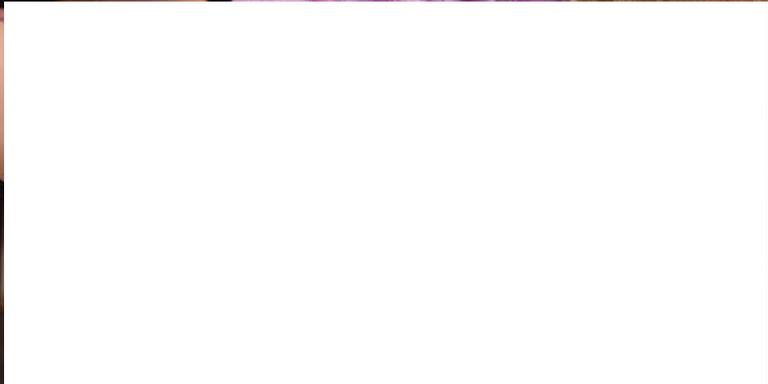


The Iowa County



June 2016

Scholarship Golf Fundraiser
ISAC Registration System
Food Bank of Iowa





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The Iowa County

June 2016 * Volume 45, Number 6

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** The views and opinions expressed in articles authored by anyone other than ISAC staff are those of the authors and do not necessarily reflect the official policy or position of ISAC.

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.

feature - preferred vendor of the month

Jasper County Modernized IT Infrastructure to Deliver Reliable Technology Services

By: *IP Pathways*

ISAC Elite Preferred Vendor

We live in a world of immediacy today. Twenty-five years ago, business was conducted in person and during standard business hours. Work was done in the office, during business hours and there was no expectation otherwise. Today, users are connected by the internet, carry powerful computing devices for phones and expect to conduct business or communicate from anywhere at any time of the day or night. Business and communication never sleeps and the expectation is that systems are always on and always available. This means IT departments are under great pressure to deliver fast, reliable, safe and secure technology services to internal and external users.

Counties provide critical services to their residents; services such as registration of deeds, vehicle registration, tax collection, law enforcement, GIS, emergency management, building permits, court system and public health oversight, to name just a few. Technology is at the core of these systems. County IT departments are tasked with providing seamless online services, protecting critical records, and meeting the demands of an increasingly tech savvy and mobile workforce. This must be accomplished in an era of increasingly strained budgets and at a time where the public views IT services as a commodity.

Twenty-five years ago, voice messaging was just taking hold. Early voice messaging required a receptionist to answer a phone and then transfer the call to the recipient. If the recipient was unable to answer, the caller could leave a voice message and the recipient could listen to this message from the office. The internet was in its infancy, email wasn't common and computers were used but documents were primarily in paper form. Fast forward just 10 years and the advance of the internet, cellular technologies and electronic forms of communication changed business and communications. Today, technologies such as the cloud or mobile device apps make the deployment and use of technology appear easy. However, there is no easy button when it comes to delivering technology services. New advances make technology more powerful but also increase the complexity to deliver and manage. We no longer live in a world of pink "While You Were Out" handwritten messages. We live in a 24 x 7 x 365 world that is interconnected and never sleeps. This takes modern technology systems to deliver.

The Jasper County Information Technology Department strives to deliver reliable IT services to county employees and the public. This requires utilizing new technologies while still managing and maintaining existing systems, so Celia Robertson,

Director of IT, and Ryan Eaton, Network Administrator, had to develop a plan to modernize the county's IT infrastructure without disrupting current services and while being mindful of budget.

As the county's IT hardware became aged, Celia and team planned to implement modern technology and IT hardware that increased efficiency and would deliver more from less. IP Pathways is a technology services company based in Iowa and has a long history of helping counties throughout the state to deliver these modernized technology platforms. Jasper County chose IP Pathways as their technology partner for this project. IP Pathways designed and implemented the new IT systems and trained Celia and Ryan to manage and maintain the systems.

The new, modernized system not only increased efficiency but added data protection and disaster recovery capabilities so Jasper County is safeguarding critical records and can ensure operations in the event of a natural or man-made disaster. Today's disasters are more than those Mother Nature periodically sends our way. Electronic systems connected via networks and to the internet open up risks from hackers. A modern day disaster may be a security breach that takes down systems. Having data protection and disaster recovery technology in place makes sure important data isn't lost and impacted systems are quickly back on line. By implanting disaster recovery systems at a second site, all connected via a private fiber network, the county has ensured they can recover operations quickly and with minimal impact.

When the Sheriff's systems were becoming aged, Jasper County once again partnered with IP Pathways to deliver a similar modernization, data protection and disaster recovery solution. Emergency management services are critical to the county's residents. They must be reliable, always available and protected so they are available when disaster strikes. Celia Robertson, Ryan Eaton and the team from IP Pathways designed and implemented IT systems that would ensure this desired resiliency and security.

This project also addressed the need to extend remote computing capabilities to officers working in the field. Access to systems and information is important and required for officers to perform their job. The solution delivers secure, reliable remote access to applications and data. Officers are able to access all the tools they need in order to do their job, while they are out in the field.

Continues on page 6.

ISAC's New Meeting Registration System - Register Now!

ISAC has built and is unveiling a new meeting registration system for both ISAC members and vendors this summer in preparation for its debut during the 2016 ISAC Fall School of Instruction registration on August 17. Our goal is to get as many members as possible registered in and comfortable with the system prior to this date. We'll be traveling to many affiliate meetings this summer to demo the new site as well as to help you get set up in person. We will also be holding a tutorial webinar at 1:30 pm on August 3. Please know that we are always happy to help members one-on-one as well.

And vendors, don't feel left out since this article is member-focused. I'll send an informational email about your side of the system in the near future to get you started.

The new system will first require you to set up a profile. Because the system is linked to our database, most elected official and department head information will be pre-populated. Changes to this data or the addition of a member profile altogether will need to come though and be approved by ISAC.

I will be detailing the process to get set up in the system and registered for a mock meeting in this article. Please follow along with me and get registered. All those registered for the event entitled "ISAC Magazine Article and Affiliate Test Conference" prior to 4:00 pm on Friday, August 12 will be placed in a drawing to receive a FREE 2016 Fall School registration.

Go to and bookmark – <https://events.iowacounties.org/Events>. This link can also be found at www.iowacounties.org under

By: *Rachel Bennett*

ISAC Communications and Marketing Manager



quick links, the featured section and new and noteworthy.

First, please click **Login** and **Need to set up an account?**

Step 1 of 2 – select, **County Member**.

Step 2 of 2 – use the drop down bars in the first three lines, **County, Office** and **Member**, to find yourself. As mentioned above, this information is prepopulated based on the members we already have in our database. If you are not listed, please select **I am not on this list and I should be!** and enter your information being careful to check for spelling errors. This will be approved by ISAC staff before the user is given a profile and granted access to the system.

All members will need to create a username and password that will be used to gain access to the system in the future. The password must be at least five characters long and contain one numeric character. Click on the **Register** button, and congrats, you are now in the system.

The tabs across the top of the registration system include **Events, Alumni Membership, User Profile, Logout** and an icon for your shopping cart.

Events: This is the default screen that you will see after logging in and the area in which you will spend most of your time. All open events for which you are eligible to register will be listed, as well as a search box and a calendar. From here you can find

and click the **Register** button for the meeting that you wish to attend. For the sake of this article, and so that you have a chance to attend the Fall School free of charge, please find and begin the process of registering for the ISAC Magazine Article and Affiliate Test Conference being held on August 17-19, 2016.

The Event Registration portion at the top of the page includes the contact information that is included under your profile. (If you need to update this information, please navigate to the **User Profile** tab and click the **Update Information** button. This will open an email to ISAC staff in which you can let us know which changes need to be made. We suggest completing this step after you have made your meeting registration.)

The screenshot shows the ISAC website interface. At the top, there are navigation tabs: **EVENTS**, **ALUMNI MEMBERSHIP**, **USER PROFILE**, and **LOGOUT**. Below the navigation is a search bar and a shopping cart icon. The main content area is divided into two sections. On the left, there is a calendar for May 2016 with a 'VIEW FULL CALENDAR' button. On the right, there is an 'EVENTS FILTER AND SEARCH' section with fields for Keyword, Affiliate (set to 'Recorders'), and Date. Below this is a section titled 'ALL OPEN EVENTS FOR THE RECORDERS AFFILIATE' featuring the event 'ISAC Magazine Article and Affiliate Test Conference'. The event details include: 'This is a test meeting to help familiarize ISAC members with the new online meeting registration system. Please register prior to 4:00 pm on Friday, August 12 for your chance to win a FREE 2016 ISAC Fall School registration.' The venue is 'ISAC Office', address is '5500 Westown Parkway, Suite 190, West Des Moines, Iowa 50266', date is '8/17/2016 to 8/19/2016', and registration fee is '\$0.01'. A red circle highlights the 'Register' button at the bottom right of the event listing.

feature - meetings

The **Sessions** portion at the bottom of the page includes the information about the conference including options on the different sessions, meals, etc. that are occurring during the meeting. If there is a charge for any of the sessions or meals it will be designated here and will likely be more than a penny.

All kidding aside, we requested that the new system include the ability to more closely track meals. For future conferences and events, please designate which meals you plan to attend. This will help us to keep our registration rates as low as possible by eliminating wasted food. You will also be able to designate if you need a special meal (e.g. vegetarian, gluten free). This can be done when you register for your meal, but your preference can also be saved under the **User Profile** tab.

Once you have selected the session/s and/or meal/s that you would like to include in your registration, you must agree to the terms and conditions. These registration policies are listed in full below the buttons and continue to include the \$25 administrative fee for registration cancellations. Now you can click **Register** and confirm by clicking **OK** on the pop up.

An invoice will be generated and sent to the email address associated with your profile. You will also have the option to immediately view and download a PDF version of the invoice on the confirmation page and/or under the **User Profile** tab at any time under **Invoice History** at the bottom of the page.

Invoice: The invoice is pretty straight forward, but there are a couple of important items to highlight. Under the invoice number you will see both the **Hotel Code** and the **Housing**

Invoice		
Registrant:	Joan McCalmant	Iowa State Association of Counties
Office/Dept.:	Recorder	5500 Westown Parkway, Suite 190
Entity:	Linn	West Des Moines, IA 50266
Invoice #:	ISACEVMT000126	(515) 244-7181
Hotel Code:	4891890899	support@iowacounties.org
Housing Link:	http://www.iowacounties.org	
ISAC Magazine Article and Affiliate Test Conference (08/17/2016 - 08/19/2016)		
Session Date	Session Name	Price
8/18/2016 10:30 AM - 11:30 AM	ISAC Educational Seminar - Pre-registration Rocks 101	\$0.00
8/18/2016 12:00 PM - 1:00 PM	Networking Lunch Buffet	\$0.01
	Event Cost	\$0.01
	Amount Paid	\$0.00
	Amount Owed	\$0.02

Link. These will be used the same as in the past to make your hotel reservation for the ISAC Spring and Fall Schools through the housing bureau.

Congrats on making it through the tutorial. Please let us know if you have any questions or difficulties, and pass along the word to others in your county and affiliate. We are working hard to iron out any wrinkles in the system prior to 8:30 am on August 17 when the real registration will occur! And just a quick reminder, don't pay the two cent invoice nor attend the Test Conference. This was only a test, which I'm guessing you passed with flying colors!

feature - preferred vendor of the month

Continued from page 4.

Celia has been impressed with IP Pathways account management and IT support groups. "I was very pleased with the professionalism of IP Pathways as they came on-site and worked with Ryan and myself to develop the best option for Jasper County in upgrading our technology. The engineer that came on-site for the implementation and training was very knowledgeable and their support staff is very prompt in resolving any issues we may have. Since upgrading our servers to the virtual environment we have become more efficient and can reallocate resources as needed. We also have onsite failover and offsite redundancy. Our experience with IP Pathways has kept us within our IT budget guidelines."

"Working with Jasper County is a pleasure," says Aaron Kissinger, Account Manager with IP Pathways. "Counties require modernized IT systems in order to meet the demands of their users. Jasper County has done a great job of meeting the needs

of their users and citizens while also protecting important data and systems from potential disasters. Residents of Jasper County should sleep well knowing the IT department charged with enabling the delivery of services is doing a great job!"

IP Pathways is headquartered in Urbandale, IA and has offices and staff in Omaha, NE and Overland Park, KS.

IP Pathways provides IT hardware and software, data center, cloud, professional and managed services hybrid IT solutions to small, medium and enterprise customers throughout the Midwest. Our award-winning engineering team architects, implements, monitors, supports and manages private and hybrid cloud solutions for your data center, our data center or any data center. Named by CRN Magazine in 2015 as one of the 250 most certified, 500 largest and 100 fastest growing IT service providers in North America, IP Pathways helps IT move at the speed of business.

feature - food banks

Iowa Food Banks Work to Solve Hunger in Every County

By: Food Bank of Iowa

What is food insecurity?

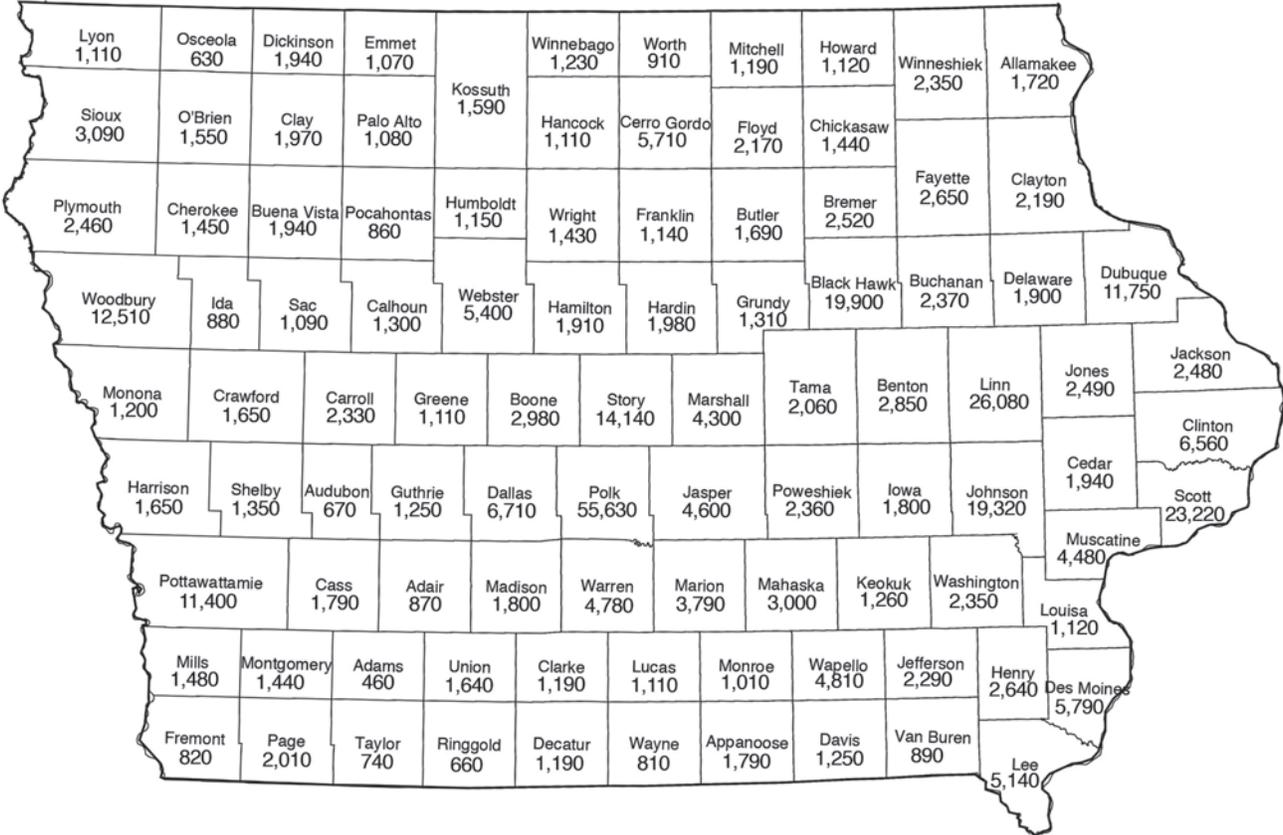
Food insecurity is defined as a person’s lack of access to enough food for an active, healthy life. This simple definition belies the massive scale of the problem and its rippling impacts on individuals’ lives. In Iowa, 400,000 people—including 129,270 children—struggled with food insecurity. That translates to about one in eight people and one in five Iowa kids.

The impacts of food insecurity begin in childhood. Proper nutrition is essential to proper growth and development in all children. Over 80% of food insecure households with children report purchasing the cheapest food they can find, even if they knew it wasn’t the healthiest option—providing enough food is their priority. Without ample healthy food, children can suffer from stunted growth, higher risk for chronic health conditions, and poorer physical quality of life. Food insecure children also

suffer at school, with higher risk of truancy, school tardiness, and behavioral problems.

Adults struggling with food insecurity face impacts to work performance, their ability to maintain a stable income, and poor health outcomes that persist past middle age. Nationally, Feeding America serves 13 million adults above age 60, and more than one-third of food insecure households include at least one senior. Nearly two-thirds of food insecure households with seniors report making choices between paying for food and health care, and one in five seniors living with grandchildren is food insecure. This situation is compounded by the dietary requirements of food insecure people with diabetes, which more than one third of food insecure households struggle with. The rate is even higher, at over 50%, for food insecure households dealing with high blood pressure.

Estimated number of food insecure people by county



Source: Feeding America’s “Map the Meal Gap” study, an investigation of food insecurity in every county in the United States. The most recent data available is from 2014. Visit <http://map.feedingamerica.org/county/2014/overall> to explore the study’s findings.

feature - food banks

Hunger in America

- Food insecurity comes with tough choices: 31% of food insecure people had to choose between paying for food and education, 66% between food and medical care, and 69% had to choose between food and utilities
- One in 10 food insecure adults is currently in school, and 41% of households include a member with a post-high school education.
- One fifth of food insecure households include a U.S. military veteran.
- More than half of food insecure households included at least one person employed in the previous year, and that number jumps to 71% for households with children.
- The median household income for all food insecure households is \$927.
- Data from Feeding America's "Hunger in America" study, conducted every four years. The most recent study was released in 2014. Visit <http://www.feedingamerica.org/hunger-in-america/> to explore the data.

Feeding America (www.feedingamerica.org) is a nationwide network of food banks that provides support, certification, and funds to member food banks. Feeding America was formerly known as Second Harvest.

How can I help?

Food bankers are dedicated to finding workable solutions for food insecurity in every community in Iowa. Reach out to the food bank in your area to start a discussion about food insecurity and how you can help develop effective strategies. Together, we can solve hunger.

- Food Bank of Iowa
 - www.foodbankiowa.org
 - 515.564.0330
 - 2220 E. 17th Street, Des Moines, IA 50316
 - President and CEO: Michelle Book, mbook@foodbankiowa.org
- NorthEast Iowa Foodbank
 - www.northeastiowafoodbank.org
 - 319.235.0507
 - 1605 Lafayette Street, Waterloo, IA 50703
 - Executive Director: Barb Prather, bprather@feedingamerica.org
- River Bend Foodbank
 - www.riverbendfoodbank.org
 - 563.345.6490
 - 4010 Kimmel Drive, Davenport, IA 52802
 - Executive Director: Mike Miller, mmiller@riverbendfoodbank.org

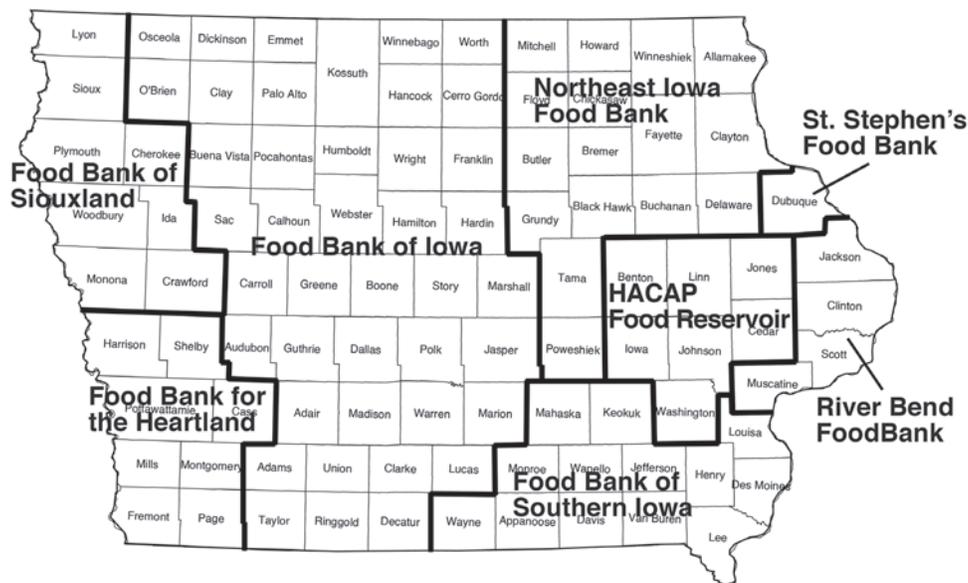
Continues on page 9.

Guide to Food Banks

How do food banks work?

Providing food to 400,000 hungry Iowans requires a significant and dynamic infrastructure, with dedicated management of supply chains and client services. Food banks fill this role by acquiring a wide variety of food from donors, government agencies, purchases, and other sources and delivering the food to partners like food pantries, soup kitchens, and shelters. Through networks of partner agencies and program partners, food banks serve millions of families, children, and seniors struggling with food insecurity.

Iowa Food Bank Service Areas



Iowa's eight food banks are members or affiliates of the Feeding America nationwide network. Feeding America also supports programs that improve food security among the people we served, educates the public about the problem of hunger, and advocates for legislation that protects people from going hungry.

feature - food banks

- Food Bank for the Heartland
 - www.foodbankheartland.org
 - 402.331.1213
 - 10525 J Street, Omaha, NE 68127
 - President and CEO: Susan Ogborn, sogborn@foodbankheartland.org
- HACAP Food Reservoir
 - www.hacap.org
 - 319.393.7811
 - 1515 Hawkeye Drive, Hiawatha, IA 52233
 - Food Reservoir Director: Linda Gorkow, lgorkow@hacap.org
- Food Bank of Siouxland
 - www.siouxlandfoodbank.org
 - 712.255.9741
 - 1313 11th Street, # 1, Sioux City, IA 51105
 - Executive Director: Linda Scheid, linda@siouxlandfoodbank.org
- Food Bank of Southern Iowa
 - www.foodbankofsoutherniowa.org
 - 641.682.3403
 - 705 W Main Street, Ottumwa, IA 52501
 - Executive Director: Neal Abbott fbosi@lisco.com
- St. Stephen's Food Bank
 - www.ststephensfoodbank.org
 - 563.557.7474
 - 3145 Cedar Crest Ridge, Dubuque, IA 52003
 - Executive Director: Kathy Hutton, kathy@ststephensfoodbank.org

Iowa Food Bank Association

The Iowa Food Bank Association (IFBA) is a collaboration of the eight Feeding America food banks that serve Iowa's 99 counties. Together, the food banks partner with over 1,000 nonprofit organizations like food pantries, soup kitchens, and shelters that serve children, adults, and seniors. IFBA works to diversify food sourcing efforts, transform public awareness about hunger into action, and grow the collective capacity to end hunger in Iowa.

Effectively and efficiently serving all 99 counties requires collaboration; IFBA facilitates the collaborative effort that has resulted in a more unified approach to addressing hunger in the state. The food banks regularly assess the state of hunger in our communities and adapt accordingly. Programming has expanded over the years to include food distribution to member agencies, Kids Café, elderly nutrition programs, school backpack programs, summer food service programs, community gardens, school pantries, and mobile food pantries.

To better serve the rural communities across the state, food banks have expanded their food distribution through mobile

food pantries. In communities that lack access to traditional food assistance resources, a mobile food pantry provides convenient, flexible access to food. Food banks deliver food to a mobile pantry site, where volunteers distribute it to those in need. In 2014, five food banks operated mobile food pantries at 28 different sites. Today, seven food banks operate mobile food pantries at 39 different sites.

Expanding the storage and distribution capacity of food bank member agencies is critically important. IFBA, in partnership with the eight member food banks, University of Northern Iowa Waste Reduction Center, and the Iowa Department of Natural Resources (DNR), recently announced the recipients of the second cycle of storage equipment grants. Over the past two years, 78 agencies in 55 different counties received funding for a new freezer or refrigeration unit to store perishable product. During the 2015 grant cycle, grant recipients were able to distribute 45% more perishable product with the new storage units—thus diverting over 22,000 pounds of food from the waste stream. The grant funds were made possible through the DNR Solid Waste Alternatives Program.

Continued collaboration with public and private partners and expansion of programming has allowed Iowa food banks to increase the amount of product distributed to Iowans by 38% since 2012. In 2015, the amount of product distributed through programs reached an all-time high of 25.8 million pounds.



Photo above and on cover are of actual Iowa food bank clients, courtesy of Feeding America.

Capitol comments

Legislative Session in Review

The Iowa General Assembly gavelled out to adjourn the 2016 legislative session on Friday, April 29 after taking final action on the remaining appropriations and policy bills of the year.

One of the last bills to pass was HF 2460, the Health and Human Services appropriations bill that contains \$3 million in supplemental aid to the mental health and disability services (MH/DS) regions of Polk and Eastern Iowa. This was passed in conjunction with HF 2456, legislation that extends the current MH/DS levy structure for another year without any equalization funding. ISAC is incredibly disappointed that again the Iowa Legislature failed to address the long term funding needs of the MH/DS regions and continues to address this on a year-to-year basis. In the interim, ISAC will continue to work with a strong coalition of county officials and stakeholders to further educate legislators on why a long term solution is essential to the survival of the delivery of MH/DS in Iowa.

On a much more positive note, ISAC was pleased that Governor Branstad signed HF 2439, an ISAC legislative priority that increases the amount of funding to local public safety answering

By: Lucas Beenken and Jamie Cashman

ISAC Government Relations Team

points from E-911 surcharge fund to 60%. Also during that final week of session, the Iowa Legislature passed SF 2316, another ISAC legislative priority that remedies the changes made at the end of the 2015 session that tremendously hinder a county attorney's ability to collect delinquent court debt.

In terms of other major issues that were considered this session but failed to reach consensus on due to the split of the Democratic Senate and Republican House were bills that would provide long term funding for improving Iowa's water quality and providing a two-year outlook for school funding.

As this goes to press, the Governor is reviewing any of the bills that passed in the remaining days of session in order to take final action under the 30 day requirement. For a more comprehensive review of the 2016 session including bill summaries of key pieces of legislation affecting counties please attend the ISAC Legislative Webinar on at 1:30 pm on June 14. The full ISAC Summary of Legislation will be sent out soon and available at www.iowacounties.org.

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FY 2017 ISAC HIPAA Program

By: *Beth Manley*

ISAC Compliance Officer



What's included?

- Annual 60-minute “HIPAA 101” training via webinar for employees in your county or MH/DS region.
- Annual day-long (approximately 10 a.m. to 3 p.m.) in-person training in Des Moines for up to five persons from your county or MH/DS region. This training will be available only to participating counties or MH/DS regions and designed for your HIPAA security/privacy officers, HIPAA committee members or other staff that work with HIPAA and PHI regularly.
- **For MH/DS Region participants only**, annual 60-minute webinar providing training and assistance to a region’s unique HIPAA challenges.
- Access to all memos and other information previously generated through the ISAC HIPAA Program via an ISAC HIPAA Program member website.
- Access to all memos and other information generated through all member consultation hour questions as a part of the current year of the ISAC HIPAA Program via an ISAC HIPAA Program member website.
- Up to five hours annually for consultation on HIPAA questions. All participating counties and MH/DS regions will be required to select a HIPAA contact for purposes of the program. All questions shall come from this contact and be directed to Beth Manley, ISAC Compliance Officer. Beth will collect all questions and submit them to Alissa Smith, partner with the Dorsey & Whitney law firm. An estimate of the time needed to answer a question will be provided prior to beginning research. All legal research memos created in response to questions will be disseminated to all ISAC HIPAA Program participants via the ISAC HIPAA Program member website.
- If the program member has questions that exceed their consultation hours, the additional time will be billed to the program member. An estimate of the time needed to answer a question will be provided prior to beginning the research.
- If consultation hours are not used, the dollars will be invested in additional trainings and educational resources for the ISAC HIPAA Program.

- Quarterly newsletter, received via e-mail, with HIPAA news, reminders, checklists and other updates.
- Access to the ISAC HIPAA Program COIN site. Recent HIPAA updates, tips for staying in compliance, information about cyber security, and other topics will be posted frequently. Members will also be able to post questions on the message board and get feedback from ISAC staff and other members.
- Monthly webinars about various topics. Topics will include risk assessments, staff training, policies and procedures, cyber security, and other relevant topics.

What is the cost to a county or a MH/DS region?

New county: \$1,950

New region: \$2,000

Returning county or region participant: \$1,750

Who should participate?

Any county or MH/DS region that would like basic consultation, assistance and training on general HIPAA topics and issues.

When does the ISAC HIPAA Program start?

The third year of the program will run from July 1, 2016 to June 30, 2017.

How do we sign up?

Have your county or MH/DS Region approve and execute the “Service Agreement to Participate in the ISAC HIPAA Program” and return it to ISAC. Returning counties and MH/DS Region participants must sign a new Service Agreement.

Other questions?

Please contact Beth Manley at 515.244.7181 or bmanley@iowacounties.org.

meetings

2016 Fall School Agenda Finalized

The ISAC Board of Directors would like to announce the agenda for the 2016 ISAC Fall School of Instruction being held on November 30-December 2 at the Veterans Memorial Community Choice Credit Union Convention Center in Des Moines.

Prior to the start of the conference on Tuesday evening and Wednesday morning we will again be giving affiliates the opportunity to hold small affiliate committee meetings at the convention center. During this time (5 hours total) we have reserved a limited amount of meeting space for small committee meetings. This space will be available free of charge to all affiliates to ensure that they don't need to use any of their normal affiliate time (11 hours total) for small committee meetings. This space will be reserved on a first come, first served basis, so please plan and send your affiliate committee meeting plans to me as early as possible and prior to the Friday, October 7 deadline.

Conference registration using the new registration system (see pages 4-5) and hotel rooms through the online housing system for the fall school will open at 8:30 am on Wednesday, August 17. Affiliate agendas must be sent to ISAC by Friday, October 7, which is prior to the online housing deadline of 4:30 pm on Friday, October 28. As soon as ISAC receives an affiliate agenda, it will be sent out to all affiliate members and will be posted on the ISAC website.

Due to the Renaissance Des Moines Savory Hotel being closed for renovations during this time, we now have the following hotels available through the online housing system: Des Moines Marriott Downtown (conference headquarters hotel), Embassy Suites Des Moines Downtown, Holiday Inn Downtown, Hampton Inn & Suites Des Moines Downtown and Residence Inn Downtown Des Moines. Various transportation and parking options will be available to/from the convention center and your hotel, so attendees will be able to choose whatever option works best for their schedule and needs.

Skywalk Update: In conjunction with construction of the new, 330-room convention center hotel, a select portion of the downtown Des Moines skywalk, between Watson Powell Jr. Way and the convention center, will be closed during the Fall School. Easy-to-use maps have been created as well as signage with detour information will be displayed in the skywalks to direct you. In addition, a Des Moines Skywalk App will be available for download and will help navigate skywalk users to their destination while portions of the skywalk system are

By: Kelsey Sebern

ISAC Meeting/Event
Administrator



closed. Closed areas and four exits, have been identified and outlined at catchdes-moines.com/maps.

Additional registration information and other fall school details will be available in future magazines, as well as at www.iowacounties.org. In the meantime, please don't hesitate to contact me at ksebern@iowacounties.org if you have any questions.

2016 ISAC Fall School of Instruction - Conference Agenda

Veterans Memorial Community Choice Credit Union Convention Center

Tuesday, November 29

4:00 pm - 6:00 pm Exhibitor Setup

4:00 pm - 7:00 pm Affiliate Committee Meetings

Wednesday, November 30

ISAC Registration/Information Desk Hours: 9:00 am - 3:00 pm

Exhibit Hall Hours: 9:00 am - 5:00 pm

7:00 am - 9:00 am Exhibitor Setup

7:00 am - 9:00 am Affiliate Committee Meetings

9:00 am - 10:00 am Exhibitor Morning Refreshments

10:00 am - 11:30 am ISAC Educational Seminars

11:30 am - 12:30 pm Exhibitor Box Lunch

12:30 pm - 2:00 pm ISAC Educational Seminars

2:00 pm - 3:00 pm Exhibitor Ice Cream Social

3:00 pm - 5:00 pm ISAC General Session

*5:30 pm - 7:30 pm Hospitality Rooms

*7:30 pm - 10:00 pm ISAC Trivia Night

Thursday, December 1

ISAC Registration/Information Desk Hours: 7:30 am - 4:00 pm

Exhibit Hall Hours: 7:30 am - 12:30 pm

7:30 am - 8:30 am Exhibitor Morning Refreshments

8:30 am - 11:00 am Affiliate Time

11:00 am - 12:30 pm Exhibitor Lunch Buffet/Vendor Drawing

12:30 pm Exhibitor Teardown

12:30 pm - 5:00 pm Affiliate Time

*6:30 pm - 8:30 pm Hospitality Rooms (Marriott)

*8:30 pm - 11:00 pm ISAC Dance

Friday, December 2

ISAC Registration/Information Desk Hours: 7:30 am - 12:00 pm

7:30 am - 8:00 am Morning Refreshments

8:00 am - 12:00 pm Affiliate Time

**Event being held at the Des Moines Marriott Downtown. All other events will be held at Veterans Memorial Community Choice Credit Union Convention Center.*



The Iowa State Association of Counties (ISAC) announces the 12th Annual ISAC Scholarship Golf Fundraiser to be held Wednesday, August 31, 2016 at Toad Valley Golf Course in Pleasant Hill, Iowa. The ISAC Education Foundation Fundraising Committee will host the event to raise money for the ISAC Education Foundation, which awards scholarships to high school seniors who are children of county officials or county employees.

The 18-hole scramble (best-shot) with a shotgun start will begin promptly at 10:00 am. Registration begins at 9:00 am. You may register individually or in a group of up to four people. The \$80/golfer fee includes golf with a shared cart, lunch, beverages, and dinner following golf.

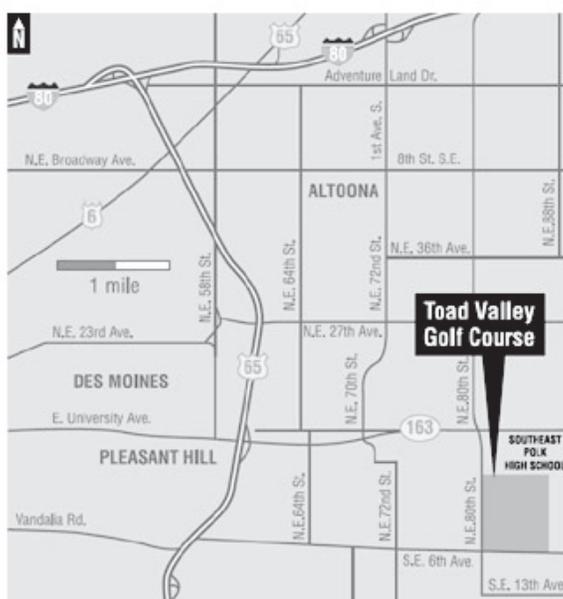
Miniature Golf – If you are not a golfer, but still would like to participate and support the fundraiser, try Toad Valley's mini-golf course! Registration for the mini-golf tournament will begin at 12:30 pm and play will begin at 1:30 pm. The fee is \$40 per mini-golfer. This fee includes lunch, a drink and dinner. Lunch will be served around 12:00 pm.

DON'T MISS THIS YEAR'S EVENT!

Individuals wishing to golf, mini-golf or just attend the meal/s should fill out and return the registration form by Friday, July 29, 2016. Payment must accompany your registration and is non-refundable. The course is limited to 144 golfers, and we have sold out in the past, so register early to reserve your spot! If you have any questions please contact Brad Holtan at 515.244.7181 or bholtan@iowacounties.org.

Directions:

Please find detailed directions at www.iowacounties.org. Toad Valley Golf Course is located at 237 NE 80th Street, Pleasant Hill, IA 50327.



We look forward to seeing you on August 31! Remember, registration begins at 9:00 am and golf begins with a shotgun start at 10:00 am sharp - please be prompt.



When: **Wednesday, August 31, 2016**
9:00 am – Registration
10:00 am – Golf - four-person scramble (best-shot)
Approximately 4:00 pm – Dinner (immediately following golf)

Where: **Toad Valley Golf Course**
237 NE 80th Street, Pleasant Hill, Iowa 50327
515.967.9575

Cost: **\$80 (18 holes of golf with a shared cart, lunch, beverages, and dinner)**
\$40 (Mini-golf with lunch, beverages, and dinner)
\$35 (Lunch and dinner only)
\$25 (Dinner only)

- I will play in the ISAC Golf Fundraiser on August 31. My \$80 is enclosed.
- I will play in the ISAC Golf Fundraiser on August 31. As a qualifying sponsor my fee is waived.
- I have organized a group to play in the ISAC Golf Fundraiser. Our total entry fee is enclosed.
- I would like to mini-golf. My \$40 is enclosed.
- No golf, meal/s only. My \$35 or \$25 is enclosed.

Contact Name: _____

County/Company: _____

Address: _____ City/State/Zip: _____

Phone/Fax/Email: _____

If you wish to arrange a group of players, please confirm your group prior to indicating the names on this form. Individuals and groups of less than four will be paired with other players.

1) Name: _____ County/Company: _____

Phone: _____ Email: _____

2) Name: _____ County/Company: _____

Phone: _____ Email: _____

3) Name: _____ County/Company: _____

Phone: _____ Email: _____

4) Name: _____ County/Company: _____

Phone: _____ Email: _____

Payment MUST accompany registration and is non-refundable. Make checks payable to the ISAC Education Foundation. Entries must be received by Friday, July 29, 2016, and are filled on a first come, first served basis. Mail to: ISAC, Attn: Golf Fundraiser, 5500 Westown Parkway, Suite 190, West Des Moines, IA 50266. If you have any questions, please contact Brad Holtan at 515.244.7181 or bholtan@iowacounties.org.



The Iowa State Association of Counties (ISAC) announces the 12th Annual ISAC Scholarship Golf Fundraiser to be held Wednesday, August 31, 2016 at Toad Valley Golf Course in Pleasant Hill. The 18-hole scramble (best-shot) with a shotgun start will begin promptly at 10:00 am. Registration begins at 9:00 am. The ISAC Education Foundation Fundraising Committee will host the event to raise money for the ISAC Education Foundation, which awards scholarships to high school seniors who are children of county officials or county employees. In an effort to raise funds, the committee asks that you consider supporting the ISAC Education Foundation's scholarship program through the following sponsorship opportunities.

Title Sponsor - \$3,000: *Exclusive* sponsorship; premium signage on tournament banner; chance to briefly address attendees during dinner; listed in program; company brochure (provided by company) distributed to players; four golf registrations; lunch and dinner provided for up to two additional people; and a website and magazine listing.

Dinner Sponsor - \$2,000: *Exclusive* Premium signage displayed during dinner; listed in program; company brochure (provided by company) distributed to players; two golf registrations; lunch and dinner provided for up to two additional people; and a website and magazine listing.

Lunch Sponsor - \$2,000: *Exclusive* Premium signage displayed at registration; listed in program; company brochure (provided by company) distributed to players; two golf registrations; lunch and dinner provided for up to two additional people; and a website and magazine listing.

Beverage Cart Sponsor - \$1,500: Premium signage displayed on beverage cart on the course; company name listed on beverage tickets; listed in program; company brochure (provided by company) distributed to players; one golf registration; lunch and dinner provided for up to two additional people; and a website and magazine listing.

Reception Sponsor - \$1,500: *Exclusive* Premium signage displayed during post-golf reception at clubhouse; listed in program; company brochure (provided by company) distributed to players; one golf registration; lunch and dinner provided for up to two additional people; and a website and magazine listing.

Miniature-Golf Tournament Sponsor - \$1,500: *Exclusive* Premium signage on mini-golf course; listed in dinner program; opportunity to display company material at mini-golf course; opportunity to provide non-alcoholic beverages, snacks, or small items to mini-golfers; and a website and magazine listing.

Hole Sponsor - \$1,000: *Exclusive* hole sponsorship; signage at tee box; listed in program; opportunity to display company material at tee box; opportunity to provide non-alcoholic beverages, snacks, or small items to golfers (sponsors should bring their own table, chairs, etc.); one golf registration; lunch and dinner provided for up to two additional people; and a website and magazine listing.

Hole Co-Sponsor - \$500: Signage at tee box; listed in program; opportunity to display company material at tee box; opportunity to provide non-alcoholic beverages, snacks, or small items to golfers (sponsors should bring their own table, chairs, etc.); and a website and magazine listing.

Sponsorships - \$250: Your choice of the following exclusive sponsorships. Each sponsorship provides signage, a program listing, and a website and magazine listing.

- Range Ball Sponsor – free range balls will be given to all participants prior to the fundraiser.
- Ring Game Sponsor – a par three green will have a ring drawn around the hole. Any participant who lands their ball inside the ring will get a portion of the prize pot.

Prize Sponsors - Eagle Level - \$300, Birdie Level - \$200, Par Level - \$100: Opportunity to donate cash or prizes for raffle, contest and tournament prizes; listed in program; company name will be mentioned when awarding prizes during dinner; listed on ISAC's website and in one issue of ISAC's magazine. If donation \$1,000 or more then one golf registration and lunch and dinner provided for up to two additional people.



When: **Wednesday, August 31, 2016**
9:00 am – Registration
10:00 am – Golf - Four-person scramble (best shot)
Approximately 4:00 pm – Dinner (immediately following golf)

Where: **Toad Valley Golf Course**
237 NE 80th Street, Pleasant Hill, Iowa 50327
515.967.9575

Company Name: _____

Contact Name: _____

Address: _____ City/State/Zip: _____

Phone/Fax/Email: _____

Sponsorship Opportunities:

- | | |
|---|---|
| ___ Title Sponsor - \$3,000 (includes 4 golfers)* | ___ Dinner Sponsor - \$2,000 (includes 2 golfers)* |
| ___ Lunch Sponsor - \$2,000 (includes 2 golfers)* | ___ Beverage Cart Sponsor - \$1,500 (includes 1 golfer)* |
| ___ Reception Sponsor - \$1,500 (includes 1 golfer)* | ___ Miniature-Golf Sponsor - \$1,500 (includes 1 golfer)* |
| ___ Hole Sponsor - \$1,000 (includes 1 golfer)* | ___ Hole Co-Sponsor - \$500 |
| ___ Range Ball Sponsor - \$250 | ___ Ring Game Sponsor - \$250 |
| ___ Prize Sponsor* - Eagle - \$300, Birdie - \$200, Par - \$100 and/or a prize of _____ | |

Sponsorship Fee: _____ **Signature:** _____

AMOUNT ENCLOSED: _____ **Date:** _____

* If your sponsorship level is \$1,000 or above, please fill out the golfer registration form for the appropriate number of golfers. Feel free to register additional golfers beyond those included with your sponsorship and remit the golfer fee of \$80 for each additional golfer.

Payment MUST accompany this contract and is non-refundable. Make checks payable to the ISAC Education Foundation. Contracts must be received by Friday, July 29, 2016. Mail to: ISAC, Attn: Golf Fundraiser, 5500 Westown Parkway, Suite 190, West Des Moines, IA 50266. If you have any questions please contact Brad Holtan at 515.244.7181 or bholtan@iowacounties.org.

Public Health Response to the Zika Virus Outbreak

By: *Kathy Babcock*

Chickasaw County Public Health
ISAC Board of Directors



Public health agencies at every level are being challenged by the highly-reported outbreak of the Zika virus, a mosquito-borne virus which has been scientifically linked to babies born with microcephaly (abnormally small head) and Guillain Barre Syndrome (GBS) – a rare neurological disorder that can cause partial to complete paralysis, and even death.

Some public health agencies, particularly those in the southern United States, Puerto Rico, the Caribbean, and Central/South America, are on the front lines of Zika virus education and prevention. The species of mosquito that carries the virus (*Aedes aegypti* and *Aedes albopictus*) are found in those regions. In Iowa, public health's role is primarily surveillance and education.

Zika sounds like an exotic, new disease; however, the virus was first discovered in 1947 in Uganda and the first human cases were documented in 1952. Since that time, outbreaks have occurred in 2007 and 2013-2014 in the Pacific Islands, and most recently, the outbreak which began in Brazil in 2015.

The virus is carried by mosquitoes that bite an infected human, then transmit the virus to another human through a bite. Recently, the Centers for Disease Control and Prevention (CDC) have confirmed cases of the virus being sexually transmitted through semen. The majority of individuals infected with the virus have no symptoms; only 20% of those infected with Zika have symptoms and those symptoms are typically mild – fever, rash, pink eye. Hospitalization rates are very low. At this time, there is no vaccine, nor treatment for Zika.

The most significant concern is for pregnant women whose pregnancy can result in microcephaly – a condition in which a child is born with an abnormally small head and which can lead to mild to severe developmental delay, intellectual disability, seizures, hearing and vision problems, as well as movement and balance challenges. In Iowa, this population of pregnant women is the primary target for education. Local public health agencies, under the guidance of the Iowa Department of Public Health (IDPH) are advising pregnant women to reconsider travel to areas of ongoing Zika transmission, and if they do go there, to take protective action against mosquito bites, such as wearing DEET-containing repellent, and long sleeves and pants.

As of mid-April, four Iowans had tested positive for the Zika virus; none were pregnant and all had a travel history to an

area where Zika transmission is ongoing. This travel issue remains the main threat to Iowans. There have been no cases of locally-transmitted cases of Zika anywhere in the U.S.; that is, no one has contracted the virus without a travel history to a Zika-affected area (the cases of sexually-transmitted Zika involved a male partner with a history of travel).

A poll conducted by Harvard University in March found a great deal of misunderstanding among Americans about Zika. While 87% of those questioned understood Zika virus is transmitted by mosquitoes, about one in five (22%) were not aware the virus can be transmitted from mother to baby during pregnancy and about one-third (31%) mistakenly believe Zika can be transmitted by coughing or sneezing (like influenza).

The good news in this Harvard study, especially for Iowa where mosquito-borne diseases like West Nile virus are a much greater risk than Zika, is that a majority of those questioned (67%) routinely take mosquito-prevention steps. More than half wear mosquito repellent and dump out standing water in containers, bird baths, old tires, and other receptacles. Nearly half (46%) replace torn window screens and 39 percent say they wear long sleeves when outdoors during mosquito season. These are all good steps to prevent mosquito bites.

This focus on the home-grown, mosquito-borne risks will be the focus of a public information campaign planned by IDPH this summer. IDPH also will increase *Aedes* mosquito surveillance in Iowa (although historically, this mosquito has not been significantly detected in the state). Zika informational webinars will be held with medical, public health, and community partners to communicate the relatively low risk of Zika to Iowans.

While Zika appears to be a low risk public health concern in Iowa, except for individuals traveling to areas of ongoing Zika transmission, the state and local public health agencies will continue to study the emerging health information from CDC and modify our response efforts appropriately, including the education of the public and medical community.

To learn more about the Zika virus, areas of ongoing transmission, and weekly status reports, please visit www.idph.iowa.gov/ehi/zika.

ISAC Board Meeting Summary - April 29, 2016

President Joan McCalmant called the meeting to order and led the Board in the Pledge of Allegiance.

The February 12, 2016 meeting minutes and the March 10, 2016 Spring School General Session minutes were passed unanimously as written.

The Board recessed and reconvened following the Iowa Counties Technology Services Board Meeting.

Brad Holtan gave the financial and investment reports as of March 31, 2016. Highlights included an increase in IPAIT revenue and spring school registrations. Statements have been sent out for past-due invoices. He also reported that the 12th Annual ISAC Scholarship Golf Fundraiser will be held on Wednesday, August 31 at the Toad Valley Golf Course in Pleasant Hill. Golfer and Sponsor registration forms available on pages 13-16.

Kristi Harshbarger gave an update on legal matters and a report of the ISAC articles and bylaws committee concerning changes related to the 2017 legislative policy process. Redline changes of the articles included defining a voting member of the association as an elected official of an Iowa county or principal officer for a county department that is represented by an affiliated association. Changes to the bylaws continue to clarify voting rights and walk through the process. A detailed timeline of the process was also reviewed. The board amply discussed the changes and requested language updates.

Kristi reviewed changes to the ICACMP contract and the items that remain points of discussion and negotiation. The Board unanimously approved granting contract approval authority to the Executive Committee.

Beth Manley presented a plan for the FY 2017 ISAC HIPAA Program of which the costs will remain unchanged. See all perks and information on page 11.

Jon Covalt gave an update on the ISAC network upgrades, installations, and connections. He presented initial quotes for new internet and phone contracts.

Robin Harlow gave a demonstration of several functions and maps with the Tableau tool. He also gave an update on the County Strategic Technology Advisory Resource (CoSTAR) committee activities.

Rachel Bennett reported that plans are moving forward to create three election videos with the involvement of the auditors affiliate. Completion date of the project is July 1.

Rachel also gave a demonstration of the new ISAC Event Management tool which will be used by ISAC members to register for meetings. See a full tutorial on pages 5-6.

Jamie Cashman and Lucas Beenken gave an update on the legislative session. See a breakdown on pages 10.

Melvyn Houser and Grant Veeder gave the NACo Board of Directors report. The Iowa Caucus Meeting during the NACo Annual Conference will take place from 5:00 pm – 6:00 pm on Saturday, July 23.

Bill Peterson reported that ISAC received one nomination for the NACo Board Member position from Melvyn Houser. Melvyn was unanimously reappointed as the ISAC NACo Board Member for a three-year term.

Kelsey Sebern reviewed the survey results from the 2016 ISAC Spring School of Instruction. It was a successful conference overall with some concerns about food quality and selections. Rachel reported a decrease in the use of the Spring School conference app compared to the Fall School app.

Beth reported that the HIPAA Program Training was successful, and Robin reported a successful Smart Connections Conference as well.

Kelsey presented the proposed 2016 ISAC Fall School of Instruction agenda which was approved unanimously by the Board.

Kelsey gave an overview of the ISAC Board of Directors Retreat being held in Cedar Rapids on September 21-23 and presented the 2017 New County Officers School Agenda.

Kelsey reported that the 2017 ISAC Legislative Conference is contracted to be held on St. Patrick's Day. Due to travel concerns and increased activity in the hotel, she recommended that the date be moved to the week prior with no charge to move the dates. The Board unanimously approved moving the 2017 ISAC Legislative Conference (formerly known as the Spring School of Instruction) to March 9-10, 2017.

President McCalmant adjourned the Board following board members sharing issues, concerns, ideas, achievements, etc. with other board members.

Welcome, Katie!

By: *Katie Cook*

ISAC Receptionist/Administrative Assistant



Hello all, my name is Katie Cook. I joined the ISAC team as the receptionist/administrative assistant on February 29. From the beginning, all of the staff made me feel so welcome and comfortable settling into a new environment. I feel very fortunate to have found such an amazing organization with so many hard-working and kind-hearted coworkers to be surrounded by.

I started at ISAC a couple of weeks before Spring School of Instruction was to be held. That gave me an opportunity to jump right in, hands-on, during a very busy time of the year. I was thankful for this, not only because it was a great learning experience, but also because it gave me a chance to work closely with my colleagues and get to know them better. I also was able to meet many of the members at the event, which I really enjoyed. Many introduced themselves and welcomed me to the team.

I was born in Des Moines, Iowa and raised in Indianola. I graduated from Indianola High School in 2012. From there I

attended DMACC and earned an Associate in Arts degree. I have since moved from my hometown and have been living in the West Des Moines/Urbandale area for almost two years. I have two pets, a dog and a cat whom I love dearly. My dog is a pug/Chihuahua mix named Benzie, and my cat's name is Gato. A quick Spanish lesson, "gato" means "cat." I'm not very original. While not at work, I like to spend much of my free-time outdoors; being on the lake, camping, hiking and sitting around a bonfire are some of my favorite "Iowan" things to do. Although I love the state of Iowa and am blessed to have grown up here, one of my biggest goals in life is to travel the world and experience how different countries and cultures live and differ from our own.

I thank those of you reading for taking the time to get to know a little about me, and I look forward to my future at ISAC so that I have the opportunity to meet and get to know many of you as well.

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ISAC brief

Welcome, Laz!

Raised in Seattle while of Canadian descent, I was brought to Iowa on a basketball and soccer scholarship to Ashford University in Clinton, Iowa. I graduated in three years with a Bachelor of Arts degree in Business Administration with a specialization in finance and a minor in psychology. After graduating I accepted a position in Washington D.C. as a Business Development Associate.

However, we returned to Iowa, and I worked as a Legal Processor, a Project Coordinator, and a NICU equipment technician. I also earned my Emergency Medical Technician certificate in 2015 and completed multiple shifts with Des Moines Fire Department, Unity Point's Life Flight, and Emergency Departments throughout the Des Moines Area. This all lead to my current position at ISAC as a Project Manager.

Outside of my professional life, I am a keen guitar player for our two Pit bulls, a sports enthusiast, and an avid adrenaline seeker. I have five brothers and four sisters, and we were groomed for a military career due to my father being an Army Ranger HALO Jumper (High Altitude Low Opening), my elder siblings 'fell in line' joining the Airforce, Marines, and Navy. I am the first of my family to attend and graduate college and am still in the

By: *Laz Schreck*

ISAC Project Manager/Data Analyst



civilian world. Due to their career choices, I have traveled to an abundant number of states and countries for which I am grateful. Exposure to multiple cultures has significantly shaped my mentality to be open and understanding.

My favorite film is Rocky Horror Picture Show, any documentary that covers multiple sides of the storyline intrigues me, and Halo is my go-to game. I am also a strong advocate for equal rights and animal rights but am expressive in a non-aggressive way. We rescued one of our two dogs from an animal neglecter, and it is one of our proudest moments. Staying active is a huge part of our lives; weightlifting, plyometrics, sports, and rollerblading with our dogs are our fondest forms but dabble in others once in a while.

In the future I intend to further my education with project management certifications and relevant training courses. I strive to continually expand my knowledge base and thrive off of experiences, whether personal or professional. I am ecstatic to have been given this position and am ready to be a part of the ongoing efforts to improve this organization and the services that we offer our members.

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Celebrate Safety

Counties are one of the most unique risks when it comes to keeping employees safe. From law enforcement and health services to parks and secondary roads, counties have a myriad of risks to cover with miles and miles of roads to maintain and patrol; all day, every day. There's no doubt that running a county includes challenges, whether it's providing services to the residents or keeping employees safe.

There is no one-way to provide safety services to each county. The goal is to provide every opportunity for each employee to go home at the end of the day in the same condition in which they reported to work. Every successful organization has one thing in common; safety is built in, not added on. This starts with the leaders of the organization. In the case of a county, this is the board of supervisors. Every organization also needs a safety champion. Often the champion is someone in a position of authority, like a board member, a department head or an auditor, but it can be almost any employee with a passion for safety who wants to make a positive impact on the organization.

With 99 counties in Iowa you don't have to look far to find one with an active safety committee doing good things and achieving excellent results. We visited with several who are willing to share some of their success stories.

Kossuth County, the largest county as measured by square miles, is also one of the most successful as measured by loss ratio and experience modification factor (EMF). Connie Ludwig, safety coordinator for the county, shared some of the things the county does to keep employees safe:

- A safety committee meets monthly with a representative from each department on the committee so each member can take back information and share it with the department members.
- At the beginning of each year safety goals are set by the safety committee. The goals are emailed to employees, and throughout the year employees are reminded how the county is doing on the goals.
- When safety goals are met a luncheon is provided to employees. The committee also provides safety-related gifts as a thank you for a job well done.
- The committee plans trainings throughout the year, such as fire extinguisher training, first aid and CPR training, and AED and wellness activities. They also conduct fire and tornado drills annually.
- The secondary roads department holds spring and fall safety meetings annually.
- All new employees receive a safety orientation, including emergency plans and how to report an injury.

By: IMWCA - Iowa Municipalities Workers' Compensation Association

Cherokee County has a similar setup and is also seeing some impressive results. With two members of the board of supervisors and representatives from other departments on their safety committee, Cherokee County has made tremendous progress in the safety of the employees, and it has resulted in much lower cost for workers' compensation coverage. The county is planning an annual summer thank you barbecue/cook out for employees and their families to celebrate their success. To learn more about planning a celebration like this contact Deputy Recorder Michelle Rupp-Wedmore.

Another success story is Clinton County, led by County Engineer Todd Kinney. In addition to many of the same activities already mentioned, Clinton County takes advantage of outside resources. For example, the Iowa Department of Transportation conducts rigging and tie-down training and the Local Technical Assistance Program provides work zone safety training for the county. Kinney emphasizes they like to keep things fresh, not just have a meeting for meeting's sake. Clinton County also takes time to thank the employees by providing lunch at a meeting or two during the year.

A word about safety incentives. Some falsely believe that the Occupational Safety and Health Administration (OSHA) is against safety incentive programs. This is untrue; OSHA is against incentive programs that discourage workers from reporting injuries. Any reward program should be built around your existing safety goals and objectives and based on leading indicators, like safety training. Do not use lagging indicators, such as recordable or lost-time injuries.

We mentioned a few of the successful counties as resources, but there are many other excellent resources available. Your workers' compensation provider has a staff of loss control experts available, just ask. Many will provide you with recommendations and suggestions to improve your loss experience. Most providers have resources like online training and/or a video lending library. Other resources such as the National Safety Council and even OSHA are available. OSHA will provide a consultation without any penalty if you agree to correct any deficiencies they identify in a timely manner. Derek Wellington at Henry County took advantage of the program, and he's happy to share his positive experience with you. Everyone has the same goal: at the end of the day, we all go home safe to our family and friends.

IMWCA is a self-funded, risk-sharing pool that provides workers' compensation coverage to local governments. IMWCA is endorsed by ISAC, and endorsed and administered by the Iowa League of Cities. Learn more at www.imwca.org or imwcainfo@iowaleague.org.

miscellaneous

March Madness...All Year

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

March madness started a bit early this year and has continued on. Through mid-February the markets experienced significant volatility resulting in declines of asset prices, interest rates, and commodity prices. Much of the volatility was driven by oil and commodity markets hitting decade lows, disappointing overseas economic data, and worries that the Federal Reserve had acted too soon and that the U.S. economy was slowing. The last six weeks of the quarter saw many of these factors turn into fading concerns and the markets rallied into quarter end.

In March the Federal Reserve held rates unchanged and lowered their forecast from four to two rate increases in 2016, more closely aligned with market and our expectations. As in previous meetings, the Fed indicated a gradual and data dependent path for rate increases over the coming quarters.

Interest rates, as measured by the 10 year U.S. Treasury rate, ended March at 1.77%, down 0.47% for the first quarter largely due to heightened volatility and overseas demand for the safety and liquidity of Treasuries. Lower rates resulted in positive absolute performance for most fixed income sectors. The Barclays Aggregate Index, a proxy for the bond market, generated a positive return of 3.03% for the first quarter which was the strongest quarter in over four years.

While short term bouts of volatility are likely to continue, we believe that the intermediate to long-term fundamentals eventually drive market performance. Our base case of modest but sustained U.S. growth and a gradually increasing rate environment should be supportive of the corporate sector while municipals and mortgages should perform better with more stability in interest rates.

IPAIT is here to help provide you both short and long-term options and safety of principal, no matter what the year brings. 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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2016 calendar

June 2016

- 15-17 ICIT Midyear Conference
(West Des Moines Marriott)
- 21-23 Records Summer School
(Honey Creek Resort, Moravia)

July 2016

- 7 ISAC Board of Directors Meeting
(ISAC Office)
- 13-15 ISACA Summer School Conference
(West Des Moines Sheraton)
- 22-25 NACo Annual Conference
(Long Beach, CA)

August 2016

- 25-26 ISAC LPC Retreat
(Hotel Renovo, Urbandale)
- 31 ISAC Scholarship Golf Fundraiser
(Toad Valley Golf Course, Pleasant Hill)

September 2016

- 13-14 CM&MHDS Annual Conference
(West Des Moines Sheraton)
- 18-21 ISSDA Jail School
(Holiday Inn Airport)
- 21-23 ISAC Board of Directors Retreat
(Linn County)
- 29 ISAC LPC Meeting
(ISAC Office)

October 2016

- 27-28 ISAC Board of Directors Meeting
(ISAC Office)

November 2016

- 30-2 ISAC Fall School of Instruction
(Veteran's Memorial Community Choice
Credit Union Convention Center, Des
Moines)

December 2016

- 4-7 ISSDA Winter School
(Holiday Inn Airport, Des Moines)

- 6-8 ICEA Annual Conference
(Scheman Building, Ames)
- 14 ISAC Board of Directors Meeting
(ISAC Office)

If you have any questions about the meetings listed above or would like to add an affiliate meeting to the ISAC calendar, please contact Kelsey Sebern at ksebern@iowacounties.org.

Future ISAC Conference Dates

March 9-10, 2017 ISAC Legislative Conference
(Des Moines Marriott Downtown)

All conferences listed below will be held in Des Moines at the Veterans Memorial Community Choice Credit Union Convention Center.

- | | |
|--------------------|-----------------------------|
| August 23-25, 2017 | ISAC Annual Conference |
| March 14-16, 2018 | ISAC Legislative Conference |
| August 22-24, 2018 | ISAC Annual Conference |
| March 13-15, 2019 | ISAC Legislative Conference |
| August 21-23, 2019 | ISAC Annual Conference |
| March 11-13, 2020 | ISAC Legislative Conference |
| August 26-28, 2020 | ISAC Annual Conference |

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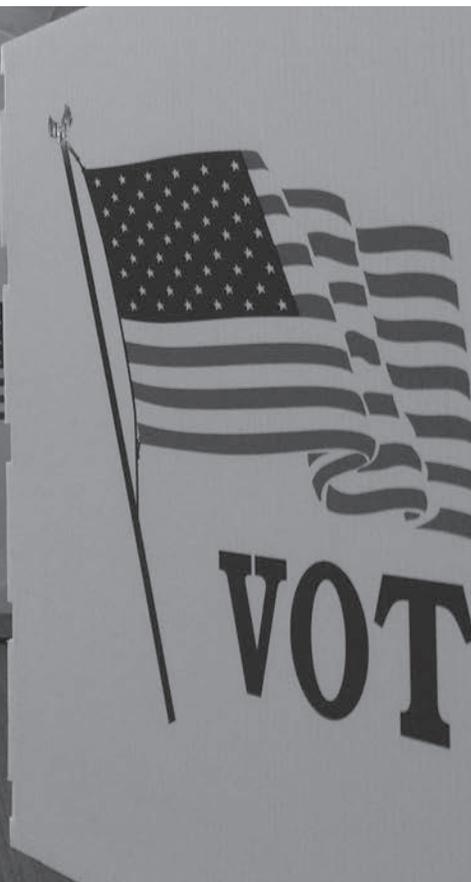
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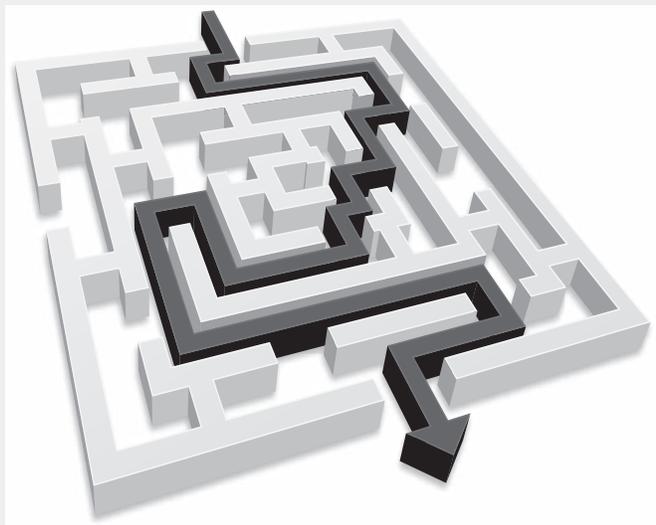


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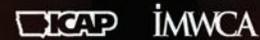
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