

# Iowa County

Iowa State Association of Counties



August 2007  
Archival Grants  
Golf Fundraiser Wrap-Up  
2007 - 2008 District Officers



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# The Iowa County

August 2007 \* Volume 36, Number 7

The Iowa County. The official magazine of the Iowa State Association of Counties  
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ISAC members are elected and appointed county officials from all 99 counties. *The Iowa County* (ISSN 0892-3795, USPS 0002-150) is published monthly by the Iowa State Association of Counties 501 SW 7th St., Ste. Q, Des Moines, IA 50309-4540. Periodicals postage paid at Des Moines, IA 50318. POSTMASTER: Send address changes to *The Iowa County*, 501 SW 7th St., Ste. Q, Des Moines, IA 50309-4540. Subscriptions: \$25 per year.

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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.

## Counties Finding Grants to Archive Their Past, Present

By Charles Taylor  
NACo County News  
Senior Staff Writer

Troup County, Ga.'s 19th century court records will be available to literally millions, now that they're being digitally scanned and put online.

The county's Historical Society and Archives is using a \$75,000 grant from the National Historic Records and Publications Commission (NHPRC) — part of a pilot project to fund archival digitization projects across the country. Troup is just one of several U.S. counties that are using state and federal grants to fund archives and records management projects. Harris County, Texas and Cook County, Ill. have also received grants from NHPRC.

Kaye Lanning Minchew, director of Troup County's archives, heard about the grant program last year, at a conference of archivists and records managers in Washington, D.C. The digitization grants were aimed at well-organized collections "of national importance" that could be scanned without a lot of "prep work," she said. "I sort of quickly lit on the idea: What's more important than local government records? — because they touch the lives of everyone."

NHPRC ([www.archives.gov/nhprc](http://www.archives.gov/nhprc)) is the grant-making arm of the National Archives in Washington. With an annual budget of about \$6 million, it runs a small, competitive grant program for which counties can apply.

The agency supports projects to: research and develop ways to preserve authentic electronic records, assist archives through a network of state partners, preserve and make accessible records and archives, publish papers documenting America's founding era, publish papers documenting other eras and topics important to an understanding of American history, and improve professional education for archivists and historical documentary editors.

The agency's grants are "highly competitive," according to Kathleen Williams, NHPRC's deputy executive director. "Many of the grants we award, we award at the state level — to what's called the State Historical Records Advisory Board; every state and (U.S.) territory has one." The advisory boards then re-grant the money to applicants within their state.

NHPRC grants differ from other federal programs —

where eligibility is the sole criteria, Williams continued. County governments compete with other entities such as museums, colleges and universities, and historical societies in one large pool of applicants.

Still, over the years, a number of counties have vied successfully. Most recently, in 2005 the Cook County Office of the Clerk of the Circuit Court received a \$141,000 grant to microfilm and index more than 400,000 declarations of intention, dating from 1906 to 1929. The documents are the first papers filed by immigrants wishing to become citizens.

Troup County received its grant in 2006. "We had this remarkably intact collection of papers," said Minchew, who also serves on the board of the National Association of Government Archivists and Records Administrators (NAGARA). "But the only way to really use them was to come here to the archives and to look them up and handle them in person. We saw the digitization as an opportunity to make these county records available to a much wider audience: anybody who has access to the Internet."

Last year, Harris County received \$42,369 to appraise, arrange, describe and develop a protocol to provide access to Juvenile Probation Department records from 1907 to 1967. "NHPRC is probably the only funding source that will provide processing monies to local governments to process records," said Sarah Canby Jackson, the Texas county's archivist. "It's very, very difficult to get funding for government records." Other federal agencies, such as the National Endowment for the Humanities, make grants, she added. However, "NEH wants it to be humanities-related, and they have a lot of trouble considering government records to be humanities-related."

Harris County's grant enabled Jackson to hire a project archivist for one year to help organize 500 cubic feet of records — the equivalent of 1.5 million pages, which if laid end-to-end would stretch 243 miles. It was this sheer volume that led Jackson to apply for grant assistance.

"The records themselves are extremely important to Harris County," she said. "We're finding information in those records that we didn't know existed. For example, there are pension applications for people who were born in the 19th cen-



ture.” Those are a rarity because the county has few records that predate 1940; many have deteriorated in the Houston-area county’s hot, muggy climate.

NHPRC’s funding from Congress is a pittance compared to some state programs. For example, New Jersey’s Public Archives and Records Infrastructure Support (PARIS) grants program is one of the largest state programs of its kind in the nation, according to Karl Niederer, New Jersey’s state archivist and president of the Council of State Archivists (CoSA). Since 2005, \$52 million in PARIS grants have been awarded to counties, cities and towns in the Garden State. New York has the largest such program.

Because of budget constraints, NHPRC is not able to fund all applicants, Williams said. “Right now, our program is just too small to be able to accommodate every application. We would love to have that happen in the future with all competitive applications.”

Meanwhile, CoSA is lobbying Congress to try to increase the program’s funding. Adds Harris County’s Jackson, NHPRC “is an agency that every year, the (federal) government tries to get rid of; the money that’s left is fought over to get it.”

NHPRC has two grant programs still open this year for which counties may apply: Archives – Basic Projects, and Archives – Detailed Processing Projects, both of which have an

Oct. 1 deadline. Each program promotes “the preservation and use of America’s documentary heritage essential to understanding our democracy, history and culture.”

To improve their chances of obtaining grants, Williams advises counties to work with their state historical records advisory boards. She added that grant applications are peer-reviewed, and it’s important for localities to state clearly why a city or county maintains its own archives and what their relationship is with state archives. “We need to know the universe within which you work to get a sense of your place in the historical records continuum.”

Jackson added that before writing a grant, it’s very important to bring in a consultant to “look at records and make recommendations on how it should be processed and the kinds of things that need to be done” in terms of conservation.

It may be spending money to get money, but she says it’s worth it. “I think it makes a big difference, at least in terms of the applications I’ve read,” she said as someone who has been a peer-reviewer. Any government should be willing to spend \$2,000 to \$3,000 for a consultant if it results in obtaining grants worth tens of thousands of dollars, she said.

“There are so many local records out there that are just incredible, and a lot of times, local governments just don’t have the monies to preserve them,” Jackson said — especially in the case of “records like this that are not the sexy historical records of the county clerk,” referring to her Juvenile Court records project. “They’re not the marriage licenses and the divorce decrees, the plat maps and that kind of thing, but they’re fabulous records. They’re as much a history of this county as anything else, and they need to be preserved.”

# capitol comments

## 2007 Legislative Statistics

It is always interesting to try and quantify the work we do at the state capitol. In preparation for the June district workshops, I compiled a set of statistics in an attempt to measure our work activity and the outcomes we experienced. To put the information in some perspective, I also included similar information from the 2006 legislative session. The comparisons are interesting and by most measures we had a very active and successful year.

The first chart compares the numbers of bills and resolutions introduced in the 2006 and 2007 legislative sessions. It is broken down into house and senate files, study bills and resolutions. The chart lists the total numbers of each type of legislation introduced and the difference between the two legislative sessions. There were significantly more pieces of legislation in 2007 compared to 2006.

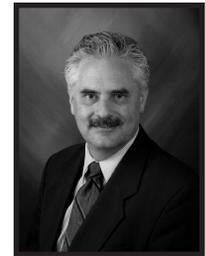
2006 and 2007 Legislative Statistics			
Bills and Resolutions Introduced	2006	2007	+ / (-)
House Files (HF)	798	933	135
House Study Bills (HSB)	280	324	44
Senate Files (SF)	411	607	196
Senate Study Bills (SSB)	276	362	86
House Resolutions (HJR, HCR, HR)	94	76	(18)
Senate Resolutions (SJR, SCR, SR)	78	69	(9)
<b>Total</b>	<b>1937</b>	<b>2371</b>	<b>434</b>

The next chart breaks down the total bills considered by the General Assembly in 2007 and how ISAC categorized them. Bills in the "FYI" column reflect those measures ISAC staff referred to affiliate liaisons on a "For-Your-Information" basis for evaluation and input. If we did not hear back from liaisons, these bills remained in the FYI status. When any affiliate or county official wanted ISAC to monitor a bill without registering to lobby on it, we categorized it as "Tr" or "track." Bills marked "F" are those pieces of legislation that ISAC was formally registered in favor of, or "For." Bills designated "A" are those that ISAC registered opposed to, or "Against," and those with a "U" indicate that ISAC was registered neutral or "Undecided." Finally, those items in the column marked "NA" were "Not Applicable." In order to make the NA determination, we still had to read each bill and make an affirmative decision that it was of no interest to us.

2007 ISAC Position on Bills							
Bills and Resolutions	FYI	Tr	F	A	U	NA	Total
HF	144	23	94	23	34	615	933
HSB	71	11	31	13	16	182	324
SF	137	9	56	14	23	368	607
SSB	74	8	38	10	18	214	362
HJR, HCR, HR	5		2	1		68	76
SJR, SCR, SR		6			1	62	69
<b>Total</b>	<b>437</b>	<b>51</b>	<b>221</b>	<b>62</b>	<b>91</b>	<b>1509</b>	<b>2371</b>

By: **John Easter**

ISAC Director of  
Intergovernmental Affairs



This last chart provides the same information for 2006 as for 2007 above. The 2006 numbers include 53 bills of interest to ISAC that were held over from the 2005 session.

ISAC's Position on Bills							
Bills and Resolutions	FYI	Tr	F	A	U	NA	Total
HF	130	30	75	20	43	537	835
HSB	56	7	14	6	13	185	281
SF	61	20	40	12	25	267	425
SSB	47	9	16	10	21	173	276
HJR, HCR, HR	9			1		85	95
SJR, SCR, SR	5					73	78
<b>Total</b>	<b>308</b>	<b>66</b>	<b>145</b>	<b>49</b>	<b>102</b>	<b>1320</b>	<b>1990</b>

These numbers obviously do not illustrate the whole picture. In order to understand the complete story, it would be necessary to review the content of every piece of legislation reflected in each statistic, but that is not practical to do here. To see the content of the important bills that passed in 2007, look at our "2007 Summary of Legislation" book we distributed at the district workshops. You can review that information on our ISAC website at [www.iowacounties.org](http://www.iowacounties.org).

Some people think these statistics demonstrate that county officials experienced a successful legislative session. Some also believe these numbers show that state lawmakers were listening to their local officials. Take a look at the numbers and see what conclusions you may draw.

## ISAC's Activity in 2007

How many bills that ISAC registered "For" passed?  
2007 - 31, 2006 - 25\*

How many bills that ISAC registered "Against" passed?  
2007 - 3, 2006 - 0

How many ISAC legislative objectives were introduced (in whole or in part)? 2007 - 31+, 2006 - 26

How many ISAC legislative objectives were enacted?  
2007 - 19, 2006 - 14\*\*

\* 2 bills were vetoed

\*\* 1 objective was vetoed in 2 different bills

+ 2 were not in book

FYI = For your information

U = Undecided

F = For

Tr = Track

A = Against

NA = Not Applicable

## Deciding Whether the ADA Covers a Particular County Employee

By: David Vestal

ISAC General Counsel



**Implementing the ADA:** A county recently struggled with an employment issue regarding the Americans with Disabilities Act.

A county employee was having difficulty at work, and the county was afraid to discipline or terminate the employee. The county had no knowledge of the cause of the employee's work difficulties. But the county was concerned that if the cause was due to a mental or physical disability, then terminating the employee might violate the ADA.

The ADA requires that reasonable accommodation be made only for the "known" physical or mental limitations. 42 U.S.C. §12112(b)(5)(A). An employer is not "expected to accommodate disabilities of which it is unaware." 29 C.F.R. App. §1630.9.

Employer obligations are triggered when the employee tells the employer about his or her condition or when the employer otherwise becomes aware of the condition. If an employer simply knows of an employee's symptoms, which may have a number of sources other than disability, then the employer is not charged with knowledge of an employee's disability.

For instance, in *Miller v. National Casualty Co.*, 61 F.3d 627 (8<sup>th</sup> Cir. 1995), the federal 8<sup>th</sup> Circuit Court of Appeals found that statements by an employee's sister that the employee was "falling apart" were not sufficient to have alerted the company to the fact that the employee suffered from a mental disability covered by the ADA.

The employer's obligations under the ADA are only triggered if the employer knows that the employee has a disability that causes job-related limitations.

In *Bonneville v. Blue Cross of Minnesota* (8<sup>th</sup> Circuit 2000), the Court threw out the ADA case brought against an employer because the employee had not proved that the employer knew about the employee's impulse control problems. The Court held that the employee's "behavior problems were not such obvious manifestations of an underlying disability that it would be reasonable to infer that the employer actually knew of the disability."

As the Court has said bluntly on one occasion regarding employers, "the ADA does not require clairvoyance." *Miller v. National Casualty Co.*, 61 F.3d 627, 630 (8<sup>th</sup> Cir. 1995).

The bottom line is that as long as an employer has no specific knowledge of a disability, the employer has no duty to provide an accommodation. Vague or conclusory statements by an employee revealing an unspecified incapacity are not sufficient to trigger employer obligations under the ADA.

**Sick Leave Policies:** There is an issue regarding sick leave that keeps coming up. The question is whether the board of supervisors can establish a policy that elected officials, including the supervisors themselves, can receive payment for accrued but unused sick leave. The answer is apparently yes.

There are three Attorney General's opinions, the latest dated February 22, 2005, that have addressed this issue. They all conclude **boards of supervisors** have home rule authority to establish sick-leave policies for all county employees, and that in exercising this authority, the supervisors may establish a policy that allows county elected officials to receive payment for accrued sick leave.

At first blush this does seem a bit odd, since elected officials can set their own hours and come and go as the job demands. But counties that want to pursue such policies have legal support from the Attorney General's office.

**Gift Law:** On June 28, 2007, the Iowa Ethics and Campaign Disclosure Board (IECDB) issued an interesting opinion. The Board, which has jurisdiction over Iowa's gift law, was asked whether the gift law applies to 28E entities.

The law says restricted donors cannot give gifts to any "public official" or "public employee." But do those terms apply to board members of 28E boards, or employees of 28E entities? In each case, the IECDB said no. Meaning that a restricted donor can give a gift to a 28E board member, or an employee of a 28E entity.

We are not talking about elected officials who sit on 28E boards. They are clearly already covered by the gift law. This opinion applies to citizens who are appointed to 28E boards and employees of 28E entities.

The IECDB said that it came to its conclusion because "28E entities have historically not been considered to be governmental bodies." I'd tend to argue with that. But whether it is right or not, the result is clearly wrong from a public policy standpoint. It is a bad idea to have 28E board members accepting gifts from those with business before that board. The Legislature should address this issue.

**"Work Sessions":** I recently got a question asking about the limits of conduct at a board of supervisors' "work session." As I've said before, I have no idea what a "work session" is. That term is not used in the Open Meetings Law. If a majority of the board is together, deliberating on county business, it is subject to the Open Meetings Law, which requires 1) a posted tentative agenda; 2) minutes taken; 3) publication of the minutes; and 4) the meeting is open to the public. Whether the supervisors vote on anything at the "work session" makes absolutely no difference.

The whole idea of asking about how to hold a "work session" gets the whole discussion off on the wrong foot, because there is no such thing.

**Parting Ponderable:** Marriage is a relationship in which one person is always right, and the other is the husband. Author unknown, probably a husband.

# case management

## Beautiful Minds

By: Deb Eckerman

ISAC Case Management  
Specialist



I had the wonderful opportunity to attend the “Beautiful Minds” conference at the Arrowwood Resort & Conference Center in Okobojo on June 7 and 8, 2007. The title of the conference was perfect for the content and, more importantly, for two of the speakers that were present.

The first day of the conference covered such topics as Alzheimer’s Disease, ADHD, Obsessive-Compulsive Disorder, and Dealing with Difficult People. The speakers did an excellent job of relating pertinent, diagnostic specific information, but challenging the participants to look beyond the diagnosis to the “beautiful minds.” They were excellent at pointing to the gifts and abilities of individuals with these various diagnoses, which I am afraid that sometimes professionals can overlook. As case managers, our philosophy is to be strength-based in our approach, and look at the client as the “driver” of the service. This becomes a difficult task in our day to day job responsibilities, especially as it relates to necessary paperwork and documenting for authorization of clients for our services.

The second day of the conference really showed the concept of “Beautiful Minds.” Gloria Lenhoff, who is a gifted singer and musician, was joined by her father, Howard M. Lenhoff. Gloria has been diagnosed with Williams Syndrome. Individuals with WS have a small piece of one of their chromosomes (#7) missing. In that missing piece are genes that lead to a number of congenital defects, both physical and cognitive. Physically, there are similar facial features that are sometimes described as “elfish.” Most of the individuals with this syndrome have some hearing defect from minor to major. They have poor motor coordination, while some have varying degrees of fused radius and ulna bones of the forearm. Although these individuals have an average IQ of 55, with difficulties in comparisons, cognitive problem solving, mathematics and visual-spatial reasoning, many have strong abilities in language and music. Gloria shared her musical talents with the audience; they earned her a standing ovation more than once. She sang some very difficult opera selections in other languages, and she also sang and played the accordion proficiently. It is interesting to note that she cannot read or write, but she can listen to a song once or twice, whether in English or another language, and sing the song in perfect pitch along with perfect dialect.

We also met Kim Peek, who was the inspiration for screen writer Barry Morrow’s 1988 Oscar-winning movie *Rain Man*. Kim was accompanied by his father Fran Peek, and the actual Oscar from the movie. Kim carries a diagnosis of autism, with savant syndrome. Savant syndrome is a rare, but extraordinary condition in which persons with serious mental disabilities, including autistic disorder, have some kind of “island of genius”

that stands in marked contrast to the overall handicap. This is certainly true in the case of Kim. Fran indicates that with respect to early development, Kim was able to memorize every book that was read to him by the age of 16 – 20 months old. At the age of three, Kim asked his parents what the word “confidential” meant. He was jokingly told to look it up, and he did just that. He somehow knew how to use alphabetical order to locate the word and then proceeded to read, phonetically, the word’s definition. Since that time, Kim has read, and can recall, over 7600 books. Kim did not walk until the age of four. At that time he was also obsessed with numbers and arithmetic, reading telephone directories and adding columns of telephone numbers. He enjoyed totaling the numbers on automobile license plates as well. Although Kim is unable to complete his own self-cares without total assistance, he has an amazing depth of knowledge in a large variety of areas. Known as “Kimputer” to many, his knowledge-library includes world and American history, people and leaders, professional sports of all kinds, the space program, the Bible, history calendar calculations, (including a person’s day of birth, present years birthday, and the year and day the person will turn 65 years old so he or she can retire), geography-roads and highways in the US and Canada. (In fact, I spoke with Kim and his father prior to this session, and he asked for the zip code where I lived. I gave him this information and he was able to tell me the County and state I was from, and the highways that went through and around the city, and where these highways led.) Kim has an encyclopedic memory, and he willingly shares this with individuals he meets. Fran indicates that professionals are not able to get an IQ score on Kim, but he has a KQ (Knowledge Quotient) of 184, which is higher than Albert Einstein’s.

As the title of the conference suggests, the audience was introduced to two people that indeed had “beautiful minds.” As I indicated earlier in the article, sometimes professionals can overlook these “beautiful minds” and get caught up in the paperwork that is required from various federal, state and county entities that we are responsible to. But we must never forget that we have the most responsibility to the individuals that we are hired to serve.

## PowerPoint Photo Albums

**By: Tammy Norman**

ISAC Technology  
Services Coordinator



**Q:** Do you have any suggestions on how to create a digital photo album that I can share with co-workers and friends?

**A:** Most digital cameras come with software that will allow you to create a photo album or edit photos. However, compatibility issues may arise. Some photo albums created with software specific to a camera can only be viewed with the same software. PowerPoint has a work around for this, and it has been available as an add-in feature for PowerPoint 2000 and is part of the product with the newer versions. What makes this cool? Anyone with access to the Internet can download the free PowerPoint viewer, which will allow them to download and view a PowerPoint photo album. Free viewers for all the Microsoft products are available directly from the Microsoft website. Simply go to [www.microsoft.com](http://www.microsoft.com) and search for viewers. With this viewer, you are able to “view” PowerPoint presentations without having to purchase the full version of the product. A nice little freebie and one that is available to anyone with Internet. Keep in mind, to create a photo album you will need PowerPoint; however, those that you wish to share it with will not.

It is extremely simple to create a photo album in PowerPoint. To begin with, simply open PowerPoint, and from your toolbar select “Insert,” “Picture” and “New Photo Album...” Once this is clicked on, a popup will appear, select from under “Album Content,” “Insert picture from...” and you will have two options to choose from. The first option is from a “File/Disk” which means a CD/DVD or a drive on your computer. The other option is from a “Scanner/Camera.” Once you have selected the option in which you wish to download the photos, you can browse out and select the photos you wish to upload into the new photo album. Remember this tip, by clicking the “Shift” key and with a click of the mouse you can select all the photos from the first photo you click on to the last photo selected. If you press the “Ctrl” key and with a click of the mouse you are able to select photos out of order. These shortcuts allow for quick insertion of photos. Under “Picture Layout,” you may wish to select “Fit to Slide.” This allows for the photos to fill the screen. Captions can be added; you can edit, rotate, lighten or darken one or all of the photos in your album. Once completed, just simply title and save your photo album. You can upload this onto a website and send out the URL address to friends, family or co-workers along with a link to the PowerPoint viewer. This is a simple, easy and quick method of photo sharing. Enjoy!

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

## Rx for CoMis

**By: Robin Harlow**

ISAC Technology  
Project Manager



On May 9<sup>th</sup> the IowAccess Council approved a \$20,000 grant to the CoMis Replacement Committee (See “*Yin and Yang of CoMis*”, page 8, Iowa County Magazine, May 2007) to begin scoping out a replacement for the DHS’ County Mental Health Management Information System (CoMis).

Because of the complexity of the relationships of the current CoMis, the Replacement Committee has engaged the Iowa Technology Enterprise (ITE) to perform the scope phase of the project. Work was started on June 27<sup>th</sup> with additional meetings scheduled about every two weeks throughout the summer into the fall. Once a scope of the project is determined, the Replacement Committee will then determine whether to go back to IowAccess for additional funds or begin to explore additional funding options to complete the project.

The goal of the project is the development of a standardized information system allowing the counties to share data between themselves and the State of Iowa for the management, tracking and reporting of community services.

Expected Results as outlined in the concept paper to IowAccess are:

- Improve the management, tracking and reporting of all community services;
- Increase the validity and consistency of data collected across the state;
- Connect counties and state allowing for rapid, real-time data sharing;
- Improve the access to Community Services by citizens;
- Accurate and complete information for county and state-wide planning, funding, and performance measurement decisions;
- Assist DHS and the counties in meeting federal and state/legislative reporting requirements.

The committee’s objective is to begin implementing the replacement system in the summer of 2008.

You might be asking, “There have been several attempts in the past to replace CoMis; why will this one succeed where the others have failed?” The committee’s answer is that the right people feeling enough pain are driving the replacement project this time around. In the past a replacement project may have lost steam because the drivers weren’t close enough to the pain. They knew the pain existed, but weren’t feeling the pain themselves. Experience has told me that you dramatically increase the odds of project success when you engage those that are in pain. The committee is made up of county employees whose positions interact on a regular basis with the current CoMis. This collective pain will drive the project to success.

## Ethanol Production

By: Jay Syverson

ISAC Fiscal Analyst



This month's *By the Numbers* looks into some of the figures behind Iowa's blossoming ethanol industry. All figures are courtesy of the Iowa Corn Promotion Board, the Iowa Corn Growers Association and the USDA (visit [iowacorn.org](http://iowacorn.org) for more information).

Iowa and eight other Midwestern states combine to account for 79% of U.S. corn production and 92% of U.S. ethanol production. Iowa's ethanol production has increased from near zero in 1978 to about 1.5 billion gallons in 2006. Most of the increase has occurred over the last three years; in 2003 Iowa produced only about 500 million gallons of ethanol. Nationwide, ethanol production is approaching 5 billion gallons.

It takes a lot of corn to make all that ethanol. The average bushel of corn produces about 2.8 gallons of ethanol. In 2006 about 550 million bushels of Iowa corn were used for ethanol. Nationwide, 17% of corn production (1.8 billion bushels) is used for ethanol. But all that corn isn't used exclusively for ethanol. Producing ethanol from corn only uses the starch of the corn kernel, which is about two-thirds of the kernel weight. The rest of the kernel, including valuable protein, minerals and nutrients, can be used for livestock feed and other byproducts. In fact, one bushel of corn can produce over 11 pounds of gluten feed, three pounds of gluten meal, and 1.6 pounds of corn oil, all in addition to the 2.8 gallons of ethanol.

The recent ethanol expansion has had many positive impacts. Ethanol reduces our demand for foreign oil by 128,000 barrels each day. In 2006 the ethanol industry supported the creation of over 160,000 jobs nationwide, and 27,000 Iowa jobs are directly related to ethanol production. Ethanol production adds 25-50 cents to the value of every bushel of corn, which leads to higher income for farmers and higher tax receipts for governments. In fact, the ethanol demand has increased Iowa's state and local tax receipts by \$16 million. If consumers continue to increase the demand for renewable fuels, federal taxpayers could save almost \$8 billion in government farm payments over the next 15 years. Finally, while there is a rather spirited dispute about the energy-efficiency of ethanol, the latest report from the USDA indicates that producing ethanol from corn and using that ethanol for fuel results in a 67% increase in the net energy balance. That means that ethanol provides 67% more energy than it takes to produce the ethanol.

## 2008 County Property Taxes

One month into fiscal year 2008, *By the Numbers* looks at county property taxes for the new fiscal year and how they compare to fiscal year 2007. Statewide total county property taxes (excluding utility excise taxes) will increase 4.9% from FY07. Countywide property taxes are up 5.5% while rural-only taxes are up just 3.3%. Most counties, 86 of them, will collect more property taxes in FY08 than in FY07; 13 counties will collect less. The biggest increase in taxes is 16% (Marshall County) and the biggest decrease is 10% (Worth County). The median change in property taxes is a 3.0% increase. For comparison's sake, the latest inflation figure from the Social Security Administration is 3.3%.

Statewide taxable values (again, excluding gas and electric utility values) will increase 2.4% from FY07. This is less growth than the 4.9% increase last year, but valuations generally increase more in odd-numbered years, which are re-assessment years. A full 91 counties saw at least some growth in their tax base in FY08; the median change was 1.5%. The biggest increase was 14% in Dallas County; Ringgold County was the only other county with a valuation gain in double digits (12%). Eight counties saw negative valuation growth, but the biggest decline was just 1.9% in Cherokee County. Among those counties to lose valuation was Dickinson County, which had the highest valuation growth in the state last year (21%), but saw negative growth of 1.4% this year.

The average countywide tax rate is up slightly from FY07, as is the rural-only rate. The average total rate (rural plus countywide) is \$10.08 in FY08, up from \$9.91 in FY07. Fifty-eight counties increased their countywide rate in FY08; 38 decreased it; three kept it constant. On the rural side, 45 counties increased the rate; 26 decreased it; 28 kept it constant. The biggest increase in the countywide rate was \$1.43 in Audubon County (which had positive valuation growth of 1.0%), and the biggest decrease was \$1.53 in Worth County (positive valuation growth of 5.0%). The biggest rural rate increase was \$0.75 in Dallas County, and the biggest decrease was \$0.94 in Hardin County. Twenty-three counties will exceed the \$3.50 general basic maximum rate in FY08, up from 22 counties in FY07. (New to the list are Buena Vista, Louisa and Muscatine counties; dropping back to \$3.50 are Worth and Fayette counties.) The same three counties (Audubon, Greene and Lucas) that exceeded the \$3.95 rural basic maximum rate in FY07 remain above the rate for FY08.

Visit ISAC's website for detailed information on taxes and spending for all counties.

<http://www.iowacounties.org/Services/Research/FiscalInfo/BudgetSummary/BudgetSummary.htm>

# ISAC meetings

## Fall School Update 2007

By: **Jerri Noboa**

ISAC Meetings Administrator



The ISAC Fall School will be the week following Thanksgiving on November 28 – 30 at the Marriott Downtown Des Moines and Renaissance Savery. Hotel rooms are filling up fast. For hotel information visit the ISAC website. Conference registration will be up and running August 6. FYI – remember both the entire Marriott and Renaissance Savery are smoke free and if someone smokes in a room there is a \$250 service fee tacked on the bill. They have designated smoking areas outside of the hotels. You cannot smoke in the skywalk either.

An invite has been sent out to all of the presidential candidates to speak at the ISAC conference. We are giving them the option to speak independently of other candidates to our members. This will be an exceptional opportunity to promote their platform for county government. Pending candidate availability, the times we have allotted are Wednesday, November 28 from 9:30 am – 11:30 am and Thursday, November 29 from 9am – 11:30am. These time frames would have been our seminar and general session times. Each candidate will be given the floor for 15 minutes. We will still hold our business meeting during the general session.

The affiliate time will be as usual and we are back on the Wednesday – Friday format. The overall ISAC agenda and the affiliate agendas, as they come in, can be found on the website.

The County Rate Information System (CRIS) will again be holding its annual luncheon on Wednesday, November 28 from 11:45am – 1pm. This will be an excellent time to learn about the program.

The ISAC Board wants to remind you about Iowa's Gift Law (Iowa Code §68B.22). At events like ISAC's Fall School, vendors sometimes invite county officials or county employees to join them for a restaurant meal. But other than food consumed at official hospitality rooms, it is a violation of the Gift Law for county officials or employees to accept food or drinks from vendors, if the total value of the food and drink consumed is more than \$3. Intentional violation of the Gift Law is a serious misdemeanor.

## Goodbye From Sandy

As of July 27, I will be leaving ISAC. During my 19 years with ISAC I have learned a great deal. County government is a lot more complex and difficult than most citizens believe. Health insurance is also very complex (both for the employer and the employee) but can often come through when we need it most. Being healthy can be difficult but well worth the effort. There is comfort in the fact that there are case managers out there that help people that need it and put up with a lot of paperwork! Thanks to all of you who have made this a wonderful experience.

# health check

## Change

By: **Sandy Longfellow**

ISAC Administrative Assistant



During some of the seminars I have done on stress, I mention that there are times in life when we need to make the difficult decision to change. Sometimes we do it voluntarily and sometimes not. In trying to relieve stress in our lives it is best to look at situations objectively, if you can, and decide on a rational path to follow. Being shocked by change usually doesn't feel good. It is better when we have the control.

This is, of course, a lot easier to talk about than to do. We are often hindered by the comfortable, the easy, and the lucrative. It is important to first look at our core values. What is most important to us in life? This can involve what makes us happy but more than that it helps us feel fulfilled and satisfied. By knowing we are doing something that is of benefit to others, we can get a very good feeling.

So, what if change is foisted upon us? We will probably first be shocked, then angry or resistant. Hopefully, we will discuss what has happened with someone trustworthy. At this point depression may set in, but hopefully we will accept what is going to happen.

This is a crossroad. We can hang on to the past by reliving all of those embarrassing and difficult moments, or we can begin to look for new opportunities. Believe me, there is no benefit in hanging on to past hurts or missed opportunities. You make your own future! Be flexible and begin to think in a different way.

An acquaintance of mine always said that you don't have problems. You have challenges, opportunities and situations. You and I can rebound from life's obstacles! For me, this has been a time of great spiritual growth. We cannot properly keep life in perspective without some challenges.

Now, more than ever, there are opportunities to do great things. How many people have taken a hobby and made it into their business? John Grisham was a southern lawyer who enjoyed writing. He took the step to do what really made him feel good. Today, he is a renowned author. Now, of course we can't all be a John Grisham or J.K. Rowling but we can make a difference.

Always believe that you can change if you want to and great things can happen.

# counties in the spotlight

## 2007 – 2008 District Officers

ISAC would like to officially offer thanks to all of the attendees of this year's District Legislative Meetings. We feel that they were very successful in offering feedback from this year's legislative session. A special thank you to all of the legislators that attended and offered their own comments on the session. Below are pictures from various meetings along with the newly elected 2007 - 2008 district officers.

### DISTRICT I

President – Mary Mosiman, Story County Auditor  
Vice President - Dennis Parrott, Jasper County Auditor  
S/T – Doug Bishop, Jasper County Treasurer

### DISTRICT II

President – Phil Dougherty, Cerro Gordo Supervisor  
Vice President – Jack Plathe, Kossuth County Supervisor  
S/T – Holly Fokkena, Butler County Auditor

### DISTRICT III

President – Rick Hecht, Sac County Supervisor  
Vice President – John Schneider, Plymouth County Supervisor  
S/T – Dennis Wright, Sioux County Supervisor

### DISTRICT IV

President – Richard Crouch, Mills County Supervisor  
Vice President – Elaine Armstrong, Page County Supervisor  
S/T – Joyce Jensen, Cass County Recorder

### DISTRICT V

President – Ernie Greiner, Keokuk County Supervisor  
Vice President – Stephen Burgmeier, Jefferson County Supervisor  
S/T – Phyllis Dean, Wapello Auditor

### DISTRICT VI

President – Rhonda McIntyre, Clinton County Treasurer  
Vice President – Linda Langston, Linn County Supervisor  
S/T – Mary Williams, Benton County Community Services



# counties in the spotlight



Special thanks to Wayne Clinton for his remarkable photography.

# ISAC brief

## ISAC Scholarship Golf Fundraiser Nets \$33,000!

On Wednesday, June 13, ISAC held its third annual Scholarship Golf Fundraiser at Jester Park Golf Course in Polk County. The event, which was hosted by the county recorders and supervisors, raised over \$33,000 for the ISAC Scholarship Fund! ISAC uses the Scholarship Fund proceeds to award six college scholarships each year to Iowa high school seniors who are children of county officials and employees. ISAC would like to thank the golfers, volunteers and sponsors for making the event a great success. Major sponsors include Oldcastle Iowa, Snyder & Associates, The Caterpillar Dealers of Iowa, ImageTek, Iowa Governmental Health Care Plan (IGHCP), and the Ahlers & Cooney law firm. A full list of our sponsors is below. Congratulations to the team from Plymouth County (Jim Henrich, Kevin Schutt, Paul Sitzmann and Eric Sitzmann) for finishing first place and taking home the trophy!

## A special thanks goes out to all of our sponsors and volunteers!

**Title Sponsor** - \$3,000 - Oldcastle Iowa

**Dinner Sponsors** - \$2,000 - Snyder & Associates, Inc. and The Caterpillar Dealers of Iowa (Altorfer, Inc. and Ziegler CAT)

**Lunch Sponsor** - \$2,000 - ImageTek, Inc.

**Beverage Cart Sponsor** - \$1,500 - Iowa Governmental Health Care Plan (IGHCP)

**Reception Sponsor** - \$1,500 - Ahlers & Cooney, P.C.

**Dessert Donation** - In The Bag Catering

**Printing Donation** - Vivid Impressions and SignPro of Ames



### **Hole Sponsors - \$1,000**

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Iowa Governmental Health Care Plan (IGHCP)

Douds Stone, Inc.

### **Hole Co-Sponsors - \$500**

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Schmitz & Associates

Schildberg Construction Co., Inc.

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Barker Lemar Engineering Consultants

Ruan Securities

Tyler Technologies/INCODE

Ameristar Casino

### **Prize Sponsors**

Auxiant - \$250

Barker Company- \$250

Cost Advisory Services, Inc. (CASI) - \$200

Des Moines Marriott Downtown - One-night stay plus breakfast

Des Moines Symphony - Concert tickets

Durrant - \$100

Garden & Associates, Ltd. - \$100

Holiday Inn Airport Des Moines - One-night stay

Hyde Telecom - \$200

Ideal Ready Mix - \$200

ISAC 6th District County Supervisors - \$750

Manufacturers Bank & Trust of Forest City - \$50

Public Financial Management - \$250

Renaissance Savery Hotel - One-night stay plus breakfast

Speer Financial - \$200

Verne Brunsen Insurance - \$100

Wellmark Blue Cross & Blue Shield of Iowa - \$250

Wright County Courthouse Employees - \$113

The Dynamic Duo of Wright County Supervisors, Stan

Watne and Larry Olson - \$100

River Products Company, Inc. - \$100

### **Welcome Gift Sponsors**

Ameristar Casino - Playing cards

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ImageTek, Inc. - Towels, coozies, tee/ball marker sets

Iowa City/Coralville CVB - Bags

Public Financial Management - Golf caddy bags

Wellmark Blue Cross & Blue Shield of Iowa - Golf balls

### **Other Sponsors**

Noble Ford of Newton - Hole-in-one sponsor

Atlantic Bottling Co. - Bottled water sponsor

# ISAC brief



### Alumni Association

Dear ISAC Alumni,

It seems like only yesterday, when I was in the Warren County Auditors Office, but I retired over nine years ago.

I immediately joined the Alumni Association. I wanted to stay active, to help with ISAC, and offer my assistance to help promote good, efficient county government in any way possible. I remember being an elected official, an active member of County Government, before ISAC was organized. I also remember what an asset ISAC has been to county government.

That old statement of retirees reminiscing is so true. We have more time to reminisce than when we were working.

I have stayed busy since my retirement. I served 7 years as Chair of the Warren County Board of Health, I am currently Treasurer of the Red Rock Area Community Action Board, I have served as Secretary and currently President of the Warren County Historical Society, and have served in this capacity for 5 years. This is pretty time consuming. We have a museum with an upstairs and downstairs, a country store, a log cabin, a machinery building, an old country church, a one room country school house, a George Washington Carver Building (which contains the building he lived in while attending Simpson College and a lot of information on his life), and Quaker Meeting House. All of these buildings are full of old items relating to each particular building. If you belong to an organization which would like to tour these buildings and see how people lived 100 years ago, just give me a call and it will be arranged. We do have lots of groups coming from Fairfield, Newton, Grinnell, a Senior Citizen group from Altoona, and various towns. Many times the tour is planned in conjunction with the Indianola Balloon Days.

We have 3 schools in Warren County, which come to our museum for Pioneer School Days. They attend the one room country school for 1 hour each day. They learn to crochet, quilt a block, make candles, tour each of the buildings, have treasure hunts, and cut logs with a cross cut saw. We save the wood and burn it the next year in our pot bellied stove in the school house. Many of the students come dressed as they would have 100 years ago, and they bring sack lunches or old metal buckets containing their lunches.

This has been a very rewarding event, but it does take lots of planning as we need approximately 100 persons to assist the students with the various projects. We will have 250 Indianola 5<sup>th</sup> graders, 250 Norwalk 4<sup>th</sup> graders, and 40 SEW 3<sup>rd</sup> graders over a period of 12 days.

Our Museum is operated on free will donations only. I have really enjoyed this as I do enjoy antique items.

Be sure to send in your membership fee and don't forget the September 19<sup>th</sup> meeting at the ISAC office.

See you September 19, 2007.  
Beverly Dickerson

### Counties Collect Over 6,200 Smoke-Free Pledges

During this year's NACo Smoke-Free County Challenge, 6,292 pledges were collected from citizens vowing to safeguard children against the dangers of secondhand smoke exposure. In this, the challenge's sixth year, individuals from throughout the 22 participating counties pledged to maintain smoke-free indoor spaces by not smoking – or allowing others to smoke – in houses or cars.

Congratulations to all participating counties and to the three winners of the 2007 NACo Smoke-Free County Challenge.

First Place: Livingston Parish, La.  
Second Place: Linn County, Iowa.  
Third Place: Prowers County, Colo.

Linn County collected 740 smoke-free pledges, more than half of which came from online sources. In cooperation with Linn County Public Health, the county set up booths and collected paper pledges at employee health fairs run by area businesses – some with audiences as large as 200 – 500 people.

As part of its effort to encourage smoke-free homes and cars, the county sent out pledge e-mails and reminders to all county employees and to numerous health care partners, including the Health Linn Care Network, Women's Health Network, Healthy Living Coalition and asthma coalitions.

These partners, in turn, disseminated smoke-free pledge e-mails to their networks. To the county's surprise, it even received a paper pledge that had been reprinted in a newsletter in the small town of Fairfax.

According to Joi Berman, the county's grants and communications manager, "Due to public health concerns and high rates of asthma among our children, Linn County citizens are embracing the smoke-free message. As evidenced by our tremendous response to the Smoke-Free County Challenge, Linn County citizens are eager to foster a community where children can thrive without the danger of secondhand smoke exposure."

### Decatur County Hires New CPC and TCM Supervisor

Kathy Lerma has been hired as Decatur County CPC. Marsha Glenn has been appointed TCM Supervisor. Both Lerma and Glenn started each position effective July 1, 2007. You may reach either Kathy Lerma or Marsha Glenn at Decatur County Community Services, 201 NE Idaho, Leon, 641/446-7178.

## NACo launches County Climate Protection Program

With escalating attention given to climate change, one thing is apparent — counties are assuming a role as “agents of change” in reducing greenhouse gas emissions.

In March 2007, the NACo Board of Directors adopted a resolution calling on NACo to urge Congress to address global warming, regardless of its source. The resolution also called on NACo to provide a leadership role in the education, discussion, evaluation and decision-making processes regarding issues of global climate change affecting counties.

It can be challenging for a county to navigate the world of climate change while remaining mindful of local and regional conditions. NACo is working to make that process easier. The NACo County Climate Protection Program will support counties as they work to have a positive impact in their communities — reducing emissions, benefiting the environment and public health, and saving taxpayer dollars.

This new program will provide counties with best practices, tools and resources to assist them in developing and implementing successful climate change programs at home.

The first step for a county to participate in the program is to adopt a pledge to reduce greenhouse gas emissions by a numerical target. Because one size does not fit all, NACo offers counties a pledge template allowing them to select from existing national campaigns with quantifiable targets to reduce global warming, or to establish their own appropriate goal. King County, Wash. has been a leader in addressing global warming. As the first county in the country to join the Chicago Climate Exchange, the county will work to have emissions in 2010 be 6 percent below average emissions from 1998 to 2001. The county is also currently working on a guidebook to help communities prepare for climate change impacts.

The guidebook will become part of ICLEI’s (International Council of Local Environmental Initiatives) Climate Resilient Communities program, which is administered by the National Oceanic and Atmospheric Administration (NOAA).

ICLEI’s Climate Resilient Communities program is also helping Miami-Dade County to concoct its own strategies for climate change adaptation.

In Arlington County, Va. the Fresh AIRE (Arlington Initiative to Reduce Emissions) Campaign includes a goal that the Arlington County government will reduce its greenhouse gas emissions by 10 percent from 2000 to 2012.

Sarasota County, Fla. recently became the nation’s first county to adopt the American Institute of Architects’ 2030 Challenge. The challenge calls for the reduction of fossil fuel use in renovated and new buildings by 60 percent in 2010, 70 percent in 2015, 80 percent in 2020 and 90 percent in 2025. The ultimate goal is to design county buildings to be carbon-neutral by the year 2030 — that is, using no fossil-fuel energy and producing no greenhouse gases.

Other counties across the country have been reducing green-

house gas emissions through improvements in their own county operations, especially the energy performance of county facilities. For example, the energy efficiency improvements that Story County, Iowa has made over the past several years have helped the county reduce its greenhouse gas emissions by more than 4,200 pounds a year.

Marinette County, Wis., a 2006 County ENERGY STAR Change a Light Campaign winner, encouraged individuals to change a light in their home to an energy-efficient one. The estimated savings was nearly 47,000 pounds of greenhouse gas emissions reduced.

While goals will differ, each step towards reducing greenhouse gas emissions, regardless of the source, can be a move in the right direction. And, counties will renew their pledge in order to maintain their participation in the program — providing a timetable to re-examine and establish new goals.

NACo believes the program will provide counties at any stage in addressing climate protection an opportunity to learn how they can play an active role, implement strategies, evaluate results and determine realistic adjustments for future targets.

Committed to peer-to-peer networking so as not to reinvent the wheel, NACo is building on work by Fairfax County, Va. to develop a searchable clearinghouse of policies and programs within areas including: energy efficiency, renewable energy options, land use planning, water quality, fleets, buildings, transportation, purchasing and education.

As each county works to develop a comprehensive climate protection plan — which will map steps to achieve the goal with necessary policy, program and budget commitments — they will submit pieces of their plan to an online, searchable clearinghouse as a resource for other counties.

For more information, please visit [www.naco.org](http://www.naco.org).

## Retirement Lifestyle Planning

By: Michael J. Audino, Syverson Strege & Company

This may come as a surprise to a lot of baby boomers, but there is more to retirement than 18 holes of golf every day or resting in the strata-lounger. Here is another potential surprise, a successful retirement requires much more than just having a hefty nest egg. "Retirement is not about what you are going to do, but who you will become," says Michael Audino, a certified retirement coach with Syverson Strege & Company of West Des Moines.

Recognizing that many people—including county employees throughout Iowa—are financially secure but unsure how they will budget their time when they retire, Syverson Strege instituted a "Retirement Lifestyle Coaching Service" as an added service. Audino, a Certified Retirement Coach and member of the International Coaching Federation, conducts the coaching.

"Our service helps individuals make the successful transition from full time worker to lifelong learner," he says. "We help people uncover the lost dreams, the buried passions, and the visions of yesteryear. We rekindle an individuals' spark and help turn that spark into a flame. We help people discover who they are and who they want to be."

Audino says many baby boomers—and many employees of county government in Iowa—had idealistic goals about how they were going to change the world, but those plans were lost in the hurly-burly of work responsibilities. Now that they have the money—and will soon have the time—they need to come to grips with what they are going to do with the rest of their lives.

"There are still plenty of challenges and opportunities in Iowa and in the world that baby boomers can impact," he says.

To help individuals identify and reach their retirement goals, Audino employs three on-line assessment tools as part of what he calls the discovery process.

The first is a retirement success profile that evaluates one's overall attitude towards retirement and one's overall level of preparedness for retirement. The 15 "retirement success factors" are:

1. **WORK REORIENTATION**—The degree to which you have emotionally distanced yourself from taking your personal identity from your work.
2. **RETIREMENT ATTITUDE**—Your perception of what life will be like once you transition beyond your current job.
3. **DIRECTEDNESS**—The degree to which you rely on your own personal sense of guidance to making plans and decisions
4. **HEALTH PERCEPTION**—Your subjective assessment of your overall wellness—physically, emotionally, and spiritually.
5. **FINANCIAL SECURITY**—Your subjective appraisal that sufficient planning has been accomplished to sustain the life style you desire for the rest of your life.
6. **LIFE SATISFACTION**—The degree to which you believe you have achieved peace and contentment at this point in your life—how happy are you?
7. **PROJECTED SATISFACTION**—The degree to which you look forward to personal success, achievement, contentment, and peace during the next phase of your life—how hopeful are you?
8. **LIFE MEANING**—The degree to which you have found a direction, sense of purpose, and fulfillment in your life.

9. **LEISURE INTERESTS**—The degree to which you have found personally satisfying endeavors outside of your work that rejuvenate your body, stimulate your mind, and enrich your spirit.

10. **ADAPTABILITY**—The degree of personal flexibility you can exercise at any given time in any situation.

11. **LIFE STAGE SATISFACTION**—The degree to which you live in the present and find your current life fulfilling, rather than living in the past.

12. **DEPENDENTS**—The degree to which you are free from a sense of responsibility or burden from care-giving responsibilities for children, parents, or other relatives.

13. **FAMILY RELATIONSHIPS**—The degree to which you derive joy, satisfaction, intimacy, connectedness, and love from your primary relationship or family life.

14. **AGE PERCEPTION**—The degree to which you see your maturation process as a time for emotional and psychological vitality.

15. **REPLACE WORK FUNCTIONS**—The degree to which you have planned to replace the five basic functions of work.

1. Purpose, 2. Money, 3. Structure, 4. Socialization, and 5. Status.

"We need to help people find a substitute for the basic purposes of work. Work provides financial resources, a sense of purpose, structure for daily activities, socialization, and status," he says. "Too many people focus only on the financial function of work as they prepare to retire and fail to address the other 4 critical elements.

A second assessment tool—the Life Options Profile—offers clarity and discovery to the six life arenas—career and work, health and wellness, finance and insurance, family and relationships, leisure and social, and personal development.

The third assessment tool helps the person getting ready to leave work better understand their decision-making and communication preferences and styles.

"With those three tools, we can help our clients discover more about themselves," he says. "We probe deeper, and help the person more fully understand their strengths, recognize the opportunities for improvement, clarify what is important and then set goals," says Audino. Each prospective retiree—or current retiree—will draft a personal mission statement and an action plan that identifies three to five goals for the next 18 months—and how to accomplish those goals.

"Many people—like many government agencies—are exceptional at putting together a plan. The problem is that they don't act on the plan. Part of my role is to hold individuals accountable for implementing their plans."

In the end, he says, it all boils down to "who do you want to be for the rest of your life?"

To learn more about how Syverson Strege's Retirement Lifestyle Coaching Service can help you contact Michael Audino at 888-925-6555 or [maudino@sss-co.com](mailto:maudino@sss-co.com).

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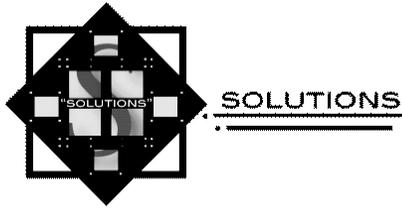
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# calendar

## August

- 2-3 Supervisors Executive Board  
(Humboldt County)
- 2-3 Barn Raising VI  
(Drake University, Des Moines)
- 7-9 Recorders Summer Conference  
(Burlington)
- 8-10 CCMS Annual Conference  
(Sheraton, WDM)
- 15 Environment & Public Health  
Steering Committee  
(ISAC Office)
- 22 ISAC Steering Committee Meeting  
(Holiday Inn Airport, DM)

## September

- 19 ISAC Alumni Association Member  
Meeting  
(ISAC Office)
- 20-21 ISAC Board of Directors Meeting  
& Board Retreat  
(Marriott Conference Center, Coralville)
- 20-21 CCMS Strengths  
(Holiday Inn Airport, DM)
- 20-21 CPCs  
(Ameristar, Council Bluffs)

## October

- 2 CCMS Administrators  
(Hilton Garden Inn, Urbandale/Johnston)
- 4 ISAC Steering Committee Meeting  
(Holiday Inn Airport, DM)
- 7-10 Assessors Annual Conference  
(WDM Marriott)
- 11 CPC/CSC  
(ISAC Office)
- 17-19 CCMS Fundamentals  
(Holiday Inn Airport, DM)
- 25-26 ISAC Board of Directors Meeting  
(ISAC Office)

Please visit ISAC's online calendar of events at [www.iowacounties.org](http://www.iowacounties.org) and click on 'Upcoming Events.' A listing of all the meetings scheduled thus far in 2007, agendas and meeting notices can be found on ISAC's website. A majority of ISAC's meetings offer online registration. If you have any questions about the meetings listed above, please contact Jerri Noboa at (515) 244-7181 or [jnoboa@iowacounties.org](mailto:jnoboa@iowacounties.org).

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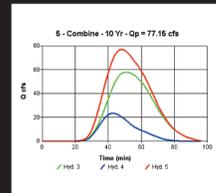
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- Design and Project Execution
- Sustainable vs. Conventional Analysis

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