

The Iowa County

Iowa State Association of Counties



March 2014

ISAC Excellence in Action Award

Recorders Certification Program

Affordable Care Act's "30-Hour Rule"



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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.

affiliate highlights

Recorders Certification Program

The Iowa County Recorders Association (ICRA) recognized the first graduating class of a new Iowa County Recorders Certification program at a ceremony held on Friday, November 15, 2013. The graduation event occurred in conjunction with the ISAC Fall School of Instruction in Des Moines. Forty-seven Recorders and three Deputy Recorders received certificates and pins for completing the program.

Iowa county recorders have seen many changes in recent years. Every county recorder has transitioned from a system of hand-written indexing and archiving paper documents to electronic indexing and digitized images. County recorders also manage a statewide web site that allows our customers to remotely search for land records and electronically submit documents for recording. Licenses issued on behalf of the Department of Natural Resources were previously hand-written, and now fish and game licenses and Off-Highway Vehicle registrations are processed electronically. Soon there will be a statewide electronic death certificate system managed in partnership with the Iowa Department of Public Health.

Iowa county recorders have more duties and they manage more technology than ever before. Most professional occupations require some type of formalized continuing education to stay updated. It was time for ICRA to provide better training that would help county recorders and deputies fulfill their managerial duties and professional responsibilities. In the summer of 2010, the ICRA Executive Board appointed a task force to do just that. A small committee of Recorders reached out for assistance to the Iowa State University Extension and Outreach office and were introduced to Alan Vandehaar and Cindy Kendall. They had previously worked with the auditors and treasurers affiliates. A proposal to develop a certification program that would lead to "Certified Status" was brought to ICRA and approved in the fall of 2010. A full committee was formed to develop the mission statement, structure, objectives and Standing Rules for the program. The first training session was presented in the fall of 2011.

Participants in the program must complete 30 credit hours of training including 21 core credits and nine elective credits. The core credits can be obtained by attending seven, three-hour classes over three years. The program is open to county recorders and deputy recorders. Classes are held in conjunction with regular affiliate meetings to help reduce travel expenses. The areas covered in the program are leadership and ethics, open meetings and open records, communications, human

By: *Deb Winke*

Allamakee County Recorder



resources and office management, the Iowa Code and resources, technology applications, local government, and budgets. County recorders and deputy recorders who become certified must complete continuing education classes to retain their certification.

With the collaborative effort of ISU Extension, ISAC and an invested recorders affiliate, the program is off to a great start. The presentation of certificates for the completion of the first program was a testimony to the dedication county recorders and deputy recorders have to providing excellence in public service. On January 1, 2014 a second series of classes was started. Based on our experiences there have been a few adjustments in scheduling and event planning. To help keep costs down the program has used speakers from other affiliates, like the Iowa Counties Information Technology Organization, and there have been joint sessions held with other ISAC Affiliates. This year there will also be an on-line class presented by the Iowa Department of Administrative Services.

ISAC's affiliate website has been a very helpful resource throughout the planning and implementation of the program. It has been used effectively for sending out registration notices, creating invoices, and managing data about payments and the CEU credits earned by each participant. The email and posting center is used daily for questions and answers, and the survey area has helped gather timely input when needed.

An accomplishment like this doesn't come easy. It required determination, hard work and investment from ICRA, and some welcome help from ISU Extension and the staff at ISAC. Iowa county recorders are looking forward to the challenges ahead.

Pictured on cover: First row (L-R): Steve Mangan, Karen Ford, Marie Krutzfield, Kelly Spees, Janice Jacobs, Eldon Kruse, Chuck Kruse. Second row (L-R): Deb Winke, Sue Vande Kamp, Karen Schwanebeck, Teddy Walker. Third row (L-R): Joan McCalmant, Toni Wilkinson, Melissa Bird, Deb Peyton, Nancy Auen, Sue Meyer, Cindy Messersmith. Fourth row (L-R): Travis Case, Megan Clyman, Kristin Colby, Colleen Pearce, Liz Kenison, June Brady, Shari O'Bannon, Julie Phillips, Judy McCarthy, Arlene Schauf. Fifth row (L-R): Janelle Schneider, Denise Meeves, Peggy Cummings, Deb Kupka, Tena Hinkel, Lorie Thompson, Lisa Smith, Kathy Bennett, Jo Greiner. Sixth row (L-R): Bonnie Whitney, Ann Skaggs, Shirley Goyette, Sandie Smith, Carleen Bruning, Nancy Parrott, Jolynn Goodchild, Marilyn Dopheide, Teresa Bockman. Absent, Denise Allan, Tracy Casady, Deb Roberts, Rita Vargas

30 is the New 40

By: Mike Galloway and Katherine Beenken
Ahlers & Cooney, P.C.

What you need to know about the Affordable Care Act's "30 Hour Rule"

By now, most of you are aware that the penalties associated with the Affordable Care Act's (ACA) employer shared responsibility mandate to offer healthcare to full-time employees is postponed; however, counties should evaluate their existing employment structure and consider strategic personnel decisions that could affect the ACA's initial impact on the county.

Most counties currently provide compliant insurance to employees who log over 40 hours per workweek. This article will address strategies and issues to consider with the Act's "30 Hour Rule," which will likely result in increased employee eligibility for county healthcare plans.

What is the 30 Hour Rule?

The recent IRS proposed regulations define a full time employee to mean an employee averaging at least 30 hours of service per week, or 130 hours of service in a calendar month. Notably, the regulations use "hours of service," instead of "hours worked" to determine which employees meet the 30 Hour Rule. The hours of service calculation includes all time paid and time for which the employee is entitled to payment. For example, paid holiday or paid military leave would count toward "hours of service." In emergency or law enforcement departments, on-call hours where an employee is paid a flat rate or a few dollars an hour, also count as "hours of service," for purposes of the ACA.

The 30 Hour Rule and the ACA's definition of "full time" applies only to healthcare benefits. Counties may still define "full time" as at least 40 hours per week for other benefits, such as life insurance, vacation benefits, and sick leave benefits contained in employee handbooks or other written policies.

What will we have to do differently under the ACA?

"Large employer" counties will be required to offer healthcare coverage to employees who average at least 30 hours per week and their dependents. A "large employer" employs at least 50 full-time (30 hour/week) employees or full-time equivalents. Full-time equivalents are based on a calculation of total employee hours of service. Most counties will be considered a large employer and subject to the conditions and penalties of the Act.

In the future, large employers will be required to offer affordable health care options to all employees averaging at least 30 hours of service per week (the "play" option, also known as the "employer-shared responsibility requirement"), or face penalties based on a per-employee count (the "pay" option).

Is the county likely to be hit with a penalty if it does not expand its healthcare offerings to more employees?

The decision to "pay or play" should be based on policy considerations as well as the calculation of the cost of providing insurance, compared to the cost of paying the penalty. Some counties may find the "pay" option to be least costly, at least initially. Other counties may have collective bargaining agreements that require the "play" option and extend coverage to employees considered "full-time" under the Act.

What does the 30 Hour Rule mean for bargaining agreements?

Employers are prohibited from making unilateral changes to mandatory subjects of bargaining, including health insurance and hours. Counties working with collective bargaining agreements (CBAs) in place are therefore restricted on their ability to make unilateral decisions regarding the ACA. Several provisions of existing CBAs may ultimately be considered a violation of the ACA, including probationary periods longer than 90 days before an employee is offered benefits. CBAs that offer pro-rated insurance for employees working less than 40 hours/week probably also fail non-discrimination requirements under the Act.

We recommend including, whenever possible, a provision in new CBAs to reopen bargaining on health care and insurance issues if the employer would be subject to a significant increase in cost. The excise tax on "Cadillac Plans," currently scheduled to impact employers in 2018, could potentially have a huge impact on most counties that have previously negotiated high employer premium contributions in lieu of wages or other benefits.

Continues on page 13.

capitol comments

Interaction with Legislators

As County Day at the Capitol approaches, it is a good time for a refresher on communication with legislators and how to contact your representatives at the Capitol. Wednesday, March 12 is the date that county officials from across the state will descend on the Iowa State Capitol for a day of legislative updates from the policy staff and interaction with legislators. County Day at the Capitol is an excellent opportunity for Iowa counties to demonstrate the importance of local government officials both as a constituency and as a partner in providing services to Iowa's citizens.

A great opportunity for county officials to educate their legislators at County Day is in the Capitol Rotunda where affiliate displays will be set up. This is the perfect time to demonstrate to both legislators and to members of the public the important role that each county office plays in the lives of Iowa's citizens. Lunch will be provided in the Rotunda for legislators and county officials.

It is advised that each county delegation schedule meetings with their legislators in advance. You can contact them at either their home address and telephone (this information is available on the General Assembly web site) or call the General Assembly switchboards (Senate switchboard: 515.281.3371 or House switchboard: 515.281.3221). This will ensure that you get the chance to sit down with your legislators during the busy day. However, if you are not able to set up anything beforehand, there is a process by which you are able to request to see a specific legislator. Located outside each chamber on the second floor of the Capitol is a desk with the form and other information you need to request a legislator to come out and speak with you. You are required to fill out all of the information, including the name of the legislator you want to see, their seat number (which is posted on the desk), your name and your affiliation.

In addition to the Rotunda, the same request can be made in the House and Senate "lobby" lounges located to the east of the chambers next to the stairs. The House form includes your location, but you will have to add this in on the Senate side.

Once the form is properly filled out, hand it to a doorman or page, and they will give it to the legislator. If the legislator is not available, a page will come out and let you know. The legislator may not be available for a variety of reasons: they are with another constituent, they are in a committee meeting, or they are needed on the floor. Unfortunately, the two parties often

By: Hanna De Groot

ISAC Public Policy Specialist



go to caucus and are generally unavailable during this time. If you have scheduled a meeting with your legislator ahead of time, they will give you directions on how and where to contact them. Lunch is a great time for these meetings.

Committee meetings are important to attend and a listing is available on a large board outside of each chamber and on TV screens in the House lounge. You can also pick up an agenda for the day with the committee meetings listed on it at the Wallace Building across from the Capitol where you will start your day with presentations from ISAC policy staff before heading over to the Capitol. You are not able to interact with legislators or testify during committee meetings but will have the opportunity to observe the legislators discussing specific bills that they may vote out of committee to be debated on the floor. There are often times when key legislation for counties is being discussed, and if you have any questions as to where a meeting may be held, please don't hesitate to ask ISAC staff.

While County Day at the Capitol is a great opportunity for county officials to lobby the legislature, you are encouraged to visit the Capitol at any time to assist in promoting ISAC's legislative priorities and objectives. ISAC staff is always available to assist and give an update on the day and week's activities. It is also a good idea to attend the weekly coffees and local meet and greets that your legislators schedule at home. It is important to develop a good rapport with your legislators to stay up-to-date on the status of legislation by reading the weekly ISAC Update sent out every Friday, and to use the comment form to provide feedback for the ISAC government relations team. The weekly update contains links to forums and coffees held by legislators across the state.

As a reminder – ISAC's top priorities for the 2014 legislative session are: Road Funding; Mental Health and Disability Services; User Fees; and Rural Improvement Zones. A full copy of the 2014 Legislative Priorities can be found on ISAC's website, www.iowacounties.org.

Supports Intensity Scale

By: Cindy Chappelle

ISAC Case Management
Specialist



The Supports Intensity Scale (SIS) was developed by the American Association of Intellectual and Developmental Disabilities (AAIDD). SIS is a tool designed to measure the level of practical supports required for a person with intellectual and developmental disabilities to live a normal and independent lifestyle between the ages 16 and 72.

SIS is a team assessment that consists of the individual being assessed, respondents, and the interviewer. The individual is present for at least part of the process. It can take two to three hours to complete (larger teams can take longer or a smaller team can take less time). The goal is to be thorough, precise and reliable, and the scores should be a true reflection of the individual.

The respondent(s) are persons that have known the person being evaluated for at least three months and have recently observed the person in one or more environments for substantial periods of time (parent/guardian, friend, staff, job-coach, teacher, self).

The SIS interviewer must complete extensive training to administer the SIS assessment. The SIS interviewer is recertified annually and all SIS Interviewers are trained by AAIDD staff or a Train the Trainer SIS. Interviewers should be a professional working in the field of human services (e.g., case manager, psychologist, social worker), have several years of direct work and interviewing experience with people with intellectual and developmental disabilities, be able to integrate the information from multiple respondents to arrive at final ratings, and attend training courses.

SIS is divided into three sections:

Section I - The Supports Needs Scale: consists of 49 life activities that are grouped into six subscales: home living, community living, lifelong learning, employment, health and safety, and social activities.

Section II - Supplemental Protection and Advocacy Scale: measures eight activities regarding advocacy for self/others and protection of self.

Section III - Exceptional Medical and Behavioral Support Needs: measures support needs in 15 medical conditions and 13 problem behaviors commonly associated with intellectual disabilities.

SIS does not look at what a person can or cannot do, but looks at what daily supports an individual needs to live a successful life in society. SIS departs from the traditional form of assessment and focuses on the needs, not the deficits of the person. It measures the supports a person needs in order to complete any task in their life, the type of support, the frequency of support, and the daily support time. SIS is a planning tool that can be used no matter which adaptive scale or IQ test is administered. The assessment of support needs using SIS is done directly by talking with the consumer/member and the persons who know him or her the best. All respondents come to an agreement on the score of the type of support, frequency of the support, and the daily support time for each question in all sections.

SIS directly measures the type of support, frequency of support, and daily support time/intensity of support required by an individual to participate in 57 distinct aspects of life in their communities. Twenty-three major behavioral and medical support needs are also considered. SIS provides a straight forward basis for making decisions about personal goals, staffing levels or training, levels of care, and/or resource allocation.

SIS should be completed/scored without regard to the services or supports the individual currently receives. The scores should reflect supports that would be necessary for the person to be successful in all settings of their life, just like any other person the same age living in his/her community. SIS respondents should rate all items, even if the person is not currently performing a listed activity or has no intention of participating in a particular activity (there are no NA answers).

SIS is part of the core mission of AAIDD to promote progressive policies, sound research, effective practices, and universal human rights for people with intellectual and development disabilities. SIS is published exclusively by AAIDD.

Continues on page 13.

Speed Considerations and CSN

By: *Andrea Jansen and Jeanine Scott*
ISAC Staff

There are many factors that affect how fast your computer is able to load websites. Within this article we will examine a few and explain some things you can look for when experiencing performance issues within CSN. It is important to note that this article is not meant to be an extensive examination of all factors affecting performance.

Browsers

A browser, also called a “web browser,” is a software program on your PC that allows you to view websites available on the World Wide Web. Popular browsers are Microsoft Internet Explorer, Firefox, Opera, and Google’s Chrome. CSN functions best within the FireFox browser. We strongly encourage CSN users to not use Internet Explorer. There are several reasons for this. If you are interested in learning more feel free to contact ISAC IT staff.

Internet Service Provider

There are many Internet Service Providers (ISPs) that are available across the state. ISP’s are companies that charge people or businesses a fee to provide connection to the internet. Each of those individual providers can have difficulty providing internet access based on the weather, power outages, maintenance, excessive usage, etc. Most ISPs have a very high ‘up’ rate, which means their service is rarely interrupted.

Servers

A server is a computer that takes requests for websites, web pages, email, data files, documents, and other network services from other computers and sends the requested information (files) back to the requesting computer. Servers can be affected by hardware complications, software, how much load the server is processing, how many people are utilizing the server, and much more. In the near future the CSN application will be moved to new servers in a secure data center. This will assure CSN’s data is in a highly secure environment and will also give the CSN application a boost in processing power.

Bandwidth

Another factor to consider when looking at speed is bandwidth or the data transfer rate. Think of bandwidth as a highway that goes between your computer and the rest of the world. A lack of bandwidth can cause you to feel as though you are sitting in a huge traffic jam waiting to get your data.

High Volume

Speaking of traffic jams, you may notice a decrease in performance when a large number of people are utilizing the internet in your area (town, county, etc.) or users are streaming data, such as downloading a large report or streaming music. According to Microsoft.com:

“Local Internet congestion can also result in slower-than-normal connection speeds. These slowdowns occur when many people try to connect to the Internet at the same time, and they occur most often at peak activity times, such as after school hours when students get home and connect to the web.”

As this quote suggests, we especially see this in the afternoon hours when kids are getting home from school and when more users seem to be accessing CSN. The article goes on to say:

“... general network and proxy server use can affect your Internet performance. Most network administrators monitor Internet use, and will try to keep people from doing things like downloading large files during peak hours...”

If you notice a significant decrease in performance over a period of several days contact your internal IT. They can work with the ISAC IT staff to begin to diagnose the issues.

Application Infrastructure

Many web sites, like social networking sites, have a single purpose. These sites handle millions of people visiting every minute, but the amount of processing that needs to be done to serve up a page (technical jargon that means your computer shows the information on your screen) is much different than business intensive applications such as CSN. Thus CSN may be slow whereas other sites you are accessing may be normal. The way a business application is developed can greatly affect performance. We continually strive to analyze the way CSN is structured for the purpose of optimizing performance and improving information access.

Individual Computer Settings

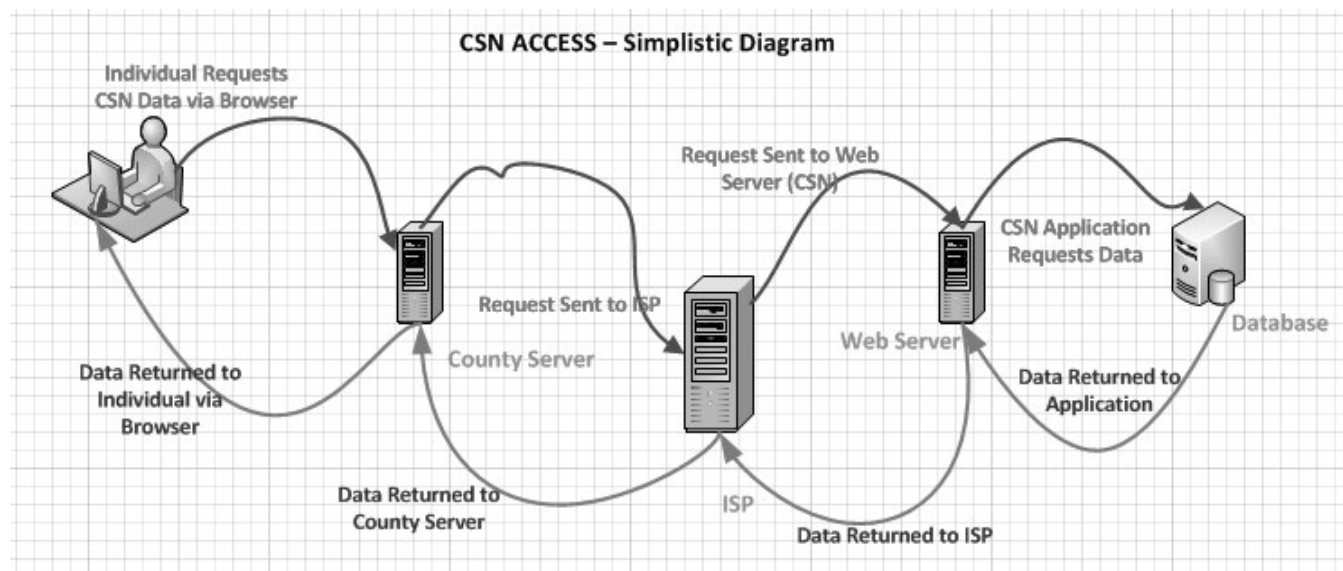
Thus far we have discussed some external factors that can impede speed on web applications. In this last section, we will focus on factors to be considered with your personal computer.

Clear your cache regularly. Your cache is a collection of information related to websites you have visited that the browser stores in a hidden place on your pc. Here is a good article on how to clear your cache (<http://www.wikihow.com/Clear-Your-Browser's-Cache>). Defragmenting and running a disc cleanup tool every so often is a good maintenance practice. On some machines, these processes automatically run at regular intervals. We recommend discussing this with your IT department.

And finally, monitor how many browsers, tabs and applications you are running at once. For example, if you have 5 different

web applications open and you are also working in several different programs you may experience performance issues.

In closing, thank you for your continued involvement as we all improve CSN in both speed and functionality. There is a simplistic diagram of the main elements discussed in this article below. If you would like more information, please contact ISAC IT or your internal IT department.



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meetings

Last-minute Conference Reminders

Here are some last-minute reminders when preparing to attend the upcoming 2014 ISAC Spring School of Instruction in Des Moines on March 13-14. We look forward to seeing you there!

County Day at the Capitol will be held in conjunction with the spring school on Wednesday, March 12 from 10:00 am - 3:00 pm. Please pre-register for this FREE event!

All conference activities and affiliate meetings will be held at the Des Moines Marriott Downtown.

ISAC will be hosting three educational seminars on Thursday, March 13 from 9:00 am - 10:15 am in the Iowa Ballroom. They are as follows:

Discussion of Select Federal and State Health Privacy Laws

This session will provide a summary of select federal and state health privacy laws that are applicable to governmental entities in Iowa, such as counties and mental health and disability services regions, as well as 28E entities like the Electronic Transactions Clearinghouse and the County Case Management Services. Speaker: Alissa Smith, Partner, Dorsey & Whitney LLP

Connecting your Community for Growth and Well-Being

It's no secret that the Internet has changed the way we live - and how a community accesses, adopts and uses broadband can be an important factor in long-term economic growth and overall well-being for its citizens. In this seminar, attendees will learn about Iowa's broadband landscape and will be provided an overview of Connected, Connect Iowa's community broadband certification program. Learn how your county can participate in Connected to identify broadband issues and opportunities, and to create a customized broadband plan for the future! Speaker: Amy Kuhlers, State Program Manager, Connect Iowa

Calculating your Income During Retirement

You are less than a year away from retirement. Have you calculated what you need in retirement on a monthly basis? Oh no! Let's see if I can help. This session will address various tools and topics retirees should be aware of and that can be used in calculating their monthly income needed in retirement. Speaker: Burt Burrows, Program Director, Nationwide Retirement Solutions

By: Stacy Horner

ISAC Meeting/Event Administrator



The ISAC General Session will be held from 10:30 am - 12:30 pm on Thursday in the Iowa Ballroom. The recommended ISAC budget will be presented to the membership for approval, and the ISAC scholarship award winners will be recognized. Keynote Stephen Tryon will present "Preserving the American Dream in the Information Age."

Lunch is on your own on Thursday, but make sure to stop by the exhibit hall for a sweet treat with the exhibitors during the Exhibitor Ice Cream Social from 12:30 pm - 1:30 pm.

After the affiliate meetings on Thursday afternoon, the Exhibitor Reception and Vendor Drawing will be held in the Des Moines Exhibit Hall from 4:30 pm - 6:00 pm. This will be your last opportunity to meet with the conference exhibitors. You must be present to win.

The ISAC Dance will be held from 8:30 pm - 11:00 pm on Thursday evening in the Iowa Ballroom at the Marriott. Beverages and light snacks will be available during this social event.

Affiliates have the opportunity to plan their own affiliate meetings on the afternoon of Thursday, March 13 and all day on Friday, March 14. These agendas are posted on the ISAC website when we receive them.

The ISAC Networking Lunch will be held in the Des Moines Exhibit Hall from 12:00 pm-1:00 pm on Friday. It is a great opportunity to meet and network with other affiliate members and county peers.

Please remember that your name badge is required for all conference events.

Conference attire on Thursday is business dress, but please feel free to dress casually for Friday's events. Also remember that meeting room temperatures do not feel the same to everyone, so you may want to bring a sweater or jacket should the meeting room temperature be too cool for you.

Please travel safely to Des Moines, and we look forward to your conference participation!



ISAC Excellence in Action Award Preliminary Nomination Form



The Excellence in Action Award program is a competitive awards program that seeks to recognize innovative county government employees, programs, and projects.

Nominators are being asked to submit a preliminary form. The County Strategic Technology Advisory Resource (CoSTAR) will review the preliminary nominations and reduce the number of nominations down to no more than three nominations per category. The finalists for the award will then be requested to submit a more in-depth application.

CoSTAR will rate each finalist's in-depth application based on the following seven attributes: creativity, innovation, cost savings, replication, leadership, increased efficiency, cooperation with others, and perseverance. See reverse side for the minimum standards that each nomination must meet.

There are two ways to submit a nomination:

1. Go to the following link and complete the simple, online application:
www.surveymonkey.com/ExcellenceinActionNomination.
2. Complete the form below and send it to Iowa State Association of Counties, 5500 Westown Parkway, Suite 190, West Des Moines, IA 50266 or to Robin Harlow at rharlow@iowacounties.org.

Send in your nominations today! Deadline for the preliminary nominations is April 25, 2014.

Name of project: _____

Category (reverse side for descriptions): Individual/Departmental ___ County Inter-office ___ Inter-governmental ___

Name of nominator: _____ Nominator's phone: _____

Nominator's email: _____

In **200 words or less** explain the project/individual and the reason for the nomination:

2014 Excellence in Action Nomination Submission Rules

Nominations are being received in the following categories:

Individual/Departmental: The county employee/department that demonstrates excellence in action in improving the services delivered to the citizens of their county.

County Inter-office: Projects that demonstrate excellence in action in crossing local county office lines to deliver services to the citizen.

Inter-governmental: Projects that show excellence in action in crossing governmental lines to deliver services to the citizen.

All applications must comply with the following minimum standards:

- 1) The program must have become operational after January 1, 2013, and must have measurable results.
- 2) County officials and/or staff, as part of their official duties, must have played a significant role in developing and implementing the program with limited assistance from outside.
- 3) Meet the following criteria:
 1. The program must do one or more of the following:
 - Offer a new service to county residents, fill gaps in the availability of existing services, or tap new revenue sources.
 - Improve the administration or enhance the cost effectiveness of an existing county government program.
 - Upgrade the working conditions or level of training for county employees.
 - Enhance the level of citizen participation in, or the understanding of, government programs.
 - Provide information that facilitates effective public policy making.
 - Promote intergovernmental cooperation and coordination in addressing shared problems.
 2. In the case of a program that is in response to a federal or state law, regulation or order, the program must go beyond mere compliance with the statute, regulation, or order and must display a creative approach to meeting those requirements.
 3. The program must have proven measurable results (e.g. cost savings, enhanced employee productivity, improved constituent service, created better intergovernmental cooperation).
 4. The program must be innovative and not rely on the application of techniques or procedures that are common practice in most counties of similar population size.
 5. All aspects of the program must be consistent with acceptable governmental and financial management practices and must promote general governmental accountability.

The winning project(s) will receive the Excellence in Action Award and statewide recognition at the ISAC Fall School of Instruction. All winning projects will be forwarded to the National Association of Counties (NACo) Achievement Program for possible additional recognition.

Contact Robin Harlow at rharlow@iowacounties.org or 515.244.7181 with any questions.



2014 ISAC University Recap

ISAC would like to thank all of you who attended the 2014 ISAC University held on January 22-23. Over 125 ISAC leaders attended this year's event at the West Des Moines Marriott. The agenda provided a diverse mix of keynote and seminar presentations giving attendees training and success strategies on how to effectively lead and manage within their own counties. Overall, it was a great opportunity for county officials and employees from various backgrounds to network and learn from one another.



legal briefs

Continued from page 5.

What can counties do now to prepare for the coming mandate?

Counties should re-examine their existing policy and procedure for offering health insurance. We encourage employers to review their workforce and determine how many employees will be considered full time under the Act. Employers may choose to take advantage of an optional safe harbor “look-back measurement method” to determine whether employees will be considered full time under the Act. The measurement period is established by the county and may be as few as three consecutive months or as many as 12 consecutive months. Counties should also consider implementing a waiting period before offering health insurance to new or seasonal employees. Finally, counties should review existing CBAs to determine whether the county has flexibility to adjust hours or to make staffing changes for employees who were previously considered part-time for purposes of health insurance benefits.

There are several other considerations to remember.

The regulations include special rules for new employees, employees who are rehired or returning from leave, and for employees on special types of unpaid leave (such as FMLA leave). Additionally, the existing guidance is subject to change as other federal departments weigh in. Prior to making major policy or personnel changes, we recommend you familiarize yourself with all available resources, including speaking with your county attorney, ISAC legal counsel, your healthcare provider, or private legal counsel.

CCMS

Continued from page 7.

State agencies and providers across the country are using SIS scores to create individualized service plans for people with disabilities as well as to identify staffing and budgeting patterns. Not only does SIS give you a graphic display of high intensity versus low intensity areas of support, but a percentile ranking of needs based on national field test data. Service decisions can be based on realistic and practical information. SIS can be used for LOC, resource allocation, and staff training. SIS is currently being used in certain parts of Iowa. These counties have been participating in a pilot. Also, IME has put out an RFP for this tool to be used in Iowa.

SIS is a positive assessment that measures the supports a person needs to be successful. It does not measure the deficits of a person. It is a strong tool for developing goals, staffing levels, and services/supports so the individual can live successfully in their community.

Emancipation Part 1: Slavery in the Constitution

The best known and most significant consequence of the American Civil War was the ending of slavery. However, the path to the emancipation of slaves in the Southern states was more circuitous than we typically remember it. Much of the hesitance stemmed from the institutionalization of slavery in the Constitution.

The Civil War began when the United States government resisted the attempts of several Southern states to separate themselves from the rest of the country. Why the attempt at separation? These states believed that the constitutional rights of their citizens were being violated. Which rights are we talking about? We mean their rights in regard to individuals “held to Service or Labour,” which is one of the euphemisms employed in the Constitution to describe slaves. The Southern states seceded because they saw their institution of slavery being threatened.

Apologists may try to convince you otherwise, but the Southern states were very candid about it at the time. Here are words from the “Declaration of the Immediate Causes which Induce and Justify the Secession of the State of Mississippi from the Federal Union”: “Our position is thoroughly identified with the institution of slavery – the greatest material interest of the world.” How was this interest being threatened? By the election as president of a Republican, Abraham Lincoln. The Republican Party was founded on the resolve that slavery should not be allowed in the recently acquired Western territories. In another justification for secession, the State of Georgia said it could not accept “the rulers whom the North offers us.” (Lincoln didn’t receive any votes in most slaveholding states.) “Why? Because by their declared principles and policy they have outlawed \$3,000,000,000 of our property in the common territories of the Union.”

As president, Lincoln was determined not to allow the dissolution of the country that the Constitution was meant to preserve. But was he a threat to the three billion dollars’ worth of slaves held in the United States? He didn’t free any slaves when he became president in March of 1861, or after the Confederates attacked Fort Sumter in April. His Emancipation Proclamation didn’t come until January 1, 1863. If he was opposed to slavery, why did he wait? There were practical considerations involved, but Lincoln didn’t pursue emancipation earlier primarily because he felt morally and legally bound to abide by the Constitution.

By: Grant Veeder

Black Hawk County Auditor
NACo Board of Directors



The Founding Fathers wrote the Constitution because some of them felt their new Republic was too decentralized to succeed. They needed agreement from the Founders who feared a *too*-centralized government, so some hard-fought compromises were necessary. One of the most important compromises was to permit slavery. Slavery is mentioned, sort of with a nudge and a wink, three times in the original Constitution. It is hard to perceive of this enormity being sanctified in a country that defended its separation from another country by explaining that “all men are created equal.” But without these clauses, the Southern states would have bolted from the Constitutional Convention. We can only guess how history would have changed, but it is reasonable to conclude that American slavery would have continued in full vigor, so we may have ended up with slavery *and* disunion.

As the United States grew large and mighty, the slavery issue required further compromises to keep the country from breaking apart. This resulted in the tacit support of slavery by many who found it abhorrent. While there were abolitionists who called for the immediate ending of slavery, most anti-slavery Americans considered abolitionism too radical, thinking that hasty action would cause racial turmoil and political rupture. Lincoln was one of these non-abolitionist anti-slavery people. He believed “that the promulgation of abolition doctrines tends rather to increase than to abate” slavery’s evils.

But more important to Lincoln was adherence to the Constitution. He fought politically for six years to prevent the spread of slavery into the territories, but he also said, “...we must not interfere with the institution of slavery in the states where it exists, because the Constitution forbids it.” When the Supreme Court stated in *Dred Scott v. Sandford* that Congress could not prohibit slavery in the territories, Lincoln said of himself and other Republicans, “We think the Dred Scott decision is erroneous. We know the court that made it, has often overruled its own decisions, and we shall do what we can to have it to overrule this. We offer no resistance to it.”

Lincoln understood human nature, so he understood why Southerners wanted to preserve and justify something as basic to their culture as slavery. “I think I have no prejudice against the Southern people,” said the native Kentuckian. “They are just what we would be in their situation. If slavery did not

Continues on next page.

Continued from page 14.

now exist amongst them, they would not introduce it. If it did now exist amongst us, we should not instantly give it up.” He sounds so conciliatory and reasonable. Why didn’t they trust him? Maybe because slavery had gone out of fashion in the rest of the world, and a reasonably perceptive person could see that prohibiting slavery in the territories would be the first step to its ultimate demise in the states where it was still protected by law. Even if Lincoln was as sincere as he made out to be, the next Republican president might be less accommodating. If

the territories couldn’t be made into slave states, the balance in Congress between slave and free states would be irretrievably lost. Some day there may be enough free states to get a constitutional amendment passed to abolish slavery.

All of this happened. It’s just that it happened quicker than anyone expected, thanks to Southern secession. We’ll examine the acceleration of emancipation, and how Lincoln saw it constitutionally, in the next Lincoln Letter.



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ISAC brief

Board Meeting Summary - January 24, 2014

ISAC President Harlan Hansen called the meeting to order and led the Board in the Pledge of Allegiance.

Senator Daryl Beall swore in the 2014 ISAC officers and board and made comments to the group.

The ISAC Board of Directors meeting minutes from December 4, 2013 were reviewed and approved unanimously as written.

The ISAC Board recessed and reconvened following the ETC Board of Directors meeting.

Brad Holtan gave a review of the financials for the six months ending December 31, 2013 and shared the highlights of the ISAC 990. The ISAC 990 was unanimously accepted by the Board.

Bill Peterson reviewed the ISAC budget process. The Board will approve and recommend a budget to the membership during its February board meeting. The full membership will be asked to approve the budget during the Spring School General Session.

Brad reported that a conflict of interest policy was included in the Board materials for review and acknowledgement of receipt.

Kristi Harshbarger gave an update on legal matters.

Bill Peterson reported that ISAC has been approached to offer lobbying services to Iowa Pheasants Forever with which we have no conflicts of interest. The conservation affiliate does not see any issue. The Board amply discussed many considerations prior to unanimously approving entering into a lobbyist consultant agreement with Pheasants Forever.

The Board unanimously approved entering into a legislative affairs assistant agreement with Linda Hinton who has agreed to provide her expertise to ISAC on a contractual basis for the 2014 legislative session.

Brad reported that during its first meeting in January the fundraising committee recommended adding a silent auction at the fall school, a 50/50 raffle at the spring school and an optional payroll deduction/stuffer. The golf fundraiser was also discussed at length.



Jamie Cashman gave an overall update on the session and discussed mental health and broadband expansion. Hanna De Groot discussed user fees and election bills. Lucas Beenken reported on road funding and Rural Improvement Zones. The Board unanimously passed a resolution to support a fuel tax increase.

Stacy Horner reported that ISAC University had a low turnout, but the reviews of the conference were excellent. She gave an update on Spring School and gave an overview of a possible 2014 fall school agenda including a silent auction reception. The Board reviewed and discussed the agenda.

Rachel Bennett gave an update on County Day at the Capitol.

Melvyn Houser and Grant Veeder gave reports on the NACo Resiliency Forum and board meeting that were held in Cedar Rapids in December.

Harlan Hansen discussed the NCCAE State Association Presidents and Executive Directors Meeting that he attended with Bill in Washington, D.C. in early January.

Rachel gave an overview of the schedule for the 2014 NACo Legislative Conference.

The Board unanimously authorized the registration fee sponsorship for one Iowa county official to attend this year's County Leadership Institute.

Board members shared reports and inquiries. Lonny Pulkrabek asked that income ranges be included on future scholarship applications and also expressed strong feelings that scholarships be given only to students who plan to attend college in Iowa.

President Hansen adjourned the Board.

2014 ISAC Board of Directors



ISAC Executive Committee seated in front row, left to right: Peggy Rice, Humboldt County Auditor and ISAC 3rd Vice President, Harlan Hansen, Humboldt County Supervisor and ISAC President, Melvyn Houser, Pottawattamie County Supervisor, ISAC 1st Vice President and NACo Representative, and Joan McCalmant, Linn County Recorder and ISAC 2nd Vice President.

Middle row left to right: Matt Cosgrove, Webster County Conservation, AJ Mumm, Polk County Emergency Management, Kathy Babcock, Chickasaw County Public Health, Russell Wood, Franklin County Community Services, Deb McWhirter, Butler County Assessor, Jim George, Dallas County Engineer, Marge Pitts, Clay County Auditor and ISAC Past President

Back row left to right: Joe Neary, Palo Alto County Environmental Health, Lonny Pulkrabek, Johnson County Sheriff, Wayne Chizek, Marshall County IT, RJ Moore, Johnson County Zoning, Grant Veeder, Black Hawk County Auditor and NACo Board member, Wayne Clinton, Story County Supervisor, Wayne Walter, Winneshiek County Treasurer and ISAC Past President

Not pictured: Lu Barron, Linn County Supervisor and NACo Board member, Jeff Garrett, Washington County Treasurer, Linda Langston, Linn County Supervisor and NACo President, Darin Raymond, Plymouth County Attorney and ISAC Past President

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Mixed Results

While the Federal Reserve (Fed) remains a pivotal player in markets, the implementation of taper signals a desire to step back and allow the markets to make their own way. If we assume the Fed has correctly interpreted the macroeconomic signposts, there may be fewer headwinds and stronger tailwinds to growth moving forward.

Third quarter GDP grew 4.1% and the fourth quarter rang in at 3.2%, lifted by business inventory build and consumer numbers despite a tepid holiday sales season. Higher consumer confidence levels also bode well for 2014.

But there are potential obstacles. Home prices have enjoyed a steady climb recently, but the pace of the housing market recovery seems to be slowing as speculators find financing somewhat more expensive. Equity prices are susceptible to a decline in corporate profit expectations as well as the eventual withdrawal of Fed support, as evidenced in January.

Globally, Europe's exit from recession could be overshadowed by the challenge of crafting a single, common regulator of the area's sovereign banks. And, the continuing economic slow-down in China and geopolitical risk, particularly in the Middle East and Argentina, Ukraine, and Turkey, are also potential negative catalysts.

The big story of the fourth quarter was the debt ceiling and budget crises, which after the political wrangling ceased proved to be non-events for the markets. In addition, the Fed's decision in December to begin the taper of asset purchases suggested their view of domestic growth is sufficiently encouraging. However, the Fed emphasized the expectation that rates will remain low well beyond the decline of the unemployment rate past the 6.5% threshold. This effectively disconnected expectations for rising

By: Miles Capital, Investment Advisor to Iowa Public Agency Investment Trust (IPAIT)


federal funds rates from the tapering activity, an unfortunate outcome for short-term investors.

On another note, questions have been raised about the Fed's ability to manage short term rates as their balance sheet has grown relative to economic activity. Their expanded testing of the new Fixed Rate Full Allotment reverse repo program has demonstrated an ability to set short rates and may become an important policy tool, possibly eclipsing the federal funds target rate.

Writing this in February, we will soon reach the debt ceiling again, requiring more public debate about spending priorities and revenue challenges. The Treasury has stated their ability to use "extraordinary measures" yet again in order to delay the crisis until March. We have no cause to believe the eventual outcome of this round will be different, but the continued near-breaches of the debt ceiling can cause market anxiety. As a result, rates moved lower even with the continuation of taper and risk sectors of the market are underperforming.

IPAIT is here to help provide you options and safety of principal, no matter what the year brings. Keep us in mind for your future investment needs, and visit us on the web at www.IPAIT.org. Thank you for your business and support.

Disclosure: The views expressed are those of the author as of the date of the article, are for informational purposes only, not meant as investment advice, and are subject to change. Miles Capital does not guarantee the accuracy or completeness of any statements contained in this material and is not obligated to provide updates.



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2014 calendar

March 2014

- 1-5 NACo Legislative Conference
(Washington Hilton, Washington, D.C.)
- 12 County Day at the Capitol
(Des Moines)
- 13-14 ISAC Spring School of Instruction
(Des Moines Marriott Downtown)
- 26 Statewide Supervisors Meeting
(Courtyard by Marriott, Ankeny)

April 2014

- 1-2 Governor's Conference on Public Health
(Ames)
- 8 CCMS Administrators Meeting
(Hilton Garden Inn, Johnston)
- 25 ISAC Board of Directors Meeting
(ISAC Office)

May 2014

- 14-16 ISCTA Annual May School
(Ramada Hotel and Convention Center, Waterloo)

June 2014

- 8-12 ICAA Spring Conference
(Okoboji)
- 11-13 ICIT Midyear Conference
(West Des Moines Marriott)
- 25 ISAC Board of Directors Meeting
(ISAC Office)

July 2014

- 8 CCMS Administrators Meeting
(Stoney Creek Inn, Johnston)
- 11-14 NACo County Solutions and Idea Marketplace
(New Orleans, LA)
- 29-1 Auditors Annual Conference
(Hotel Blackhawk, Davenport)

August 2014

- 12-15 Records Annual Summer School
(Isle Casino, Bettendorf)

- 21-22 ISAC LPC Retreat
(Hilton Garden Inn, Johnston)

September 2014

- 11-12 ISAC Board of Directors Retreat
(Humboldt County)
- 28-30 Assessors Annual Conference
(Embassy Suites Des Moines Downtown)

October 2014

- 14 CCMS Administrators Meeting
(Hilton Garden Inn, Johnston)
- 14-15 IEHA Fall Conference
(Best Western, Marshalltown)
- 16-17 ISAC Board of Directors Meeting
(ISAC Office)

November 2014

- 6 CCMS Advanced Case Management Meeting
(Stoney Creek Inn, Johnston)
- 12-14 ISAC Fall School of Instruction
(Veteran's Memorial Community Choice
Credit Union Convention Center, Des Moines)

December 2014

- 3 ISAC Board of Directors Meeting
(ISAC Office)
- 9-11 ICEA Annual Conference
(Ames)

2015 Conferences/Events

- January 2015 ISAC New County Officers School
(Des Moines)
- February 21-25 NACo Legislative Conference
(Washington D.C.)
- March 12-13 ISAC Spring School of Instruction
(Des Moines Marriott Downtown)
- July 10-13 NACo Solutions and Idea Marketplace
(Charlotte, NC)
- November 18-20 ISAC Fall School of Instruction
(Cedar Rapids Convention Complex)

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 shorner@iowacounties.org.

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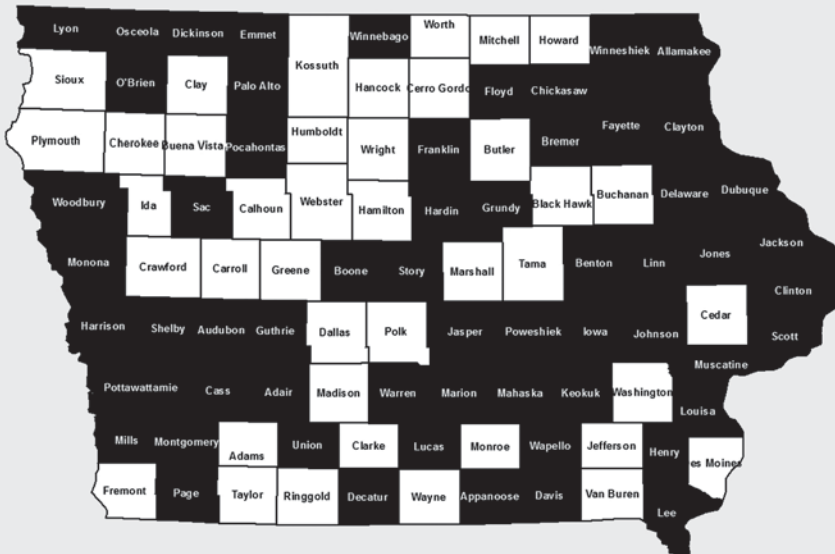
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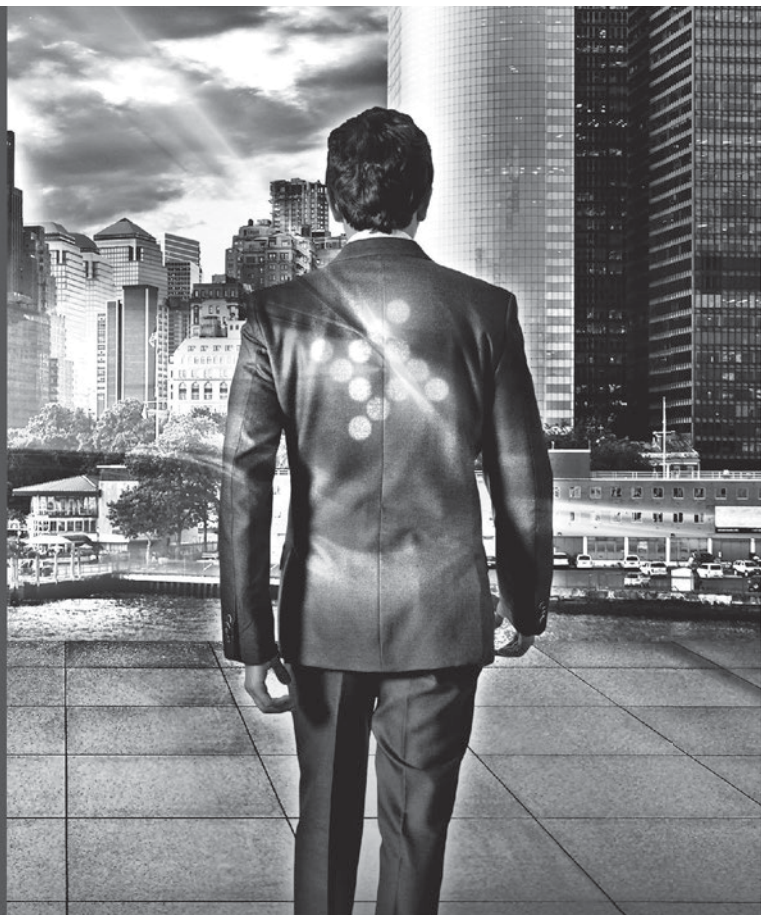
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