget. She staffs the Emergency Management, Assessors, and Engineers affiliates.

Mike Wentzien, lobbyist for the Supervisors affiliate, helps us out on all issues of interest to counties and is our go-to-guy for drainage and township trustee issues. Mike has served as both a county supervisor and a mayor.

Back at the office, Nate Bonnett, ISAC legal counsel, helps support the staff at the capitol in the areas of transportation, law enforcement and the courts, emergency management, environmental health, natural resources, and economic development. He serves as the liaison to the County Attorneys, County Zoning, and Conservation Directors affiliates. Nate has a certificate in environmental and energy law from Chicago-Kent College of Law, Illinois Institute of Technology. While in law school he clerked for the Chicago Environmental Law Clinic and the U.S. Environmental Protection Agency Region V Office of Regional Counsel.

Bill Peterson supports the work of the policy team in all areas, but he is particularly helpful in the areas of tax and finance, insurance, labor and management, and county administration and organization. Bill is the primary staff contact for the supervisors affiliate.

Rachel Bicego, Marketing and Communications Coordinator, puts together all of our legislative books and brochures and the weekly email newsletter, ISAC Update, to keep membership informed on the happenings at the Capitol. Tammy Norman, Stacy Horner, and Jenna Kunstle provide invaluable support to the policy team both during the legislative session and during the "off-season."

Below is a chart that outlines the staff affiliate responsibilities:

Affiliate	Primary Staff	Back-up Staff
Assessors	Mary Beth Mellick	Bill Peterson
Attorneys	Nate Bonnett	Linda Hinton
Auditors	Hanna De Groot	Linda Hinton
Community Services	Linda Hinton	Hanna De Groot/Deb Slack
Conservation Directors	Nate Bonnett	Mary Beth Mellick
Emergency Management	Mary Beth Mellick	Nate Bonnett
Environmental Health	Hanna De Groot	Linda Hinton
Engineers	Mary Beth Mellick	Nate Bonnett/Steve DeVries
Information Technology	Robin Harlow	Hanna De Groot (at capitol)
Public Health	Hanna De Groot	Linda Hinton
Recorders	Hanna De Groot	Linda Hinton
Sheriffs	Linda Hinton	Nate Bonnett
Supervisors	Bill Peterson	All
Treasurers	Linda Hinton	Mary Beth Mellick
Zoning	Nate Bonnett	Mary Beth Mellick



## FCC's National Broadband Plan (Part Two)

By: *Robin Harlow*

ISAC Technology Project  
Manager



This month I continue to present the second part of the executive summary of the FCC National Broadband Plan Summary. It focuses on universal availability and reformation of law, policies, standards and incentives.

### Creating incentives for universal availability and adoption of broadband.

Recommendations to promote universal broadband deployment and adoption include the following:

- Ensure universal access to broadband network services.
  - o Create the Connect America Fund (CAF) to support the provision of affordable broadband and voice by shifting up to \$15.5 billion over the next decade from the existing Universal Service Fund (USF) program to support broadband.
  - o Create a Mobility Fund to provide targeted funding to ensure no states are lagging significantly behind the national average for 3G wireless coverage.
  - o Transition the “legacy” High-Cost component of the USF over the next 10 years and shift all resources to the new funds.
  - o Reform inter-carrier compensation, which provides implicit subsidies to telephone companies.
  - o Design the new Connect America Fund and Mobility Fund in a tax-efficient manner to minimize the size of the broadband availability gap and thereby reduce contributions borne by consumers.
  - o Broaden the USF contribution base to ensure USF remains sustainable over time.
- Create mechanisms to ensure affordability to low-income Americans.
- Expand the Lifeline and Link-Up programs by allowing subsidies provided to low-income Americans to be used for broadband.
- o Consider licensing a block of spectrum with a condition to offer free or low-cost service.
- Ensure every American has the opportunity to become digitally literate.
  - o Launch a National Digital Literacy Corps to organize and train youth and adults to teach digital literacy skills.

**Updating policies, setting standards and aligning incentives** to maximize use for national priorities. Government is the largest health care payor in the country, operates the public education system, regulates many aspects of the energy industry, provides multiple services to its citizens and has primary responsibility for homeland security.

The plan includes recommendations designed to unleash private sector investment and innovation in these areas. They include the following:

- **Health care.** Broadband can help improve the quality and lower the cost of health care through health IT and improved data capture and use, which will enable clearer understanding of the most effective treatments and processes. To achieve these objectives, the plan has recommendations that will:
  - o Transform the FCC’s Rural Health Care Program.
  - o Create incentives for adoption by expanding reimbursement for e-care.
  - o Remove barriers to e-care by modernizing regulations like device approval, credentialing, privileging and licensing.
  - o Ensure patients have control over their health data.
- **Education.** Broadband can enable improvements in public education through e-learning and online content, which can provide more personalized learning opportunities for students. The plan includes recommendations to:
  - o Improve the connectivity to schools and libraries by upgrading the FCC’s E-Rate program by promoting the most promising solutions and funding wireless connectivity to learning devices that go home with students.
  - o Accelerate online learning by enabling the creation of digital content and learning systems, removing regulatory barriers and promoting digital literacy.
  - o Personalize learning and improve decision-making by fostering adoption of electronic educational records and improving financial data transparency in education.
- **Energy and the environment.** Broadband can play a major role in the transition to a clean energy economy. To achieve these objectives, the plan has recommendations that will:
  - o Modernize the electric grid with broadband, making it more reliable and efficient.
  - o Unleash energy innovation in homes and buildings by making energy data readily accessible to consumers.
  - o Improve the energy efficiency and environmental impact of the ICT sector.

Continues on page 10.

# technology center

Continued from page 9.

• **Economic opportunity.** Broadband can expand access to jobs and training, support entrepreneurship and small business growth and strengthen community development efforts. The plan includes recommendations to:

- o Support broadband choice and small businesses' use of broadband services and applications to drive job creation, growth and productivity gains.
- o Expand opportunities for job training and placement through an online platform.
- o Integrate broadband assessment and planning into economic development efforts.

• **Government performance and civic engagement.** Within government, broadband can drive greater efficiency and effectiveness in service delivery and internal operations. It can also improve civic engagement by providing a platform for meaningful engagement with representatives and agencies. Through its own use of broadband, government can support local efforts to deploy broadband, particularly in unserved communities. To achieve these goals, the plan includes recommendations to:

- o Allow state and local governments to purchase broadband from federal contracts such as Networx.
- o Improve government performance and operations through cloud computing, cyber security, secure authentication and online service delivery.

o Increase civic engagement by making government more open and transparent, creating a robust public media ecosystem and modernizing the democratic process.

• **Public safety and homeland security.** Broadband can bolster efforts to improve public safety and homeland security by allowing first responders to send and receive video and data, by ensuring all Americans can access emergency services and improving the way Americans are notified about emergencies. To achieve these objectives, the plan makes recommendations to:

- o Support deployment of a nationwide, interoperable public safety mobile broadband network.
- o Promote innovation in the development and deployment of next-generation 911 and emergency alert systems.
- o Promote cyber security and critical infrastructure survivability to increase user confidence, trust and adoption of broadband communications.

In October, I will take the FCC Plan and mix it with life in our counties and attempt to paint a picture of how life might change based on the FCC's direction.

# legal briefs

Continued from page 7.

## Civility in America

I was intrigued by a recent report of this title conducted by Weber Shandwick, Powell Tate, and KRC Research. The survey asked 1,000 U.S. adults to identify how the tone and level of civility in government, media, and when buying products affects them. The findings indicate the level of civility in America to be a growing problem. So much so that Americans are tuning out of government and politics, news coverage and reporting, and newspaper editorials. Some alarming examples include the following:

• 94% of Americans consider the general tone and level of civility in the country today to be a problem. 65% believe it is a "major" problem.

• How would you describe the general tone and level of civility in each of the areas:

- o Government/Politics: 72% uncivil
- o Traffic on roads: 69% uncivil
- o American Public: 61% uncivil
- o Talk Radio: 59% uncivil
- o High Schools: 59% uncivil

• 87% of Americans believe the responsibility for improving civility belongs to the general public.

• 83% also thought that political leaders should bear some of the responsibility.

You can take a look at the results for yourself at: [http://www.webershandwick.com/resources/ws/flash/WS\\_Civility\\_Study\\_Social\\_Media\\_Exec\\_Summary\\_6\\_10.pdf](http://www.webershandwick.com/resources/ws/flash/WS_Civility_Study_Social_Media_Exec_Summary_6_10.pdf).

# technology center

## Photo Books

**By: Tammy Norman**

ISAC Office Manager



Now that summer is in its last days, you may want to take a moment to memorialize your summer vacation or events in a simple, inexpensive way through photo books. There are several companies out there that offer this service (Shutterfly, Snapfish, Kodak Gallery, Target, Walgreens, and Wal-Mart to name just a few). If you have friends or family that have used any of these service providers, you can tap into their experiences to aid you in selecting the company that best fits your needs. From my own personal experience, I have used Shutterfly and found it to be simple and easy to use with a high quality end product. Below is a step by step on how to create a photo book using Shutterfly.

**Step One:** Create a folder on your computer for the photos that you wish to feature in your photobook. To streamline the process when creating your book, name the photos in numeric order of where you want them in your book. Once completed, you will need to access the Internet and go to the Shutterfly website at [www.shutterfly.com](http://www.shutterfly.com) and select "Photo Books."

**Step Two:** Select the "Simple Path," you will need to decide the size of your photo book. Sizes begin as small as a 5" x 7" up to the 12" x 12". The prices begin at \$12.99 for the 5"x7" size and go up from there. Once you have decided on the size you want your book to be, simply click on the book icon and a new screen will appear.

**Step Three:** You will now need to select the style of your book by clicking on the "Change Style" button. You will have many designs to choose from ranging from fun to formal. The good news is that if you decided to change the style of your book after you have imported your photos, no worries. Simply select the new style and it will automatically update your book. It is truly that simple.

**Step Four:** Import and add your photos to the book by selecting the "Add Pictures" button. You will need to browse out and select the photos which have been stored/saved on your computer by clicking on "Get Pictures." Simply select the photos in the folder you created and click on the "Add to Photo Book" button. Your photos will be automatically placed in the photo book template in numeric order. When you click on the photos on the pages of the book an edit toolbar will be featured for you to delete/remove photos or modify their positions. You can also drag and drop the photos to different pages if you wish.

**Step Five:** Once your photos have been placed in the book, you are then able to add text or captions where you wish.

A detailed tutorial will be placed on the ISAC website to assist you in creating your own photo books. Photo books can be used to memorialize personal vacations and events, but keep in mind they also make special retirement gifts and are a unique method of highlighting an important project.

**Website Note:** Please take a moment to register for the 2010 ISAC Fall School of Instruction. All conference information, including educational seminars and affiliate agendas, can be found at [www.iowacounties.org/fallschool.htm](http://www.iowacounties.org/fallschool.htm). If you have a question regarding new technology and would like it addressed in this column, please contact me at 515.244.7181 ext. 315 or at [tnorman@iowacounties.org](mailto:tnorman@iowacounties.org). Until next month, keep clicking!

ISAC's *Fall School* of Instruction  
2010 *Fall School* of Instruction  
Coralville Marriott Hotel and Conference Center  
Coralville, Iowa  
November 17-19, 2010

**SAVE THE DATE!**



## Time - Thinking it over Again

By: *Linda Kemp*

ISAC Case Management Specialist



Change is the one thing we can count on to remain the same. For the veteran case managers this is nothing new—change has been constant throughout the history of the service. Moving from a billable time frame of a whole month to a one to 15 minute unit is a change like no other we have experienced. This change allows for more scrutiny of your use of time; it allows for more room for errors when files are audited. We are well aware of the methodology of extrapolation. If auditors find that 10% of sample notes do not meet documentation standards or do not reflect an allowable billable activity in their judgment, the agency would be asked to payback 10% across the board. Scary.

Pressures abound. Deadlines for one thing or another for each individual served loom daily. To avoid a feeling of being overwhelmed it is important to get organized. Organize space and paper so that time is not wasted trying to find things; organize your routines so that they become your habit in how you manage the week and the month. And of course, get organized with your time. Time management is an old topic. But because it is at the heart of keeping on top of the demands of the job and feeling competent in the job, it is worth re-visiting once again.

It is recognized that case managers have individual styles when it comes to organizing their time in a way that works for them. The following are general suggestions that you may find helpful in understanding your own style and possible enhancements.

**Assess your use of time:** Take a look at the time logs you have been keeping. First, are they an honest reflection of how you used time or are there chunks of time that were used for non-work related activities? For one week take an accurate accounting somewhere of time spent on distractions that are common place in your work setting. Distractions that are work related need to be examined as well as non-work related. After every interruption, no matter what the source, it takes time to pick up where you left off. Identify all the distractions you experience and consider making efficiency a personal goal. Learn from and understand your time management habits and what gets in the way. Another week of more time tracking seems like a lot to ask. However, acknowledging problem areas must come before finding a solution. (Quoting Dr. Phil, you can't change what you don't acknowledge!) In the long run understanding your circumstances and habits will have a positive affect on your work day accomplishments.

**Set your goals:** Write down your goals. There is something about putting it in writing—it becomes real and not just a nice thought. By writing down your goal you are more likely to see it, understand it, and be able to create a specific plan of action to accomplish it. Coordinate what needs to happen with your calendar (which you always keep up to date). Be sure to schedule office time and potential crisis time. Filling every minute is not practical in your line of work! Creating buffer zones for spontaneous crises and other unexpected events makes good planning sense.

**Make a master to do list:** One idea is to have the master list be of the current month and the following month of deadlines and responsibilities. The master list provides the big picture you need to be able to see at a glance so you can be prepared. From that list and your calendar prioritize and plan. Think it through, what you will do, what you need, etc. This will help you schedule blocks of time and gather needed resources. So from the master list you create “Today’s to do list.”

**Balance your routine:** Establish a daily, weekly, and monthly routine schedule. Daily, first half hour of the day, be sure all documentation is done from the previous day. Daily, last half hour of the day create that to do list for tomorrow by reviewing what got done today and what comes off of the master list. Make it your routine to experience the down time of that last half hour. Celebrate what you accomplished today, and be confident you’re ready for tomorrow!

For some, managing time efficiently and effectively is not an issue. For those workers it comes natural and being organized is a true joy. For others disorganization and short attention spans are the norm. Staying focused on a 35 page assessment for two hours is torture. Many are somewhere in between! For the disorganized and the “inbetweeners,” to make your life easier, it is time to change some old habits. Only you can assess the work habits you have grown accustomed to and which ones need to go.

Continues on page 14.

## Fall Registration Now Open

By: *Stacy Horner*

ISAC Meeting/Event  
Administrator



Conference registration and hotel accommodations are now available for the 2010 ISAC Fall School of Instruction. The conference will be held Wednesday, November 17 – Friday, November 19 at the Coralville Marriott Hotel and Conference Center. Please make sure to read and follow all of the conference registration and housing guidelines. The guidelines are listed in detail on our conference website at [www.iowacounties.org/fallschool.htm](http://www.iowacounties.org/fallschool.htm).

First, you will need to register for the conference at the ISAC website, [www.iowacouties.org](http://www.iowacouties.org). After registering for the conference, you will be emailed or faxed an ISAC Meeting Registration Confirmation/Invoice which will provide instruction on how to make hotel accommodations through the Iowa Housing Bureau (IHB). To receive the special ISAC conference rate and services, all conference hotel accommodations must be reserved through the IHB's online system after registering for the conference before October 22.

Please **DO NOT** call any of the ISAC conference hotels to book your hotel accommodations. Hotel room reservations will **NOT** be valid if you call to reserve a room. A list of ISAC conference hotels is available on the conference website. After registering for a hotel room through the IHB's online system, they will send you an acknowledgement email by the next business day. If you do not receive this acknowledgement email please contact the IHB promptly at 800.451.2625. Please be sure to check your spam folder. The ISAC conference room blocks will only be available until 4:30 pm on **Friday, October 22, 2010**. After this date, the blocks will be closed and the special conference rates and accommodations will be unavailable.

If you need to make a change or cancellation to your hotel accommodations prior to Friday, October 22, 2010, please contact the IHB directly at 800.451.2625. The ISAC conference hotels will receive their reservation list from the IHB on Monday, October 25, 2010. The hotel of your choice will then

send you a confirmation number to confirm receipt of your reservation. After Monday, October 25, 2010, you may contact the hotel directly for any changes to your reservation. **You MUST call the hotel directly if you decide to cancel or change your room reservation prior to or during the conference.** Please remember that there is an ISAC Hotel Cancellation Policy and it will be in effect for the 2010 ISAC Fall School of Instruction. No cancellations will be accepted and no refunds will be given after Monday, October 25, 2010. If you choose to cancel your hotel reservation, you will be charged one night's lodging plus taxes to the credit card on file. Name changes on guest room reservations will be accepted with no penalty.

We strongly encourage all of you to pre-register for the conference. This saves your county money through the advance registration rate and saves ISAC money by allowing us to plan accordingly for conference meals and materials. The advanced conference registration fee is \$130/person (must register by November 5, 4:30 pm). The at-the-door registration fee is \$150/person. Family/spouse lunch tickets are available to purchase online for \$25/person. If you have any special dietary needs (vegetarian, gluten free, etc), please email [shorner@iowacounties.org](mailto:shorner@iowacounties.org) by 4:30pm on Friday, November 5. After this date, we can not guarantee meeting any special dietary needs. If you have communicated your dietary needs to ISAC, you will receive a special meal ticket with your conference registration packet.

If you have any questions in regards to the 2010 ISAC Fall School of Instruction, please don't hesitate to contact me at [shorner@iowacounties.org](mailto:shorner@iowacounties.org) or 515.244.7181. Please visit the conference website, [www.iowacounties.org/fallschool.htm](http://www.iowacounties.org/fallschool.htm), for all conference information and updates. Don't forget to check out the special fall school insert in the October issue of *The Iowa County*.

ISAC's  
*Fall School*  
of Instruction

# ISAC meetings

## SAVE THE DATE! 2011 ISAC NCO School

ISAC will be hosting the New County Officers (NCO) School on Wednesday, January 26 – Thursday, January 27, 2010 at the West Des Moines Marriott Hotel, 1250 Jordan Creek Parkway, West Des Moines. All newly-elected county officials are encouraged to attend this two-day training 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 important subjects.

The first day of training will consist of general issues that apply to all county officials, open meetings law, ethics, and budgeting. The second day of training will be specific to each of the four offices up for election in November, attorneys, recorders, treasurers, and supervisors.

Registration opens on Wednesday, December 1, 2010 at 8:30 am and closes on Friday, January 7, 2011 at 4:30 pm.

### Registration Fees:

Two-Day School: \$130 in Advance, \$150 at the Door

One-Day School: \$70 in Advance, \$90 at the Door

Registration includes refreshment breaks, meals and CD of the 2011 NCO School Manual. The manual will contain in-depth information about each of the subjects presented throughout the training.

### Tentative Agenda: Wednesday, January 26

9:00 am – 9:45 am	Registration
9:45 am – 10:00 am	Welcome
10:00 am – 11:00 am	General Session: Open Meetings/ Public Records
11:00 am – 12:00 pm	General Session: Ethics
12:00 pm – 1:00 pm	Lunch
1:00 pm – 2:00 pm	Breakout Sessions
2:00 pm – 2:15 pm	Break
2:15 pm – 3:15 pm	Breakout Sessions
3:15 pm – 3:30 pm	Break
3:30 pm – 4:30 pm	Breakout Sessions
4:30 pm – 5:00 pm	ISAC Presentation
5:00 pm – 6:00 pm	Break
6:00 pm – 8:00 pm	Dinner/Keynote Speaker

### Tentative Agenda: Thursday, January 27

7:30 am – 4:00 pm	Affiliate Time
12:00 pm – 1:00 pm	Lunch

We are excited to announce that David Bush will present “Becoming an Extraordinary Leader” as the keynote message following dinner on Wednesday. David is an author, speaker, entrepreneur and coach to business owners, corporate executives and sales professionals across the nation. Since 2004, David has focused his efforts on helping leaders to live their dreams and to change the world through his strategic planning and coaching programs. He passionately leads the way for those who wish to succeed in living an extraordinary life.

A sleeping room block will be available at the West Des Moines Marriott Hotel; however, details will not be available until later this fall. Please contact ISAC with any questions. We look forward to your attendance!

## CCMS

Continued from page 12.

Much has been written about changing habits and you are invited to explore the internet for suggestions. For now I offer the following ideas:

- Understand that you need clarity of exactly what is to change. Stop doing \_\_\_\_\_ and start doing \_\_\_\_\_. Review those time studies. Acknowledge where you can do better.
- It takes time and repetition to learn a new habit. Some experts say 21 days of doing the same thing, others say 30 days. The point is, it takes thought and determination to form new habits. Don't give up.
- Write down your change goal; develop the plan to accomplish the goal. Review it often and remind yourself of where you want to go and why.
- Plan out a sustaining motivation to keep you on track. What are the rewards of getting things done on time, of being able

to see at a glance tasks that need doing today, or this week, or this month, or next month. What is your reward at the end of the day when your to do list is completely checked off, visible evidence of a productive day? Your new habit will become your new best friend!

A quote shared with me says, “If you want to form a new habit, work hard. If you want to break a bad habit, work harder.” If you have gotten by with being disorganized and a time waster, you only make your work life more difficult. Invest in yourself and your work by working harder, smarter, and embracing change. The rewards will be self evident. If you are already organized and efficiently use your time, keep up the good work! New changes will surely come and you'll be ready!



## 2010 NACo Annual Conference Report

By: *Bill Peterson*

ISAC Executive Director



The National Association of Counties (NACo) Annual Conference and Exhibition was held at the Reno-Sparks Convention Center in Reno, Washoe County, Nevada from July 16 – 20, 2010. I didn't get into Reno until late afternoon on July 16, but met up with fellow ISAC staff member Rachel Bicego and went to a meeting for state association legislative staff scheduled for that evening.

Saturday, July 17 through Tuesday, July 20, I spent attending various conference events. Grant Veeder will report on many conference highlights in his NACo report but I want to report on my activities as well. Saturday morning after picking up my registration packet, I visited several of the NACo Policy Steering Committees. My NACo affiliate, the National Council of County Association Executives, met for lunch and then a business meeting. The topics covered were voting procedures for the NACo Election of Officers and Business Meeting, a national legislative report by NACo Legislative Director Ed Rosado, and a roundtable discussion regarding ballot issues that will appear on general election ballots around the country in November. Based on the report by my fellow executive directors, we should be thankful in Iowa that we don't have initiative and referendum provisions in our constitution. After my affiliate meeting, I went to the Information Technology Committee Meeting. The committee's purpose is to share technology information between county officials and NACo's many technology partners. Fellow Iowan and Pottawattamie County IT Director Curtis Edwards II also serves on this committee. Saturday evening I had dinner with ISAC President Chuck Rieken and his wife Doris, ISAC Past President Mike King and his wife Donna, Melvyn Houser (ISAC Board Member), Jim Houser and Lu Barron (Linn County

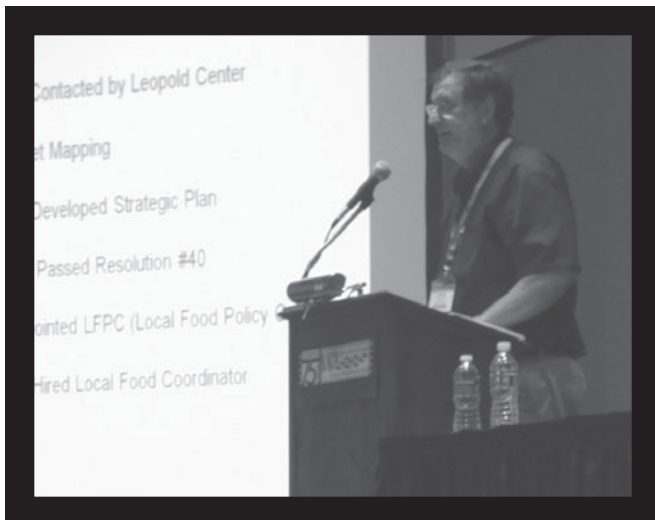
Supervisors) and Rachel Bicego (ISAC Marketing/Communications Coordinator).

Sunday morning, July 18, was the first NACo General Session. The keynote speaker was Dr. Robert Reich – who is always an informative and entertaining speaker. (See Grant Veeder's NACo Report for the details.) The remainder of Sunday was spent visiting the exhibit hall, attending various educational workshops and visiting with colleagues from across the country. It should be noted that Linn County Supervisor Linda Langston and Pottawattamie County Supervisor Melvyn Houser both presented at educational workshops that afternoon. Sunday evening was spent at dinner with Black Hawk County Auditor Grant Veeder, his wife Kim (Black Hawk County IT Director) and their sons, Sean and Ryan.

Monday, July 19, started with a breakfast for the Iowa Delegates to the conference. President Chuck Rieken welcomed the 26 attendees. Our NACo Board Representative Grant Veeder provided an update on NACo Board activities and issues that would be discussed at the Annual Business Meeting on Tuesday, July 20. Chris Rodgers, Commissioner from Douglas County, Nebraska, and candidate for NACo Second Vice-President addressed the group. Finally, Michael Blake, White House Office of Intergovernmental Affairs, discussed President Obama's goals for the remainder of the year.

I want to give kudos to the Delegation from Sioux County – a group that never misses our breakfast by the way. The Sioux County Board has made it a priority for county officials from their county to attend the annual conference each year. Again

Continues on next page.





this year, all five supervisors, the auditor, IT Director and the Veteran's Affairs Officer attended. This group attacks the conference with a definite game plan and gathers as much information as they can during the conference to take back to their county. I don't know if there is a correlation – but Sioux County has a reputation for being a well managed county.

Following breakfast, ISAC President Chuck Rieken and I met with Nebraska Association of County Officials President Pamela Lancaster (Hall County Supervisor) and Vice-President Steve Erdman (Morrill County Commissioner). Many of Nebraska's counties are facing challenging fiscal times. Pam and Steve were looking for ideas from other states to help address their growing problems. During the next two hours, we had a lively discussion on the similarities and differences between the two states. This discussion was a great example of how information is shared outside of seminars and workshops.

Monday afternoon, Joe Dittmar, 9/11 Survivor, keynoted the second general session. Many Iowa county officials may remember Mr. Dittmar speaking at the 2008 Fall School of Instruction in Coralville. Mr. Dittmar was at a meeting on the 105<sup>th</sup> Floor of the South Tower of the World Trade Center when the North Tower was hit on September 11, 2001. The South Tower was hit 18 minutes later. Joe Dittmar tells the story of his experiences – there wasn't a dry eye in the house. My hotel was connected to the convention center via a skywalk and I happened to run into Joe on his way back to the hotel. I introduced myself and reminded him that he had spoken to us in Iowa in 2008. I thanked him for again sharing his great story with us. As I recall, he told me this was his 65th presentation this year – all done for contributions to a

foundation he created for the families of 9/11 victims. I probably forgot to mention, he still holds down a full time job in the insurance industry. Monday night, Rachel and I went to dinner with some friends from other state associations. This is always a good chance to find out how things operate in other states and learn about new ways of doing things.

Tuesday morning, July 19, I attended a presentation on the CalTRUST. CalTRUST is a joint venture of the California State Association of Counties, California League of Cities and a few other public entities. The program provides a secure short-term investment mechanism for California public entities. The program is very similar to the Iowa Public Agency Investment Trust (IPAIT). As you recall, IPAIT is in its 23<sup>rd</sup> year of operation. Following the CalTRUST presentation, I joined the rest of the Iowa delegation at the NACo Annual Business Meeting and Election of Officers. The election of officers was a no-brainer since all the candidates but one had dropped out. The session wasn't lacking in excitement though – but you will have to read Grant Veeder's article to get the details. After the business meeting, we took one last trip through the exhibit hall where lunch was served. Then Rachel Bicego, Chuck Rieken, Melvyn Houser and I met with Ilene Manster, NACo Membership Coordinator, to discuss strategies for increasing the number of Iowa counties that are members of the NACo. By the time the meeting ended, there was just enough time to take a quick run up to Lake Tahoe before the evening's conference-wide event, NACo President Glen Whitley's Inaugural Gala Reception. Lake Tahoe is just west of Reno and a beautiful blue deep water lake nestled in the mountains. It was a nice change of scenery from the rather drab colors of downtown Reno.

Once again, the NACo Annual Conference was the source of some very useful information gained during both the regular conference workshops and conversations with the many people in attendance. The Reno/Washoe County community did a nice job of hosting the event and the people were very friendly. It is a community experiencing some pretty tough times with unemployment rates approaching 15%. While I am not suggesting that Iowa's current unemployment numbers are acceptable or should be taken lightly; Iowans should feel fortunate to come from a state that is doing better fiscally and economically than many other states around the country. While conferences are generally fun and interesting, it is always good to get back home to Iowa. And, just in case you are wondering, I didn't shoot anyone in Reno either. Rachel, what about you?

## 2010 NACo Annual Conference Report

By: *Grant Veeder*

Black Hawk County Auditor,  
ISAC NACo Board Representative



I attended the National Association of Counties Annual Conference in Reno, Washoe County, Nevada from July 16-20, along with other ISAC members and staff. Now that I'm back, my friends want to know if I shot a man in Reno just to watch him die. No, I did not. (Maybe Bill Peterson did – he disappeared after the conference, ostensibly to take a “motorcycle tour.”) Heck, I didn't even gamble. I went to committee meetings, general sessions, workshops, and NACo Board meetings. I'll touch on some of the highlights from my perspective:

The keynote speaker at the opening general session was Dr. Robert Reich, Secretary of Labor under President Clinton and a leading economist. He addressed the deficit dilemma: Can our government afford to spend so much more than we take in, when it mortgages our future for trillions of dollars? *vs.* Can we afford not to spend vast sums of government money at a time when private spending is too weak to keep us from a failing economy and chronic unemployment? Reich strongly favors government spending. He notes that our ratio of debt to gross domestic product is about 55%, while it was at 120% at the end of World War II. We weren't crushed by that debt because the economy grew so robustly that the debt was dwarfed. Reich feels that without government spending at this crucial time a similar economic recovery will be very slow in coming. Another speaker was Joe Dittmar, whom you may remember as the survivor of the 9/11 attacks on the World Trade Center who spoke at the ISAC Fall School in 2008. (This is a subtle reminder of the quality of programming at ISAC conferences.)

The deficit issue arose in steering committees and later at the Board of Directors meeting on resolutions. A proposed resolution called on NACo to oppose “any Congressional spending, earmarks, entitlements and other appropriations during FY 2012 that will exceed FY 2012 forecasted revenues.” While a balanced budget is a laudable goal, to some of us it seemed impractical given the current economic climate and our country's commitment to waging two costly wars. Also, it would be hypocritical if we lecture the feds on balancing the budget while we continue to ask them for increased assistance to counties. The resolution was offered in several committees but approved in only one (mine – Finance and Intergovernmental Affairs). President Valerie Brown said that the amount of interest shown in the issue indicated that it should be discussed in a future meeting. I hope that when the discussion takes place, NACo members will realize that while a recklessly speeding car needs to be stopped, you can't stop it abruptly without harming its occupants.

Iowa received some great news at the conference: We will have two more Iowa officials on the NACo Board of Directors, due to the elections of Linn County Supervisor Lu Barron as president of the National Association of County Aging Programs and Pottawattamie County Treasurer Judy Miller as president (for the second time) of the National Association of County Treasurers and Finance Officers. Both NACo and Iowa will benefit and I'll be thrilled to have them there.

Those of you with freakishly retentive memories will recall that I said in last year's report that there would be no election for second vice president because we changed the bylaws to reduce the executive committee by one member. But President-Elect Teresa Altemus was defeated in a 2009 election in her commissioner district, necessitating a NACo election this year. Glen Whitley of Tarrant County, Texas moved up to fill Teresa's vacancy and became president at the end of the Reno conference. Since the legislative conference in March, we witnessed a three-way race between Burrell Ellis of DeKalb County, Georgia, Joe Giles of Erie County, Pennsylvania, and Chris Rodgers of Douglas County, Nebraska for second vice president. Candidates did their best to secure the support of whole states prior to the conference, in an effort to win the election before the voting started. That's what happened this year, when both Burrell Ellis and Joe Giles announced their withdrawal from the race in Reno before the roll-call election. Our Omaha neighbor Chris Rodgers became second vice president by acclamation. While I was pleased with this result, there is growing discontent among less-populous states that a very small number of large states has the ability to logroll outcomes, determining presidents for years into the future.

Some of you are asking, like my mother-in-law, “How could you go to Reno and not gamble?” I wanted to; I really did. But whenever I was in a casino I was overwhelmed by all the stuff going on. I didn't know how to get started, and I was too self-conscious to ask. Guess I'll never strike it rich at this rate. For visitors to Reno who don't care to gamble I recommend the short (and mostly vertical) trip to Lake Tahoe. I was fortunate to spend half a day there with my family, enjoying breathtaking scenery and an evening at the Lake Tahoe Shakespeare Festival, where we saw the hilarious play, “The Complete Works of William Shakespeare (Abridged)” at an outdoor amphitheatre that has an unmatched lakeside backdrop.

Next year's conference will be in Portland, Oregon. In the meantime, I urge you to strongly consider attending the NACo Legislative Conference in Washington, D.C., March 5-9, 2011.



## employment

### Director of Information Technology

The Clinton County Board of Supervisors is seeking qualified applicants for the full-time, exempt position of Director of Information Technology. This position will entail responsibility for the Information Technology Department's activities to support information technology functions for all county departments and will work with various technologies as tools to fulfill County functions. Currently these technologies include, but are not limited to, Microsoft products, VMWare, CISCO router/switches/firewall, document imaging, and GIS implementation and maintenance. The director consults, recommends, implements and supports all aspects of the county's technology and its use by county personnel and works with the board of supervisors and various committees for approval of major products and overall direction and will provide direction for all county departments' implementation of technology. A Bachelor's degree from an accredited college or university in information technology, computer sciences or a related field in addition to three years experience working in a management or supervisory role is preferred, but additional experience may be considered in lieu of education.

Applicants must have a valid driver's license. Salary range of \$45,000 to \$59,000 with benefits. Applicants may be subject to a physical, drug test and background check. Please submit a cover letter and resume by September 24, 2010, to the attention of Lynn Tibbetts, Executive Assistant to the Clinton County Board of Supervisors, PO Box 2957, Clinton, Iowa 52733-2957. Clinton County is an Equal Opportunity Employer.

## employment

### Project and Construction Manager

Cherokee County is accepting applications for a Project & Construction Manager. This newly created managerial position requires graduation from an accredited four (4) year program as construction or civil engineer; EIT preferred with experience in county engineering. Knowledge of CAD, GIS, MicroStation, Microsoft Office Suite & general computer skills required. Supervisory, design, project management, survey and customer service experience preferred. The candidate must have the ability to work in an office setting as well as outdoors in all weather conditions. CDL and pre-employment physical required. Applications will be accepted until September 17, 2010. Submit resume to [HRCherokeeCo@co.cherokee.ia.us](mailto:HRCherokeeCo@co.cherokee.ia.us) or:

Human Resources/Auditor's Office  
Cherokee County Courthouse  
520 W Main Drawer H  
Cherokee, IA 51012

*Cherokee County is an equal opportunity employer*

## employment

### Case Manager

Franklin County Community Services is accepting applications for a full-time Case Manager to coordinate services for individuals with disabilities. This position requires a Bachelor's Degree from an accredited college/university with 30 semester hours or equivalent quarter hours in a human services field and one year experience in the delivery of human services to MH/MR/DD populations. Or it requires a valid RN or higher

Iowa Nursing license and three years MH/MR/DD experience. Benefits include insurance, IPERS and vacation. Request applications from and forward resume to: Community Services, 123 First Ave SW, PO Box 58, Hampton, IA 50441, 641.456.2128. Applications are required and will be accepted until position is filled. EOE.

# associate member highlight

## Gallagher Asphalt Corporation

Gallagher Asphalt Corporation, a third-generation, family-owned business celebrating 82-years of paving heritage, with asphalt paving operations in south suburban Chicagoland, Joliet, and Kankakee, has been at the forefront of pioneering Hot-in-Place recycling.

Hot-in-Place recycling is a faster, more cost effective and environmentally sound method for resurfacing aging roads.

Hot-in-Place recycling is a pavement preservation process that not only saves public agencies over 30% versus the conventional “grind and overlay” approach, but it also saves agencies time by cutting the project’s time in half.

The process entails heating, rejuvenating, scarifying and compacting the roadway in place. Radiant heaters use clean burning propane to soften the existing asphalt to a specific depth. A rejuvenating agent is applied to help re-plasticize the old mixture. Spring loaded steel tines disrupt the old surface, followed by a paving screed which redistributes the mix. Finally, a roller kneads and compacts the hot asphalt.

The benefits of Hot-in-Place recycling cover more than just reduced costs by completely rejuvenating surfaces to “good as new” condition. Hot-in-Place also:

- Preserves elevations and overhead clearances
- Interrupts and fills cracks
- Remixes and recoats uncoated aggregates
- Fills ruts and holes
- Levels bumps and shoved areas
- Re-establishes the surface’s crown and drainage
- Restores the surface’s flexibility by chemically rejuvenating the aged asphalt
- Enhances highway safety through improved ride and skid resistance
- Reduces engineering costs
- Reduces traffic control costs
- Puts roads back in service within a matter of hours of surfacing

As one of the nation’s leading Hot-in-Place recycling contractors, Gallagher Asphalt works regularly in Illinois, Minnesota, Indiana, Wisconsin, Michigan, Tennessee and Georgia. For further information on how your agency can “go green and save green”, call our Iowa Technical Sales Representative, Rich Eliason, at 651.327.1211 or [hotinplace@comcast.net](mailto:hotinplace@comcast.net).



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# SAVE THE DATE!



January 26-27, 2011  
West Des Moines Marriott

All county officials are invited to join us for the ISAC New County Officers (NCO) School. This is a very educational conference that can help you sharpen up on important county related topics. The first day of training will consist of general issues: open meetings law, ethics and budgeting. The second day will be specific to each office.

Register beginning Wednesday, December 10, 2010!

**More information at [www.iowacounties.org](http://www.iowacounties.org).**



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# 2010/2011 calendar

## **September 2010**

- 16-17 ISAC Board Meeting and Retreat  
(Cass County)
- 22 ISAC LPC Meeting  
(Polk County River Center, Des Moines)

## **October 2010**

- 1 Fall School Program Deadline
- 13-14 CCMS Fundamentals Training  
(Courtyard by Marriott, Ankeny)
- 21 CCMS Administrators Meeting  
(Hilton Garden Inn, Urbandale)
- 22 Fall School Housing Bureau Closes (4:30 pm)
- 28-29 ISAC Board of Directors Meeting  
(ISAC Office, Des Moines)

## **November 2010**

- 4 CCMS Advanced Case Management  
(Hilton Garden Inn, Urbandale)
- 5 Fall School Registration Closes (4:30 pm)
- 17-19 ISAC Fall School of Instruction  
(Coralville Marriott Hotel and  
Conference Center)

## **December 2010**

- 7-9 ICEA Statewide Annual Conference  
(Scheman Center, Ames)
- 9 ISAC Board of Directors Meeting  
(ISAC Office, Des Moines)

## **January 2011**

- 10 CCMS Training Committing Meeting  
(ISAC Office, Des Moines)
- 11 CCMS Administrators Meeting  
(Hilton Garden Inn, Urbandale)
- 26-27 ISAC New County Officers School  
(West Des Moines Marriott)

## **February 2011**

- 10 Supervisors Statewide Meeting  
(Hilton Garden Inn, Urbandale)
- 16-17 CCMS Fundamentals Training  
(Courtyard by Marriott, Ankeny)

## **March 2011**

- 3 County Day at the Capitol  
(Des Moines)
- 5-9 NACo Legislative Conference  
(Washington D.C.)
- 23-24 ISAC Spring School of Instruction  
(Marriott and Renaissance Savery,  
Des Moines)

Please visit ISAC's online calendar of events at [www.iowacounties.org](http://www.iowacounties.org) and click on 'Upcoming Events.' A listing of all the meetings scheduled thus far in 2010 and 2011, agendas and meeting notices can be found on ISAC's website. A majority of ISAC's meetings offer online registration. If you have any questions about the meetings listed above or would like to add an affiliate meeting to the ISAC Calendar, please contact Stacy Horner at 515.244.7181 or [shorner@iowacounties.org](mailto:shorner@iowacounties.org).

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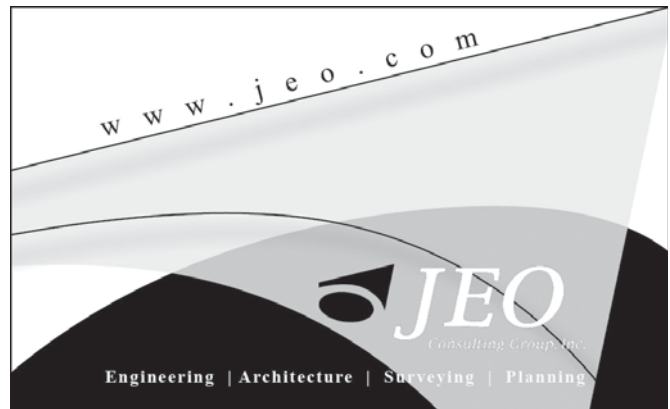
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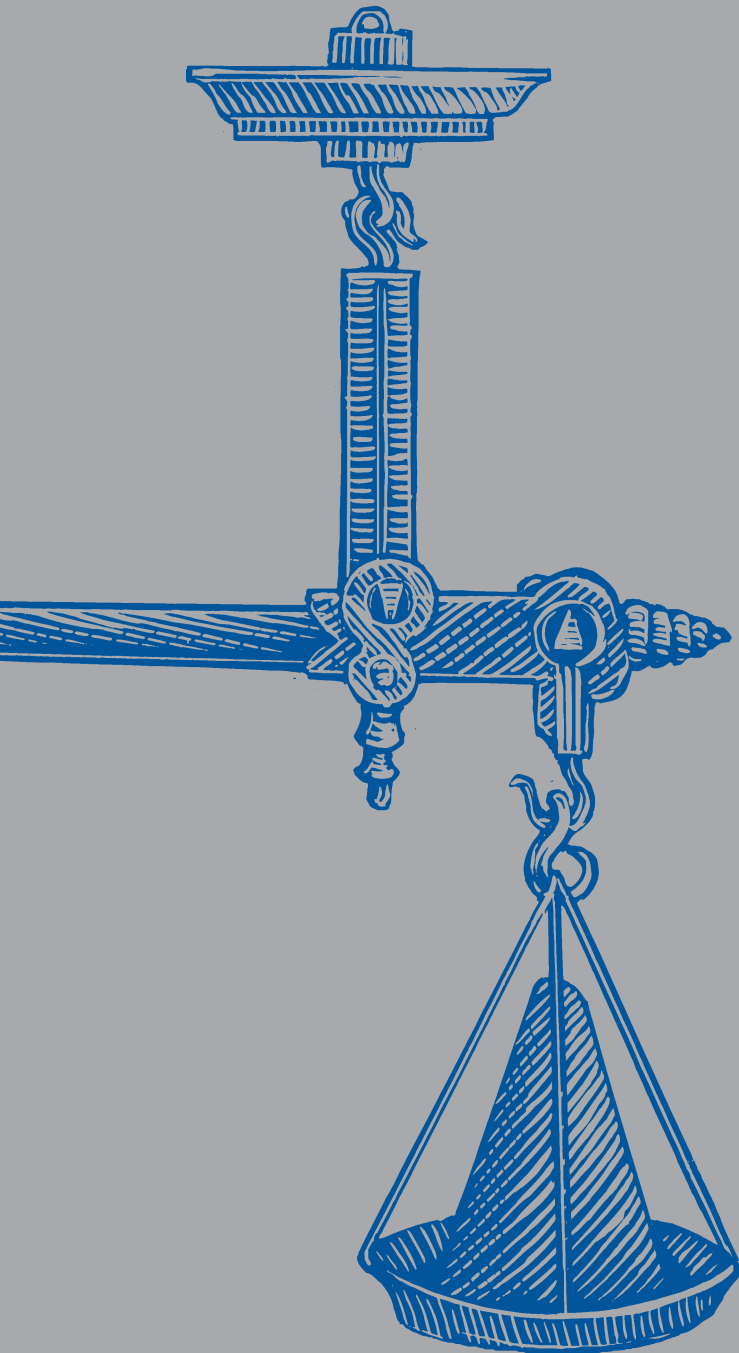
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