

The Iowa County

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September 2003





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The Iowa County

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Denise Obrecht, EDITOR

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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.

How Did Your Legislator Vote On Key County Issues?

The 2003 session of the Iowa General Assembly was eventful for counties to say the least. State lawmakers and Governor Vilsack made numerous decisions that had significant implications for local governments and the people they serve. This record is designed to help county officials see how their legislators voted on key issues of importance to the ISAC membership. It does not include votes on each and every bill that ISAC worked on. By its nature, it obviously cannot reflect important policy decisions where no recorded vote was taken such as caucus votes or bills dying for lack of a committee vote.

BILLS INCLUDED ON BOTH HOUSE AND SENATE TABLES:

HF 529-Mental Health Redesign - This measure was one of ISAC's top priorities for 2003. It establishes goals, policy and deadlines for the Mental Health Commission in implementing a plan for redesigning the mental health system and the partnership between the state and counties in funding and management of that system. ISAC registered *for* the bill.

HF 560-Home and Community Based Waiver Services - HF 560 adds adult day habilitation, prevocational, and transportation services to the Iowa Medicaid Home and Community Based Services Waiver. Until HF 560 was enacted, most counties provided these services in their mental health plans at 100% cost out of the Mental Health Fund. Now that these services will be added to the waiver, the federal government will provide approximately a two-thirds match, resulting in a statewide funding increase of about \$20 million for county mental health services. ISAC registered *for* this legislation.

HF 595-Annexation - As introduced, this measure would have awarded counties veto authority over city annexations. After heavy lobbying by the League of Cities, the bill was softened to simply formalize county input and recommendations for consideration by the City Development Board in its deliberations regarding both voluntary and involuntary annexations. While county officials were disappointed that the legislation was cut back, ISAC registered *for* the bill as it strengthened the county voice in the process.

HF 614-Election Law Changes and Help America Vote Act - The Federal "Help America Vote Act," enacted last fall, provides that states and counties must provide for: 1) election equipment which meets national standards; 2) centralized voter registration lists; 3) voting access for the disabled in each precinct; and 4) voter education. The legislation also authorized funding for states and counties to assist with the cost of these requirements. Iowa's allocation is \$35 million; the first \$5 million is a grant. The matching requirement for the remainder is only 5% or \$1.5 million over a three year period. Along with some provisions for HAVA

compliance, HF 614 contained several controversial election administration changes but no matching funds. Legislative leaders claimed that the matching funds would be forthcoming if, and only if, the governor signed HF 614. Tacked onto the final version was a requirement that the planning committee and the state plan for HAVA compliance be reappointed and would require state senate confirmation. The state committee (which included four county officials) has already met and issued a plan on May 15. HAVA requires that state plans be submitted to the Federal Elections Commission this October. The governor vetoed HF 614 on June 30. Even if the federal assistance is not gained due to a lack of state matching funds, the state and counties must still comply with the requirements of HAVA. This would cost counties a high percentage of the \$30 million. For these reasons, ISAC registered *against* the bill.

SF 390-Local Government Consolidation - The principle intent of SF 390 was to streamline the current process for mergers of cities and counties. ISAC has no problem with streamlining this process per se. The legislation, however, was clouded with provisions that discouraged partisan elections, enabled the Legislative Service Bureau to draw district boundaries, allowed charter votes at special city elections, and applied only to counties with populations of 100,000 or more. Because of these provisions and resistance by proponents to change them, ISAC registered *against* the bill. SF 390 was vetoed.

SF 451-Transfer of Jurisdiction of Roads - This bill transfers about 700 miles of roads from the primary system to the secondary system and provides a statewide average of \$11,000 of funding per mile for 10 years to go to counties along with those miles. In addition, it transfers specified farm to market extensions in small towns to counties and corresponding RUTF dollars to go to counties with these extensions. While many county officials were unhappy with this plan, it was generally viewed by the supervisor's and engineer's affiliates as a preferable alternative to a contentious battle over the Chamber Alliance proposal to change the RUTF allocation formula. Therefore this plan reflected one of ISAC's top priorities and ISAC registered *for* it.

SF 453-Reinventing Government - This bill makes numerous changes for the state and local governments to help cut service costs and improve governmental efficiency. It was essentially recommended by the Public Strategies Group, hired by Governor Vilsack. This bill contains \$70 million in cuts to counties and cities through the elimination of the personal property tax replacement fund, elimination of the local share of the bank franchise funds, and approximately 50% reduction in M&E replacement funds. The bank franchise funds and a portion of the M&E cuts were later restored by a House amendment to SF 458. SF 453 also contains two ISAC proposals: Recorder's E-Commerce fee and bonding for projects involving property jointly owned by a city and county. Because the benefits are far outweighed by the losses to counties, ISAC registered *against* SF 453.

BILLS ON HOUSE TABLE ONLY:

HF 32-Supplemental Funding for Property Tax Credits - In the 2002 special legislative session, funding for the various property tax credits was cut for FY03. Under Iowa Code §25B.7, some counties absorbed the cuts while others prorated the credits to the taxpayers based on the amount of state funding the county received. HF 32 was designed to replenish some of the cuts and set up a process for returning the funds to the taxpayers. HF 32 was passed by the House but was not brought up in the Senate. Because of the tedious process for managing the funds, ISAC registered *neutral* on HF 32.

HF 686-Tax Increment Finance Reforms - This measure was designed to make significant changes in the use of TIFs. As introduced, it gave county boards of supervisors veto authority over proposed TIFs. After heavy lobbying by the League of Cities, the legislation was amended to limit county veto authority over the use of only its share of the increment in limited instances. The bill passed the House and will be eligible for consideration in the Senate in 2004. While the original bill was more preferable, ISAC still registered *for* HF 686.

HF 692-Property Tax Reform - This legislation redesigns the property tax system by replacing the market value assessment process with a system that converts assessed valuations to a square footage basis and ties taxable valuations to a base year. ISAC originally registered *against* the bill because of property tax limitation provisions it contained. When they were removed at ISAC's request, the registration was changed to *neutral*. Because of the pilot programs and an implementation task force created in the bill, ISAC is prepared to work with the proposed system to improve or revamp it. The House voted on the bill after the tax limitations were removed. Because the Senate added income tax reform, business regulatory reforms, and economic development provisions to HF 692, a comparable vote in the Senate was not available.

BILLS AND AMENDMENTS ON SENATE TABLE ONLY:

SF 202- Supplemental Funding for M&E Replacement and the Elderly and Disabled Tax Credit - In the 2002 special legislative session, funding for the various property tax credits and M&E replacement was cut for FY03. Under Iowa Code §25B.7, most counties absorbed the Elderly and Disabled Tax Credit cuts while a few others prorated the credit to the taxpayers based on the amount of state funding the county received. SF 202 was designed to replenish the M&E and Elderly and Disabled Credit cuts and set up a process for returning the funds to the taxpayers. This alternative to HF 32 passed the Senate but was not brought up in the House. ISAC registered *for* SF 202.

Amendment S-3392 (eliminate HAVA money) to SF 452-Rebuild Iowa Infrastructure Fund - This amendment stripped the \$1.2 million appropriation for the state match to draw down federal money for HAVA. It was sponsored by Sen. Zieman. While

there is no procedure for formally registering on amendments, ISAC opposed this. The amendment was adopted.

Amendment S-3308 (lessen Reinvention cuts) to SF 453-Reinvention Bill - This amendment would have split the \$70 million local government cuts contained in SF 453 with the state. It would have called upon Governor Vilsack to enact across the board state cuts equaling \$35 million. It would have restored \$30 million for personal property tax replacement and \$5 million for the bank franchise tax pass through to local governments. The amendment was sponsored by Sens. Miller and Brunkhorst. ISAC supported this amendment, but it failed.

Amendment S-3318 (lessen Reinvention cuts) to SF 453-Reinvention Bill - This amendment would have appropriated \$43.7 million from the cash reserve fund of the state to the general fund, so that the cuts to the cities and counties could be minimized. It did not specify how the money would be appropriated from the general fund. The amendment was sponsored by Sen. Gronstal. ISAC supported this amendment and it also failed.

Amendment S-3364 (prohibit tax credit prorating) to SF 458-Standings Bill - This 20-page amendment contained numerous provisions. Included in this package was a provision that became Section 13 of SF 458. Section 13 would have prevented local governments from prorating property tax credits based on the amount of state funding. It would have exempted the homestead, military, and elderly/disabled credits from the unfunded mandates protection in Iowa Code §25B.7 and required that counties, cities, and schools pass on the entire amount of the credit to taxpayers, even if the credits were not fully funded by the state. This amounts to an estimated negative fiscal impact to local governments of \$20 million. The amendment was sponsored by Sen. Lamberti. Along with most legislators, ISAC was not aware that this eleventh hour amendment package even contained this provision. ISAC asked for a line-item veto of Section 13. Governor Vilsack complied, thereby maintaining the unfunded mandate protection for local governments.

Amendment S-3405 (federal assistance funds to counties) to HF 683-Iowa Values Fund - This amendment would have appropriated \$70 million of the anticipated \$100 million in federal funding for state and local assistance to Iowa. It allocated \$56 million for personal property tax replacement, an additional \$4 million for M&E replacement, and restored \$10 million for child welfare. It was sponsored by Sen. Gronstal. ISAC supported this amendment, but it failed.

Amendment S-3398 (restore HAVA money) to HF 683-Iowa Values Fund - This amendment would have appropriated \$1.2 million to the Secretary of State's office for the initial matching funds required to draw down federal money for HAVA. It was sponsored by Sen. Kibbie. ISAC supported this amendment, but it failed.

The Iowa House of Representatives		Record Roll Call Vote on Selected Bills																			
Bill Title		MH/ Re-Design		Medicaid Waivers		Annexation		Help America Vote Act		Local Govt. Consolidation		Transfer of Jurisdiction		Reinventing Government		Tax Credit Supplemental		TIF Reform		Property Tax Reform	
Bill Number		HF 529		HF 560		HF 595		HF 614		SF 390		SF 451		SF 453		HF 32		HF 686		HF 692	
ISAC Position (shaded)		For		For		For		Against		Against		For		Against		Neutral		For		Neutral	
Vote Tally		87	13	95	0	88	9	53	45	52	47	74	24	51	47	97	0	91	6	81	18
District	Representative	aye	nay	aye	nay	aye	nay	aye	nay	aye	nay	aye	nay	aye	nay	aye	nay	aye	nay	aye	nay
4	Alons, D. - R	x		x		x		x		x		x		x		x		x		x	
72	Arnold, R. - R	x		x		x		x			x		x	x		x		x		x	
58	Baudler, C. - R	x		x		x		x		x			x	x		x		x		x	
41	Bell, P. - D	x		x		x			x		x	x			x	x			x		x
22	Berry, D. - D		x	x			x		x		x	x			x	x		x		x	
70	Boal, C. - R	x		x		x		x		x		x		x		x		x		x	
79	Boddicker, D. - R	x		absent		x		absent		x		absent		x		x			x		x
97	Boggess, E. - R	x		x		absent		x		x		x		x		x		x		x	
26	Bukta, P. - D	x		x		absent			x	absent		x			x	x		x		x	
75	Carroll, D. - R	x		x		x		x		x		x		x		x		x		x	
5	Chambers, R. - R	x		x		x		x		x			x	x		x		x		x	
88	Cohoon, D. - D	x		x			x		x		x		x		x	x		x			x
68	Connors, J. - D		x	x		x			x		x	x			x	x		x		x	
36	Dandekar, S. - D	x		x			x		x		x	x			x	x		x		x	
74	Davitt, M. - D	x		x		x			x		x		x		x	x		absent		x	
76	DeBoef, B. - R	x		x		x		x		x			x	x		x		x		x	
19	Dennis, E. - R	x		x		x		x		x		x		x		x		x		x	
17	Dix, B. - R	x		x		x		x		x		x		x		x		x		x	
96	Dolecheck, C. - R	x		x		x		x		x		x		x		x		x		x	
57	Drake, J. - R	x		absent		x		x		x			x	x		x		x		x	
9	Eichhorn, G. - R	x		x		x		x		x			x	x		x		x		x	
37	Elgin, J. - R	x		x		x		x		x		x		x		x		x		x	
66	Fallon, E. - D	x		x		x			x		x	x			x	x		x		x	
29	Foege, R. - D	x		absent		x			x	x			x		x	x		x		x	
65	Ford, W. - D		x	x		x			x		x	x			x	x		x			x
52	Freeman, M. - R	x		x		x			x		x		x		x		x		x		x
7	Frevert, M. - D	x		x		x		absent			x	x			x	x		x		x	
93	Gaskill, M. - D	x		x		x			x		x	x			x	x		x			x
16	Gipp, C. - R	x		x		x		x		x		x		x		x		x		x	
44	Granzow, P. - R	x		x		x		x			x	x			x		x		x		x
45	Greimann, J. - D	x		x		x			x		x	x			x	x		x			x
89	Greiner, S. - R	x		x		x		x		x			x	x		x		x		x	
80	Hahn, J. - R	x		x		x		x		x			x	x		x		x		x	
100	Hansen, B. - R	x		absent		x		x		x		x		x		x		x		x	
39	Hanson, D. - R	x		x		x		x		x		x		x		x		x		x	
91	Heaton, D. - R	x		x		x		x		x			x	x		x		x		x	
46	Heddens, L. - D	x		x		x			x		x	x			x	x		x			x
55	Hoffman, C. - R	x		x		x		x		x		x		x		x		x		x	
38	Hogg, R. - D	x		x		x			x		x	x			x	x		x			x
40	Horbach, L. - R	x		x		x		x		x		x		x		x		x		x	
62	Hunter, B. - D		x	x		x			x		x	x			x		N/A		x		x
53	Huseman, D. - R	x		x		x		x		x		x		x		x		x		x	
42	Huser, G. - D	x		x		x			x		x	x			x	x		x		x	
82	Hutter, J. - R	x		x		x		x		x		x			x	x			x		x
60	Jacobs, L. - R	x		x		x		x		x		x		x		x		x		x	
20	Jenkins, W. - R	x		x		x		x		x		x		x		x		x		x	
27	Jochum, P. - D		x	x		x			x		x	x			x	x		x		x	
98	Jones, G. - R	x		x		x		x		x			x	x		x		x		x	
3	Klemme, R. - R	x		x		x		x		x		x		x		absent		x		x	
69	Kramer, K. - R	x		x		x		x		x		x		x		x		x		x	

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14	Kuhn, M. - D	x		x		x			x		x	x			x	x		x		x	
10	Kurtenbach, J. - R	x		x		x		x		x		x		x		x		x		x	
18	Lalk, D. - R	x		x		x		x		x		x		x		x		x		x	
78	Lensing, V. - D		x	x		x		x		x		x		x	x		x		x		x
32	Lukan, S. - R	x		x		x		x		x		x		x		x		x		x	
85	Lykam, J. - D	x		x		x		x		x	x			x	x		x		x		x
59	Maddox, O.G. - R	x		x		x		x		x		x		x	x		x				x
31	Manternach, G. - R	x		x		absent		x		x		x		x		x		x		x	
77	Mascher, M. - D		x	x		x		x		x		x		x	x		x		x		x
67	McCarthy, K. - D	x		x			x	x		x	x			x	x		x		x		x
8	Mertz, D. - D	x		x		x		x		x	x			x	x		x				x
49	Miller, H. - D	x		x		x		x		x		absent		x	x		x				x
28	Murphy, P. - D		x	x		x		x		x	x			x	x		x		x		x
30	Myers, D. - D	x		x		x		x		x	x			x	x		x		x		x
61	Oldson, J. - D	x		x			x	x		x	x			x	x		x		x		x
48	Olson, D. - D		x	x		x		x		x	x			x	x		x				x
83	Olson, S. - R	x		x		x		x		x		x		x		x		x		x	
25	Osterhaus, R. - D		x	x		x		x		x	x			absent		x		absent		absent	
35	Paulsen, K. - R	x		x		x		x		x	x			x		x		x		x	
64	Petersen, J. - D	x		x		x		x		x	x			x	x		x		x		x
15	Quirk, B. - D	x		x		x		x		x	x			x	x		x		x		x
63	Raecker, S. - R	x		x		x		x		x		x		x		x		x		x	
54	Rants, C. - R	x		x		x		x		x		x		x		x		absent		x	
23	Rasmussen, D. - R	x		x		x		x		x		x		x		x		x		x	
11	Rayhons, H. - R	x		x		x		x		x		x	x		x		x		x		x
95	Reasoner, M. - D	x		x		x		x		x	x			x	x		x		x		x
51	Roberts, R. - R	x		x		x		x		x		x		x		x		x		x	
87	Sands, T. - R	x		x		x		x		x		x	x		x		x		x		x
13	Schickel, B. - R	x		x		x		x		x		x		x		x		x		x	
21	Shoultz, D. - D		x	x		x		x		x	x			x	x		x		x		x
43	Smith, M. - D	x		x		x		x		x	x			x	x		x		x		x
6	Stevens, G. - D	x		x		x		x		x	x			x	x		x		x		x
99	Struyk, D. - D	x		x		x		x		x		x		x	x		x		x		x
94	Swaim, K. - D	x		x			x	x		x		x		x	x		x				x
33	Taylor, D. - D	x		x		x		x		x	x			x		absent		x			x
34	Taylor, T. - D		x	x		x		x		x	x			absent		x		x			x
24	Thomas, R. - D	x		x			x	x		x	x			x	x		x		x		x
50	Tjepkes, D. - R	x		x		x		x		x		x		x		x		x		x	
73	Tymeson, J. - R	x		x		x		x		x		x	x		x		x		x		x
12	Upmeyer, L. - R	x		x		x		x		x		x	x		x		x		x		x
71	Van Engelenhoven, J. - R	x		absent		x		x		x		x	x		x		x		x		x
81	Van Fossen, J.K. - R	x		x		x		x		x		x		x		x		x		x	
84	Van Fossen, J.R. - R	x		x		x		x		x		x		x		x		x		x	
47	Watts, R. - R	x		x		x		x		x		x	x		x		x		x		x
2	Wendt, R. - D	x		x			x	x		x	x			x	x		x		x		x
90	Whitaker, J. - D	x		x		x		x		x	x			x	x		x				x
1	Whitehead, W. - D	x		x			x	x		x	x			x	x		x		x		x
56	Wilderdryke, P. - R	x		x		x		x		x		x		x		x		x		x	
86	Winckler, C. - D		x	x		x		x		x	x			x	x		x				x
92	Wise, P. - D	x		x		x		x		x		x		x	x		x		x		x

counties in the spotlight

Worth County voters overwhelmingly supported the county applying to the state for a riverboat casino license. The measure was approved 2,060 to 687 as half the county's registered voters cast ballots in the June 24 special election. The next step will be submitting a gambling license proposal to the Iowa Racing and Gaming Commission. Proponents of a Worth County casino will now begin to seek regional support for the Worth County application. They hope to get support from Cerro Gordo, Mitchell and Winnebago counties.

(Taken from the Newton Daily News, June 25)

Costs for inmate's medical care at the **Plymouth County** Jail are sharply higher over last year, with one invoice this year more than double the total for all of fiscal 2001-2002. Thus far, in fiscal 2002-2003, the county has authorized payment of \$2,685 and has an invoice for \$5,809 for a recent inmate hospitalization. The sheriff's office policy regarding medical procedures notes that inmates are responsible for their own medical expenses but will not be refused care due to inability to pay. County Auditor K. Kae Meyer explained that most of the costs are for ongoing medications. Many inmates lose their jobs and therefore, their insurance after their arrest, leaving the county the expense of health care.

(Taken from the Daily Sentinel, June 25)

The **Marshall County** Emergency Management Office and Region 6 Planning Commission was recently honored with the 2003 Mark Trail Award. Nineteen agencies nationwide were honored June 17 during a ceremony held in Washington D.C. Marshall County received the award due to their free all-hazard radio distribution program. The Mark Trail Awards are presented to individuals, associations and local governments for their efforts to expand the National Oceanic and Atmospheric Administration's (NOAA) Weather Radio coverage across the nation, and make the portable device, which broadcasts severe storm warnings, more accessible.

It's not often that taxpayers offer to pay more money to the government. Residents living along a gravel road outside of Sioux City recently approached the **Woodbury County** Board of Supervisors and offered to pay a portion of the cost to pave the road past their homes. It was noted that 16 of the 18 residents along the road were willing to pay one-third of the costs to pave the road, which is about three-fourths of a mile long. Some residents would pay extra to cover the shares of those who did not want to pay. The paving project could cost a total of \$365,000, according to preliminary figures from the Woodbury County engineer. Woodbury County sees this as a win-win situation and directed the county engineer to study the budget and five-year road plan to see if the project could be squeezed ahead of other jobs.

(Taken from the Sioux City Journal, June 18)

Poweshiek County supervisors were at **Benton County's** supervisors' June meeting to explore collaborative efforts to get their county government on a sound footing. The Poweshiek supervisors have made similar visits to **Iowa, Mahaska, Tama,** and **Jasper** counties to generate dialogue that could lead to better government, not only in their county but others as well. The groups are finding things that complement each other and generating ideas that help with the depletion of funds.

(Taken from the Gazette, July 2)

The **Iowa State County Treasurers Association** was honored with an E-Government award during the E-Gov 2003 Conference and Exposition that took place June 9-12 in Washington D.C. Fifty government agencies were recognized for their innovations and solutions for improving electronic government delivery and exemplary achievements in E-Government and higher education service delivery. The Iowa State County Treasurers Association was recognized in the Pioneer level for their website www.iowatreasurer.org and represented the top tier of winning agencies. Iowa property owners began paying current taxes online at www.iowatreasurers.org beginning September 2002. Citizens can pay property taxes using major credit cards and e-checks 24-hours a day during the collection period and allowing payments up to 11:59 pm September 30 without added penalties or interest. The result of this project included: a web presence for all 99 county treasurers, citizens get an online service for paying taxes, and easy access to over 40 forms for conducting business with the treasurers. Another innovation provided to treasurers was a password protected Extranet that assists in online training, surveys, polls, newsletters, etc.

Iowa's unemployment rate hit a nearly 11-year high in May 2003, state officials said. At 4.5%, the state's jobless rate was as high as it's been since October 1992.

Quick Fact:

Johnson County is the only county named after a US vice president elected by the Senate.

classified ads

Engineer Position

Hancock County is accepting applications for the position of County Engineer. Qualified applicants must be a registered civil engineer in the State of Iowa. Applicants should provide a resume, a completed application and a letter of interest. Applications are available from and material should be submitted to the Hancock County Auditor, 855 State Street, PO Box 70, Garner, IA 50438. Deadline for submission is September 19, 2003.

The Seemingly Simple, Straightforward Idea: HAVA

"To be simple is the best thing in the world; to be modest is the next best thing. I am not sure about being quiet."

- G.K. Chesterton (British writer – 1908)

"Less is more."

- Ludwig Mies Van Der Rohe (German architect – 1937)

It's hard to believe, but in a time of revenue shortfalls for state and local government, in a year when there occurred an edgy argument in the legislature over the use of an unexpected \$100 million in federal aid to this state, other federal largesse—up to \$30 million worth—has been in danger of being lost due to a partisan game of "gotcha."

The Match Needed From the State

Last October, after two years of discussion and argument, Congress approved and the president signed into law the Help America Vote Act (Public Law 107-252), known popularly as "HAVA." What finally put this law into place was the message conveyed through the drama of groups of men and women in Florida courthouses arguing about "hanging chads" in November and December of 2000. The conclusion was that 50 election administration systems of varying quality and thousands of local governments equipped with a variety of election machines— from lever machines which have not been manufactured for 20 years to the latest touch screen computer technology— are such a mix that it's a wonder that the confusion witnessed in Florida had not happened sooner. Added to the technical and organizational variances of election administration all over the country were the difficulties which many physically disabled people have long had in "simply" using their privilege to vote. The new federal law imposed new election administration requirements on the states and called for the replacement of punch card and lever voting machines. It also provides for grants to help local governments pay for disabled voter access, protection and advocacy.

Although a significant portion of the federal HAVA funding has been cut from the Congressional appropriations for this year, Iowa's allocation was originally a maximum of \$35 million. The first \$5 million is gratis, without the need of a state match, and is now in a fund in the Treasurer of State's office. The remainder of Iowa's allocation is available by means of matching funds, as required in HAVA. But the required match from the states is only five percent. For Iowa that is \$1.5 million...and this amount can be offered over a three year period. The federal funds are to pay for: 1) at least half the cost of new voting machines for the six counties which still use lever machines; 2) part of the cost of equipping at least one voting machine in each Iowa precinct so that it can be used by someone who is sight impaired, hearing impaired or chair bound; 3) for a new state voter registration system which will tie each county auditor's office to a central registry (enabling daily updates and a much more accurate system for monitoring who is eligible or ineligible to vote); 4) and to

By: Robert Mulqueen

ISAC Public Policy Analyst



help with the cost of an already initiated training program for county auditors and their deputies. Iowa's cost of \$1.5 million is not a bad deal.

However, beware the seemingly simple, straightforward idea. One is reminded of the Biblical injunction that "It is easier for a camel to pass through the eye of a needle than can an agreement be made on accepting \$30 million." The irony of the term "a simple plan" is that it became convoluted during the 2003 legislative session. Did I say convoluted? Take the original legislation which contained an appropriation for the entire Iowa match— \$1.5 million— together with some language of compliance with the federal act, defeat it in a legislative committee and substitute it with a piece of legislation containing a variety of significant election administration changes. These included 1) changing the closing hour of polling places from 9pm to 8pm (a proposal endorsed by the Auditors Association and ISAC), 2) requiring all voters to show identification at the polls prior to being allowed to cast a ballot, 3) transfer the duties of elections and voter registration at the state level from the office of the Secretary of State to the Iowa Ethics and Campaign Disclosure Board, and 4) changing the use of absentee ballots, a form of voting which has seen an explosion in use over the last decade. All of this appeared in the original version of HF 614 together with division I of the bill: "Provisions relating to the Federal Help America Vote Act." The final version deleted the second and third provisions stated above. The absentee ballot language proved to be what brought the sharpest debate. What was just as notable was what was missing: money...any money to offer as Iowa's HAVA matching funds.

The Missing Money

While legislative leaders said again and again that enactment of this bill would be followed by the matching funds, the question remained as to how the cash would appear without an appropriation. (Well, there *had been* an appropriation of \$1.2 million, but it had been removed in a Senate amendment.) Word finally got out during the special session that the Legislative Council would cut the check if the Governor would sign HF 614 in its final form. When the Governor vetoed the bill, the message was passed along from the Statehouse second floor that the money would, therefore, not be forthcoming.

On July 31, Governor Vilsack announced that he was transferring the necessary \$423,000 from a technology fund to the Secretary of State's office to be applied to the first year's match for HAVA funding. This will amount to \$8.4 million. That day, as it happens, Speaker of the House Christopher Rants spoke at the annual conference for the Iowa State Association of County Auditors. Among other issues discussed, he said that the changes which he and others sought in HF 614 would be sought again next year. Whether that means that the matching money for the absentee ballot changes deal will be offered once again remains to be seen.

When Can an Elected Official Be Removed from Office?

Willful Misconduct

When claims of official misconduct arise, people often ask what it takes to remove an elected official from office pursuant to Iowa Code chapter 66. The standard in Iowa Code §66.1A(2) is that an official can be removed for “willful misconduct or maladministration in office.”

There are two older cases that describe the removal process: *State of Iowa v. Callaway*, 268 N.W.2d 841(1978) and *State of Iowa v. Bartz*, 224 N.W.2d 632 (1974).

In *Callaway*, the Hardin County attorney filed the removal petition claiming that the Hardin County sheriff should be removed from office because of five separate incidents of physical assaults on prisoners. In one incident, the sheriff kicked a handcuffed prisoner in the chest, knocking him backward into a 12-foot ditch. In another incident, there was a handcuffed prisoner who was being verbally abusive. The sheriff responded by using mace on the prisoner, and then struck him on the side of his face with his ticket book, grabbed him by the neck, pushed him against the wall and kneed him in the groin.

The Iowa Supreme Court made clear that this case was exceptional: “(t)his is not a case of a momentary lapse or a few mistakes in judgment in routine matters. It is a case of repeated, deliberate brutality to prisoners.”

The Court concluded that Callaway was guilty of willful misconduct in office and upheld his removal from office, commenting that “chapter 66 is designed for such cases.”

In *Bartz*, the Iowa Attorney General filed an action seeking the removal of three Worth County supervisors. The allegations focused on mileage claims submitted by the three, their alleged misuse of county funds and property, and their acceptance of gratuities in return for official favors. The district court dismissed the action. On appeal, the Iowa Supreme Court reversed the district court and removed the three supervisors from office.

Among the findings were that the supervisors had used county equipment to plow snow from private property, maintained a “slush” fund, and purchased equipment and then sold it to the county. The supervisors also allowed contractors to take them on a fishing trip to a Minnesota resort.

The most serious charges involved fraudulent mileage claims. One supervisor submitted a claim for 1,200 miles supposedly driven at the same time he was actually hospitalized, and another supervisor submitted “improbably high” claims for 115,000 miles driven over a three-year period.

These cases establish that in order to prove “willful misconduct” as a ground for removal, it is necessary to show a breach of duty committed knowingly and with a purpose to do wrong.

In *Bartz*, the Supreme Court noted that there have been relatively few removal actions brought under chapter 66, and

By: **David Vestal**

ISAC Deputy Director



said that this is because removal from office as a remedy is “relatively drastic in a system where the usual method of removing officeholders is by resort to the ballot.”

Condemnation

Can property within an agricultural area be condemned for use as a county road? The Iowa Supreme Court says yes. In *Allamakee County v. Wild* (02-0393), the county sought to take 19 acres of the plaintiffs’ property by eminent domain. The property was going to be used to relocate a county road so it would align with a newly constructed bridge.

The property was located within an agricultural area created pursuant to Iowa Code chapter 352. In seeking to enjoin the proposed taking, the plaintiffs alleged that the taking would violate the agricultural area protections afforded to the property.

The district court granted the county’s motion for summary judgment. The Supreme Court affirmed the district court decision and held that property within an agricultural area can be condemned for use as a county road.

The Supreme Court reasoned that the agricultural area statute “provides a type of self-imposed zoning,” and cited cases from other jurisdictions concluding that “the power of eminent domain is not limited by zoning regulations.”

The Supreme Court then cited the stated intent of the Legislature in enacting Iowa Code chapter 352, which was to protect agricultural land from nonagricultural development pressures. The Court held that the taking of agricultural land for the improvement of county roads is not contrary to this legislative intent.

Parting Ponderable: Sometimes the results in actual lawsuits just leave you shaking your head. Consider these decisions:

- Showing up for her 8 a.m. starting time was not an “essential job function” of a bank manager’s job, and therefore she could sue under the Americans with Disabilities Act after she was fired for excessive tardiness, according to the Third Circuit Court of Appeals. The employee claimed that she needed a later starting time because her anti-depressant medication inhibited her ability to function early in the day. *Coneen v. MBNA American Bank*, June 27, 2003.

- An employee who was killed in an automobile accident while driving home from work is eligible for accidental death benefits under her employer’s “business travel” policy, held the Second Circuit Court of Appeals. *Lifson v. INA*, June 25, 2003.

ISAC Unveils Online Meeting Registration!

www.iowacounties.org

In mid August, ISAC will begin online meeting registrations. The first meetings ISAC will utilize this process for will be the steering committee meetings and then the Fall School. A great benefit for you as county officials will be the fact that you can change your registrations up until the deadline and you may review your registration at anytime. You will be able to sign up for the different ISAC seminars and any social events that are scheduled. Once you register for a meeting an invoice will be sent to you via e-mail, fax or both. This is an exciting new tool that will benefit all that use it. This article will be dedicated to instructing you on the use of this new tool, however, keep in mind, you may always contact the ISAC staff and we will be happy to assist you thru this process.

How to Register Online

Step 1: A link to the meeting registration website will be placed directly on ISAC's homepage. When you click on the link, you will be directed to the "ISAC Meeting Registration Site – Main Menu." You will want to select "Option 1 – Sign Up for a Meeting."

Step 2: To sign up for a meeting, you need to #1 – "Select your County from the list below:" then click on the down arrow and select your county. #2 – "Choose primary county affiliate that you are associated with:" then click on the down arrow and select your affiliate. #3 – "Select a Meeting to Sign-Up for:" then click on the radio button by the name of the meeting (it will turn green). Once you have selected a meeting, click the "Submit" button. *(Note: More than one meeting may be listed.)*

Step 3: You will need to select the "Add" button under the "New Registrants (not yet confirmed or invoiced)."

Step 4: You will need to complete the form by typing in your "First Name", "Last Name" and "Job Title." Only select the "Additional affiliates, if any (check those that apply)" if you hold more than one position in your county, i.e.: community services and zoning. You will want to select the "Special Sessions (check those that this person will attend)." Once completed, click on the "Submit" button. *(Note: "The Main Session" will always be checked and grayed out. It is a description of the overall meeting or conference. Other sessions (with and without fees) may be listed. The other sessions will include seminars, banquets and receptions that the meeting or conference may offer.)*

Step 5: Once you have submitted your registration, your name will appear under "New Registrants (not yet confirmed or invoiced)," along with the sessions you have signed up for and the amount of meeting fee due. If this is correct, click on the "Sub-

By: Tammy Norman

ISAC Technical
Administrative Assistant



mit New" button. If the information is not correct, you may select "Edit" or "Delete" to correct the information or to completely remove it.

Step 6: The next screen that appears is the "Confirm Invoice." The details of the meeting will be brought up, along with fees and the registrant's information. You can download the brochure to print or save under "View Brochure." If the listed information is correct, you need to complete the form by typing in your fax number and e-mail address under "Billing Information." Once completed, click on the "Confirm Invoice" button. If the information is not correct, just click on the "GO BACK" button located at the top of the screen, and go back to the previous screen to make your corrections. *(Note: Once you have confirmed your meeting registration you will receive an e-mail or fax notice of this invoice. You have the option to select either e-mail, fax or both. This enables you to pay from this invoice.)*

Name	Sessions	Fee
Tammy Norman	Main Session, Lunch, County Administration & Organization	\$0.00
		Total: \$0.00

Step 7: After confirming your registration, your name and information will appear under the "Confirmed Registrants (already invoiced)." To edit your information once you have been confirmed, you can click on the "Edit" button. You are allowed to change sessions, and replace your name with a co-workers if you decide not to attend but someone is taking your place. However, all **deletions** at this point must be done by calling an ISAC staff member.

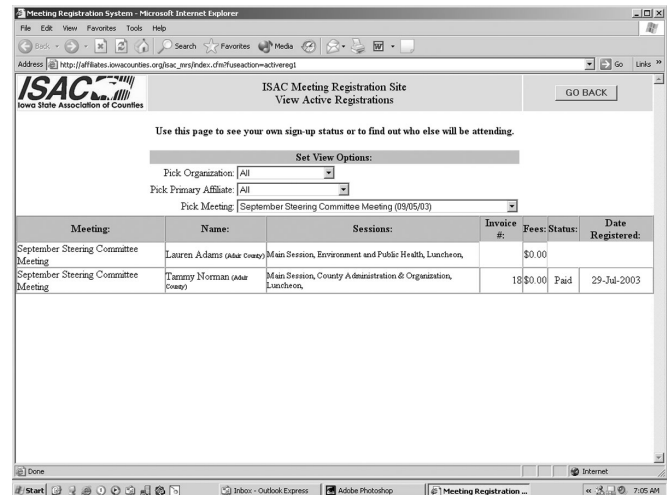
How To Review Confirmed On-line Registrations

Step 1: You may at a later date and check on your registration by going back to the “Main Menu” and selecting “Option 2 – Check on Active Registration.”

Step 2: The screen that is brought up is the “View Active Registrations,” and you will need to select your county name from “Pick Organization”, your “Primary Affiliate”, and the meeting/conference you are interested in under “Pick Meeting.”

Step 3: Once you have selected the view options, the information for your county and affiliate will appear. You will be able to view your personal information, along with the “Invoice #”, “Fees”, “Status” and “Date Registered.” The invoice number will be important for future accounting reference. *(Note: all staff from your county and affiliate will show up under the same invoice number. You will need to make sure that if you have made any additions to the meeting registrations that you pay the amount due at the time of the last registration. Once ISAC receives payment it will be reflected here and on the new invoice. Be careful and check this to avoid duplicate payments.)* Again, you may always contact any of the ISAC administrative staff to help you thru this process. Our phone number is 515-244-7181 or via e-mail at tnorman@iowacounties.org.

Website Note: You will find this article on the ISAC website (www.iowacounties.org) along with a step by step pictorial that will take you thru the process on registering online. If you have any questions or comments, please do not hesitate to contact me at 515-224-7181 or by e-mail at tnorman@iowacounties.org. Until next month, keep clicking!



health check

School Backpack Use



I remember when I was walking back and forth to school as a child it wasn't "cool" to put your books and other paraphernalia in anything. You piled those books, gym suits, papers, notebooks, etc in your arms and hoped there wouldn't be a strong wind! Times have changed and it is now "cool" for kids to put all their things safely into backpacks. This is very convenient, but it is not without hazards.

September 24 is National School Backpack Awareness Day.

Wearing a school backpack that is too heavy or not wearing it properly can lead to aching back and shoulders, weakened muscles, tingling arms, strain on the spine, and stooped postures.

Here are some tips from the American Occupational Therapy Association to help children avoid health problems from wearing a backpack.

“Pack It Light”

- A child should not carry more than 15% of his or her body weight in a backpack.
- Heaviest items should be closest to the child's back in the back of the pack.

By: Sandy Longfellow

ISAC Administrative Assistant



- If the backpack is too heavy, have the child hand carry a book.
- If the backpack is regularly too heavy, consider a book bag with wheels if allowed in school.

“Wear It Right”

- Choose the right size pack for your child. The bottom of the pack should not rest more than four inches below a child's waist.
- Select a backpack with well-padded shoulder straps.
- Have them wear both shoulder straps.
- Have them wear the waist belt if the backpack has one.
- Adjust the straps so the backpack fits snugly with the bottom of the pack in the curve of the lower back.

The following tips were taken from “Backpack Strategies for Parents and Students,” American Occupational Therapy Association, www.aota.org.

ISAC brief

Hinton Fills Assistant Legal Counsel Position

Linda Hinton has joined the ISAC staff as assistant legal counsel. Linda will be taking over the duties of Anastasia Baker Hurn, whom resigned from ISAC in order to spend more time with her children. Linda will be primarily working on mental health and developmental disabilities issues. Other issues she will be assisting with include HIPAA and C.R.I.S. During the legislative session she will be lobbying on human services issues, such as general relief, child welfare and mental health. Linda will cover these issues as they relate to policy matters and budget.

Linda started her career in the disabilities field as a direct care staff person in Waterloo. She eventually became program director of Adults' Inc. in Waterloo before going to law school at Drake in 1988. After graduation she clerked for the Chief Special Master of the United States Claims Court, Office of Special Masters, in the Vaccine Injury Compensation Program. Subsequent to that, she joined the staff of the United States Senate Subcommittee on Disability Policy.

Since returning to Iowa during the Flood of 1993, Linda has served as Executive Director of the Iowa Association of Community Providers and as Division Administrator of the Mental Health and Developmental Disabilities Division of the Iowa Department of Human Services. Linda has been an independent consultant on MH/DD issues for the past 18 months. To contact Linda call 515-244-7181 or email her at lhinton@iowacounties.org.



Farewell from Anastasia



By: Anastasia Baker Hurn
ISAC Assistant Legal Counsel

By the time you read this I will have changed 700 diapers and washed 200 loads of laundry. Yes, as many of you know my last day with the Iowa State Association of Counties is looming in the near future (August 15th). After four jammed-packed years of learning the ins and outs of county government (I left much unlearned), I am off to perfect my skills as the mother of two – Madelyn (3) and Elizabeth (1).

Hard to believe it has been four years. Much has happened during those years that makes me cherish and appreciate my experiences with the Iowa State Association of Counties. The counties have endured drastic cuts to the mental health fund, yet continue to provide quality services to those individuals they serve. This past session created losses to many counties' general fund, and again the counties took on this challenge by creating new ways to do business – more effective and efficient without harming their citizens.

In part, this farewell is a tribute to all of the creative, unique and dedicated people I have met, through my work with the Iowa State Association of Counties. You are some of the most incredible people; people who care what happens to their citizens and the state of Iowa. This dedication to county government is unparalleled in much of the private sector.

I wish you well as I embark on my new endeavor. I must admit it will probably be more difficult potty training a one-year-old than telling a county what the law is regarding septic discharge in a public ditch. Feel free to contact me at Hurn@mchsi.com, but remember if it is a legal question I can now charge the standard \$150/hr!

Good-bye from Megan



By: Megan Strait
ISAC Receptionist/Secretary

Thanks to all of you for making my job so enjoyable. Being able to help you get what you needed or to put you in touch with our staff in a friendly and timely manner was very important to me. I hope I accomplished that - which, to me, was the most important part of my job here at ISAC. The many kind words you have expressed to me about my job performance have really made my leaving bittersweet. I will be moving to become a "farmer's wife" and help my new husband with his farming operation in south-central Iowa. Although his degree is in Engineering, farming is his passion — and has become mine, as well. In addition to farming, I am also planning to continue with my part-time job, which is near and dear to my heart, doing respite care work for mentally and physically challenged children. I will miss your friendly "voices."



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

1609 Hwy. 18 E
Algona, Iowa 50511
Phone 515.295.2980

423 West Main Street
Sac City, IA 50583
Phone 712.662.7859

Email Address: mrk@kpltd.com

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Local Government Summit Held

Board of Directors from ISAC and the Iowa League of Cities met July 24 for a Local Government Summit to share ideas on how they can work together for efficient and effective service to Iowa citizens. The event was held at the Five Sullivan Brothers Convention Center in downtown Waterloo with the following issues discussed: property tax reform, tax increment financing (TIF), and the road use tax fund (RUTF). Two other issues that were explored briefly were consolidation and improved communication between the state and local governments.

The group began the meeting by discussing House File 692, the vehicle for property tax reform this legislative session. HF 692 attempts to remove market value fluctuations from the process of assessing the value of residential property. It was suggested that ISAC and the League (2-3 people from each and staff) write a bill to make the property tax system more transparent and maintain fairness.

Next, the group discussed TIFs. The underlying premise of TIF is for local government to invest in a project that induces growth and using the increased tax receipts from that growth to pay for the project. House File 686, containing a number of additional restrictions proposed by the League, passed the House, but stalled in the Senate. The outcome of the discussion was that the League and ISAC will discuss TIFs during the process of determining their legislative priorities. League representatives will discuss the League's proposal to ISAC members during their steering committee meeting September 5.

The group then discussed the RUTF. There seems to be two problems with the Road Use Tax Fund: it is not big enough for all maintenance needs and the funds are divided up wrong. It was agreed upon to have League representatives meet with the ISAC Transportation Steering Committee to discuss the League's proposal of increasing the gasoline tax in order to increase revenue for the RUTF. Pat White, ISAC 1st Vice President/Johnson County Attorney, then presented his proposal for renewing relations between local government and the state. He felt communication between the groups needs to be institutionalized so there is a predictable schedule and meetings established. And finally a brief discussion took place regarding increasing the cooperation between cities and counties. The group plans to meet again in the future to discuss other joint issues.

2003 – 2004 District Officers

The following district officers were approved at ISAC's Legislative District Workshops in June. Contact information for the officers can be found on ISAC's website (www.iowacounties.org) under 'About ISAC.'

DISTRICT I

President - Al Sorensen, Boone County Supervisor
 Vice President - Marilyn Dopheide, Carroll County Recorder
 S/T - Cheryl Hunter, Boone County Treasurer

DISTRICT II

President - Bob Cink, Kossuth County Supervisor
 Vice President - Bob Joynt, Winnebago County Supervisor
 S/T - Holly Fokkena, Butler County Auditor

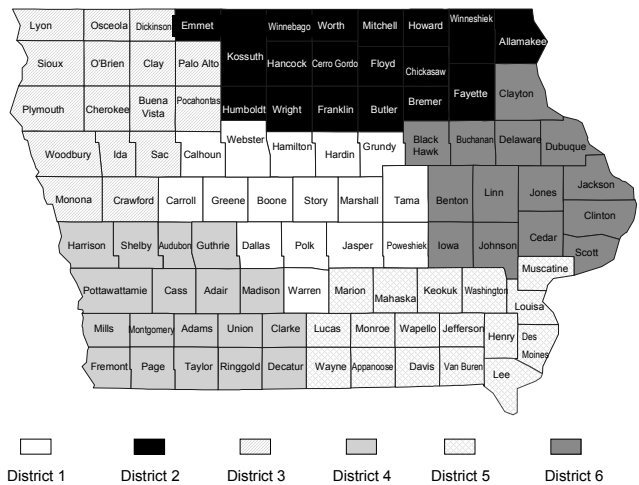
DISTRICT III

President - Vince Triggs, Pocahontas County Supervisor
 Vice President - Ken Chalstrom, Clay County Supervisor
 S/T - Jack Bensley, Sac County Supervisor

DISTRICT IV

President - Elaine Armstrong, Page County Supervisor
 Vice President - Melvyn Houser, Pottawattamie Co. Supervisor
 S/T - Dale Sunderman, Cass County Auditor

ISAC Districts



DISTRICT V

President - Phyllis Dean, Wapello County Auditor
 Vice President - Mike Petersen, Wapello County Supervisor
 S/T - Vacant

DISTRICT VI

President - Ellen Gaffney, Buchanan County Supervisor
 Vice President - Dave Kendall, Jackson County Supervisor
 S/T - Thomas Kriz, Johnson County Treasurer

associate member highlights

Iowa Counties Look to Lighthouse Communications

Lighthouse Communications is the Midwest's premier provider of data communications and Internet solutions for businesses. Dedicated to customer service, integrity, and innovation, Lighthouse's solutions are redefining the way companies use the Internet.



Lighthouse was founded in 1996 by an entrepreneurial team with a clear strategic focus to serve the network service needs of small to mid-size businesses. Lighthouse is headquartered in Des Moines and has offices in Cedar Rapids, Kansas City, Omaha, and Minneapolis.

Lighthouse's dedication to customer satisfaction is cornerstone to their success today. They pride themselves in delivering outstanding customer service and attention to detail. At Lighthouse, they're committed to offering their customers the best possible service. To illustrate that, their products are backed by one of the strongest service guarantees in the indus-

try. And, they monitor their network 24x7x365. This enables their customers to focus on their bottom line, while Lighthouse takes care of the rest.

Lighthouse's network is built for business and offers speed, reliability and full management to meet business requirements today and in the future. Services include Internet connectivity, managed firewall security, wide area networking, remote access, hosting, and managed e-mail solutions. Lighthouse's innovative products are what set them apart from the competition. They offer state-of-the-art network services, unrivaled reliability, speed, security and overall value to their business customers.

Three Iowa counties, including Polk, Warren, and Boone have looked to Lighthouse for their data communications needs. Look to us! Contact Lighthouse Communications today for your data communications and Internet needs.

Contacts for Western and Central Iowa:

Wade Brower	or	Don Hartley
515-471-1221		515-471-1240
wbrower@lh.net		dhartley@lh.net

Contact for Eastern Iowa:

Dan McCarty, 515-471-1297, dmccarty@lh.net

miscellaneous

Property Tax Implementation Committee Members

As created by HF 692

Senator Bryan Sievers, Co-Chair
Representative Jim Kurtenbach, Co-Chair
Senator Herman Quirmbach
Representative Don Shoultz
Ralston/Stradley (Iowa Department of Revenue)
Eisenhauer/Bauer (Iowa Department of Management)
Ames Mayor Ted Tedesco (Iowa League of Cities)
Story County Assessor Gary Bilyeu (ISAC)
Warren County Farmer Jerry Shepler (Farm Bureau Federation)
Lucas County Assessor Tim McGee (Assessors)
Polk County Treasurer Mary Maloney (Treasurers)
Black Hawk County Auditor Grant Veeder (Auditors)
Knapp Properties Attorney Kim Dreher (Iowa Realtors Assoc.)
Pioneer Hi-Bred Tax Dir. Curtis Rouse (Iowa Taxpayers Assoc.)
School Finance Dir. Larry Sigel (Iowa Assoc. of School Boards)
Attorney/Shareholder Mark Schuling (Brick, Gentry Law Firm)
Wilson Trailer CFO Larry Countryman (Iowa Association of Business and Industry)
Director of Taxes Thomas K. Jarrett (Deere & Company)

alumni corner

Alumni Meeting

When: Tuesday, September 16, 2003

Where: ISAC Office, 501 SW 7th St., Suite Q, Des Moines

Time: 10am - 2pm

Lunch: \$4.50

Come join the ISAC alumni in a planning session for the fall and spring meeting of the alumni association. RSVP to Jerri Noboa at ISAC 515-244-7181 or jnoboa@iowacounties.org.

Renew Your Alumni Membership!

It is time for alumni members to renew their membership for the year! If you were an alumni member last year and have not renewed your membership please send a check for \$25 to the ISAC office for your membership dues. Anyone who is a former elected or appointed county employee is eligible to become an ISAC Alumni Member. A few membership benefits include a subscription to *The Iowa County* magazine and an invitation to the ISAC Schools (free registration and same sleeping room rates as other attendees). Alumni meetings are held during the ISAC Fall School of Instruction and the ISAC Spring School of Instruction. Other meetings are held throughout the year as needed. The dues are \$25 per year. Visit www.iowacounties.org and click on 'About ISAC' for a membership application.

Gaming: A Sure Bet for Controversy

A recently completed study traces the origins of gambling in America to the first Americans. History shows that early Native Americans gambled and wagered their belongings and, in some cases, their freedom. When the first settlers arrived, they attempted to put a stop to these native practices. Nothing much has changed since then. Gambling remains as contentious as ever, with just as many attempts to prevent or limit access. Nonetheless, many governmental representatives have recognized that it is impossible to stop people from gambling, and they have also recognized the opportunity for generating revenue by allowing gambling in very restricted outlets.

Arizona, Idaho, Nevada, Tennessee and Iowa are a few of the states that had ballot initiatives concerning gambling in the 2002 elections. In Iowa and Tennessee, initiatives to preserve or expand gambling were passed. The initiative passed in Tennessee ended a constitutional prohibition on lotteries and may pave the way for a state-run lottery. The proposal to use funds generated from gaming for college scholarships and school construction has already been laid out by the Legislature.

Racetrack casinos are the newest form of gaming. Racetrack betting has been around for years, but the introduction of slot machines at racetracks is new. Several 2002 gubernatorial races, including those in Pennsylvania and New York, revolved around this issue. Since racetrack casinos have been successful in Delaware, Iowa, Louisiana, New Mexico, Rhode Island and West Virginia, many neighboring states want to follow suit, especially after seeing estimates of \$2 billion in revenue from slot machines at racetracks for FY01.

A revenue breakdown of a sampling of states where casinos are allowed is shown below (see Table).

State	Jobs	Distribution to State/Local Governments	Revenue
Delaware	1,782	\$185.6 million	\$526.6 million
Iowa	2,606	\$93.9 million	\$307.4 million
New Mexico	350	\$21.9 million	\$87.9 million (net)
Rhode Island	745	\$109.7 million	\$771 million (gross)
West Virginia	1,745	\$166.8 million	\$433.8 million (net FY01)

But experts worry that the increased availability of racetrack casinos in Pennsylvania may have a domino effect on nearby states. New Jersey and Maryland have already been experiencing decreasing revenue from racetracks for the last 10 years, and the introduction of racetrack casinos in Pennsylvania could end their realization of significant revenue.

Supporters of racetrack casinos point out that many states are desperate for new revenue sources, and that renovating existing facilities into "racinos" would require only limited capital investment. Racetracks are typically found in good locations and have abundant parking. These supporters also advocate using

profits from slot machines to augment race purses and make racing more attractive in states where they have racetrack casinos.

Opponents believe that permitting exclusive or semi-exclusive casino rights to racetracks limits competition and constricts the market for gaming. They also think legislatures should try to capture the economic value themselves through an established process and not grant a windfall to racetracks.

As many states consider approving gambling as a way to increase revenue, jobs and tourism and to curb illegal gambling, public safety experts warn that the existence of gaming establishments, such as casinos, also increases crime and often hurts local businesses. As the conversation about gaming continues, the climate in many states will be based on whether they try to suppress it, regulate it, or give it free rein.

(Taken from the County News - Vol. 35, No. 15 August 04, 2003)

NACo's Executive Board Approved In Milwaukee

Boone County, Mo. Commissioner Karen Miller took over as NACo's 68th president July 15 at the association's Annual Business Meeting in Milwaukee. In her Inaugural address, Miller pledged to bring rural county concerns to all discussions of issues at the federal level and to maintain a special focus on developing partnerships with other organizations representing rural issues. Miller also named her policy leadership team, the earliest announcement of steering committee appointments in recent memory.

In the race for second vice president, Commissioner Colleen Landkamer of Blue Earth County, Minn. was the unanimous choice of NACo delegates after her opponent, Commissioner David Plyler, Forsyth County, N.C., withdrew from the race. Delegates also elected Angelo Kyle, board member, Lake County, Ill., as president-elect; Bill Hansell, commissioner, Umatilla County, Ore., as first vice president; and Ken Mayfield, Dallas County, immediate past president. They join Miller and Landkamer as NACo's new Executive Committee.

At the Annual Business Meeting, delegates also adopted 38 new policy positions, which ranged from support for legislation banning assault weapons to federal trade adjustment assistance for local governments.

(Taken from the County News - Vol. 35, No. 15 August 04, 2003)



The new Executive Committee, featuring (l-r) NACo President Karen Miller, President-elect Angelo Kyle, First Vice President Bill Hansell, Second Vice President Colleen Landkamer, and Immediate Past President Ken Mayfield. (Photo by David Hathcox)

communication

Encourage Frank Job References

Employers often are cautious about giving references. They fear that former employees may bring lawsuits against them if they say anything unflattering. When checking references, put the former employer at ease by focusing on suggestions for developing the candidate, rather than seeking assessments of his past performance.

Avoid generic questions about job duties and strengths. Instead, paint a picture of your corporate culture and its unique pressure so the supervisor can evaluate the individual's "fit factor." Example: "We're in an intense growth mode, with busy phones and endless paperwork. We're considering Mary for our customer service unit. Is this an environment in which she'd excel?"

Dispel the notion that your conversation will determine your hiring decision. Example: "I won't ask you to address anything confidential. I'm not burdening you with the responsibility of judging this person's past. My questions will be about the structure we should provide her in order to support her and help her succeed."

(Taken from 96 Great Interview Questions to Ask Before You Hire)

Make Your Praise More Effective

It's important to praise staff members, but do it the right way. Handing out weak or generic compliments can actually hurt morale. To guard against that, remember these tips:

- Make praising employees a habit. If you don't normally praise people, a compliment out of the blue can breed suspicion. Your employees may ask themselves: "What does she want from me?"
- Avoid all-purpose praise. Don't tell staffers "nice job" unless you can offer details. Example: "Your report was clear and concise. Thanks for including the great statistics."
- Steer clear of back-handed compliments. Don't dilute praise by adding qualifiers. Example: "Your report was fascinating. I was pleasantly surprised."
- Remember that your undivided attention may be the greatest compliment of all. When someone comes to you with a good idea, clear your schedule and pay attention. Example: "Ken, this idea sounds like a winner. Let me close my office door so I can give you my full attention."

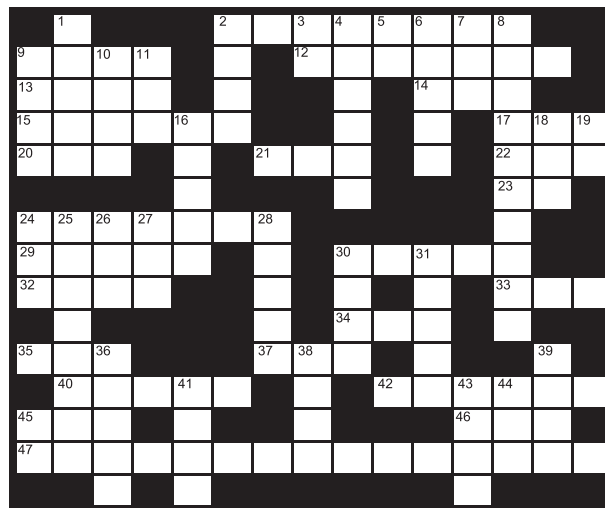
(Taken from The Unnatural Acts of Management)

crossword puzzle

'A' Counties

Across Clues

- Certain union member
- Adams supervisor
- 'A' county or its seat
- Billy ____
- Everest abbr.
- Extreme SE Iowa city
- Audubon supervisor
- 6th sense
- 15 across's county
- Facilitated, as a meeting
- Elton John song subj.
- Adams seat
- Non-cursive writing
- Allamakee treasurer
- Walking stick
- Lead, as a campaign
- Poisonous snake
- Common query
- City/county group
- Allamakee supervisor
- Allamakee seat
- Distress signal
- Tree type
- SF 451 subject



Down Clues

- Twice daily occurrences
- Bike brand
- First name group
- ISAC intern or Adams supervisor
- State feuding with IA
- Arnold quote: "It's not a ____"
- Accounting abbr. for pre-tax income
- Adair county treasurer
- Adams zoning official

Down Clues cont.

- "Flew the ____"
- Gourmet meat or civic club member
- Dark
- Hawaiian neckwear
- Six points
- Ely, Kerber or Heikes
- Ankeny thoroughfare
- ____ Tin Tin
- Prescott to Greenfield dir.
- Appanoose supervisor
- Audubon conservation director
- Speedy Toyota
- Saddam son
- Smell
- Adair supervisor
- Simmons' group
- Skybound saucers
- Korean car

*Crossword puzzle answers are available on ISAC's website (www.iowacounties.org) under 'Publications.'
Puzzle by Jay Syverson, ISAC Staff.*

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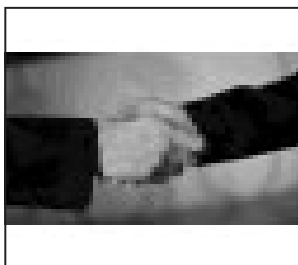
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Setting Conference

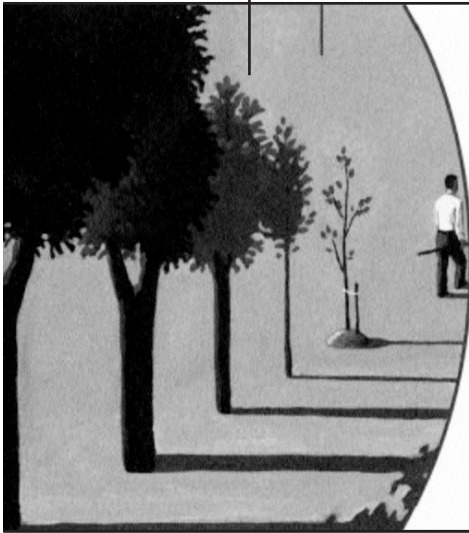
November 19-21
Holiday Inn Airport,
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*For further information
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SEPTEMBER

- 5 ISAC Steering Committees
- Holiday Inn Airport, DM
- 10 CCMS Central Support Group
- Botanical Center, DM
- 11 CCMS Supervisors Support Group
- ISAC Office
- 14-17 Sheriffs & Deputies Jail School
- Holiday Inn Airport, DM
- 16 ISAC Alumni - ISAC Office
- 17-18 CCMS Fundamentals - Baymont Hotel, DM
- 18-19 ISAC Board of Directors - Lyon County
- 25 Engineers Executive Board - ISAC Office
- 25 CCMS NE Support Group
- East Bremer Diner, Waverly

OCTOBER

- 8 CCMS NW Support Group - AEA, Storm Lake
- 10 ISAC Steering Committees
- Holiday Inn Airport, DM
- 14 CCMS Administrators Meeting
- Baymont Hotel, DM
- 16-17 CCMS Strengths - Baymont Hotel, DM
- 23-24 ISAC Board of Directors - ISAC Office
- 26-29 Assessors Annual Conference
- West Des Moines
- 29 CRIS Board - ISAC Office
- 29 Statewide General Assistance Meeting
- Sheraton Iowa City Hotel, Iowa City

NOVEMBER

- 6 CCMS Support Staff Training
- Baymont Hotel, DM
- 19 CCMS Board of Directors
- Holiday Inn Airport, DM
- 19 ISAC Board of Directors
- Holiday Inn Airport, DM
- 19-21 ISAC Fall School of Instruction
- Holiday Inn Airport, DM

DECEMBER

- 4 District II Winter Meeting - Tentative
- 5 Annual Drainage Meeting - Location TBA
- 7-10 Sheriffs & Deputies Winter School
- Downtown Marriott, DM
- 9 CCMS Training Committee - ISAC Office
- 9-11 Engineers Annual Conference
- Scheman Center, Ames
- 10 CCMS Central Support Group
- Botanical Center, DM
- 12 District I Winter Meeting - Location TBA
- 19 ISAC Board of Directors - ISAC Office

JANUARY

- 21-22 ISAC U - Holiday Inn Airport, DM
- 23 Supervisors Winter Meeting
- Holiday Inn Airport, DM

FEBRUARY

- 8-11 Sheriffs & Deputies Patrol School
- Four Points Sheraton, DM
- 27-Mar. 2 NACo Legislative Conference
- Washington D.C.

MARCH

- 17-19 ISAC Spring School of Instruction
- Holiday Inn Airport, DM

For agendas or additional information on any of the above listed meetings please visit our website at www.iowacounties.org and click on Upcoming Events! If you have any questions about the meetings listed above, please contact Jerri at (515) 244-7181 or by email at jnoba@iowacounties.org.

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Quote of the Month:

"If men can run the world, why can't they stop wearing neckties? How intelligent is it to start the day by tying a little noose around your neck?"

- Linda Ellerbee

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