

The Iowa County

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February 2007

ISACA
Iowa State Association of Counties



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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.

Incorporating Investment Advice Into Your Deferred Compensation Program

One of the most attractive features of deferred compensation programs is that it's easy to get started. Employees establish a deferral amount that works for them, often "setting it and forgetting it."

Unfortunately, many participants take the same approach to investment decisions. After making initial choices, some rarely, if ever, think about changing their investments or rebalancing portfolios to maintain an asset allocation mix that continues to be appropriate for their specific situation. To address this, employers are looking for solutions to provide employees with an easy approach to investing, one they'd use to better meet their long-term retirement needs.

Some employers (both private and public sector) have included investment advice and guidance as options in their plans for a number of years. The service may be offered through online tools available from the plan's website or one-on-one counseling provided either in-person or by phone. The cost is typically paid by participants who use the service, but it could be bundled into the plan design and included in the total administrative cost.

Although online advice modeling may be perceived to be more cost effective, surveys have shown that participants are sometimes skeptical of this method causing them to deviate from recommended actions. One-on-one advice is often perceived to be more effective, particularly when provided in-person, but can be more costly than online solutions. If participants are expected pick up the tab, few of them actually use the service.

Managed accounts are gaining in popularity because they provide a "do it for me" approach to investing that many participants prefer. A trend that is emerging within the retirement plan sector is to provide a more customized approach by using an investment advisor to call the shots. In this arrangement, the plan sponsor hires an investment advisor that will provide participants with a model portfolio recommendation.

Depending on the agreement established between the plan and the investment advisor, either discretionary or non-discretionary advice will be provided. With non-discretionary advice, the in-

Trends in Public Sector Retirement Plans

- 12% of participants exchanged assets in their 457 account in 2005, compared to 10% in 2001
- 34% of all participants were invested in one investment option in 2005
- 60% of participants investing in only one fund are in the fixed option
- 13% of participants in one fund invest in a lifestyle or lifecycle fund, up from 5% in 2001

vestment advisor provides investment recommendations. The plan or participants then have to execute the transactions, either following the recommendations or ignoring them. With discretionary advice, the investment advisor has the authority to execute transactions on behalf of the entity.

In either scenario, the investment advisor may use a combination of the investment options offered within the plan's core menu, or may have additional flexibility to use a broader list of investments outside of the plan to structure participants' portfolios. The cost for this service is generally based on an asset fee that is deducted from the account of participants who use it.

There are different levels of customization within today's managed account options. Some plans base their investment decisions on the information contained within the employer's and/or administrator's record keeping system (such as current age, retirement age, income, and account balance). More personalized managed accounts may also be available that consider personal investments and assets outside the retirement account, if this data is provided by the participant.

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Get Workers to Increase Retirement Savings

It's America's silent alarm. The question is, says NRS president Matt Riebel: Is anybody listening? What's alarming is the state of the retirement savings among public employees. Two basic facts put the challenge in sharp relief:

1. About 34% of public workers nationwide participate in supplemental plans, not even half of the 70% in the private sector.
2. The average retirement-account balance among public employees is just under \$30,000, compared to about \$70,000 in the private sector.

The most common reason cited for why people don't use their 457 plans is "I can't afford to," yet we know people readily spend \$10 on movie tickets and \$1.50 for a cup of coffee. Another common excuse is "It's too complicated." Guilty as charged. It's become quite apparent in recent years that too much choice can be paralyzing. What happens next is nothing. Human nature is to do nothing rather than risk making the wrong decision. And, as a group, Baby Boomers have taken a rather undisciplined approach to life. But saving takes more than discipline. Saving takes the awareness that we need to save.

Riebel offers several steps public employers can take to enhance their supplemental retirement plans and motivate employee participation.

- **Understand what employees need** - Survey your employees. Ask what they want. They'll let you know what is and is not working, and where the opportunities for improvement are.
- **Make it easy for them** - Simplify your plan design. Several studies show that having too many choices so overwhelms employees that they choose not to do anything. Have a single provider and a streamlined menu of well-chosen investment options. Give participants easy access to the resources they need to make informed decisions. This means on-site, face-to-face, during-the-work-day sessions to educate people about their plan.
- **Be a cheerleader** - Educate employees about why supplemental savings is so important. Enlist frontline advocates for your plan. Encourage them to talk it up among co-workers. Make sure your employees know that you understand the challenges they face, and how you're working to help them to find solutions through your defined contribution plan.
- **Offer help** - Look into how investment advice and managed accounts can help your participants be more successful through your plan. You may be able to allow participants who want a more customized investment program to get it, without driving up the cost of the entire plan.
- **Broaden your vision** - The job doesn't end when people retire. Plan sponsors and providers need to help participants manage their assets so they'll last a lifetime.

Are You a Plan Fiduciary?

Not long ago, governmental employers didn't have to concern themselves too much over fiduciary issues in their supplemental retirement plans. As long as the IRS was satisfied, legislators, regulators and the media paid little attention to the day-to-day operations of public sector plans.

Today, it's different. As more employees recognize they need to prepare for retirement, they're also becoming aware of their rights within employer-sponsored plans. New laws, regulations and court actions have also turned the spotlight on how defined contribution plans are run.

If you're a decision maker for your plan, chances are very good that you're also a fiduciary. Knowing and understanding the basics of your fiduciary responsibility is essential.

1. **Act solely in the interest of plan participants and beneficiaries, or the duty of loyalty.** Fiduciaries may not engage in "self-dealing" acts that serve personal or business interests.
2. **Maintain the plan and its assets for the exclusive purpose of providing benefits, or the exclusive benefit rule.** The only purpose for the plan is to provide retirement benefits for participants and beneficiaries.
3. **Act with care, skill, prudence and diligence as a prudent person would in similar circumstances.** This point is often referred to as the prudent person or prudent expert rule. Investment decisions are often elevated to prudent "expert" rule when it would be considered prudent to use an expert.
4. **Diversify the plan's assets to minimize risk unless it is clearly prudent to do otherwise.** The plan must provide suitable, diversified investment choices and adequate investment education to enable participants to make their own investment decisions to minimize risk.
5. **Act in accordance with the plan documents and governing instruments.** Fiduciaries are responsible for ensuring the plan document and trust agreements are amended to comply with any changes in federal/state laws and applicable regulations.

Although the results are important, it's the process that you follow to reach your decision that's essential in carrying out your fiduciary responsibilities. Therefore, documenting each decision, how it was made and how it was enforced is critical. If you can demonstrate that you had a reasonable expectation that your decision was made in the best interest of the plan and its participants at that time, you can more easily protect yourself – and the plan – against potential liability.

Finally, one of your key responsibilities is to monitor legislative and regulatory actions that may impact how your defined contribution plan is governed. (*Source: Fiduciary Fundamentals, March 2006*)

capitol comments

You Are the Key Lobbyists

To lawmakers, what “the folks back home” think about legislative issues is often far more important than positions taken by interest groups like ISAC. County officials *are* the folks back home. The ISAC staff at the Capitol talks with your legislators about bills of interest to our membership, and we advance ISAC positions in subcommittee and full committee meetings. We provide information as requested and help lawmakers prepare information for floor debates. Still, as county officials *you* are the key lobbyists in the legislative process.

So as the session continues, it is ISAC’s job to keep up with bills of interest to county officials, to inform you of what is contained in those proposals and where they are in the legislative process. Accordingly, the ISAC system helps you to be prepared to communicate with your own representatives and senators on a timely basis. How our members communicate is just as important as the message itself. In order to better assist you, here are ISAC’s top 10 lobbying tips to use when communicating with your legislators.

10. Get to Know Your Legislators: It is important to become well acquainted with your legislators before you actually need something from them. Help them to gain confidence with who you are and what you have to say. Get to know them by attending weekend events such as legislative coffees and other social affairs. By establishing a rapport with them early, they will be more accepting of your message when the time comes for requesting a vote for or against an important issue.

9. Become a Resource: Offer to assist your representative and senator with constituent issues that can be solved at the local level. Often these matters may never find their way into legislation. Legislators, like local officials, are asked to address a variety of constituent issues throughout the year. Often you may have the knowledge and background that will help a lawmaker solve a constituent problem. Your local perspective can prove invaluable to state officials since your constituents are the same.

8. Timing of Your Message is Important: The life of legislation is driven by deadlines in the process. When ISAC sends out requests to contact legislators about a bill coming before a committee or scheduled for floor debate, a quick response by our members will help to ensure that lawmakers hear from you in a timely fashion. The best response means nothing if it is too late.

7. Be Brief: Legislators are inundated with information from multiple sources. More is not necessarily better. Often times, there can be too much of a good thing. Lengthy letters that are placed in a pile with good intentions to be read later can get lost in the shuffle and may never be seen again. Then your opportunity to make your point is lost.

By: John Easter

ISAC Director of
Intergovernmental Affairs



6. Stick to One Subject: Counties are involved in numerous issues. The temptation to cover many issues when writing your legislator is strong. It is better to stick to one topic in each letter or position paper. Combining subjects often clouds your main point and creates confusion about what you want.

5. Use Your Own Words: Form letters usually are placed in the “circular file.” While ISAC bulletins give you key points of information to make on bills of importance, the information has greater meaning when it comes from you. When you call, email or write a letter to your legislator use ISAC information as a resource, but use your own words and make sure your letter is on your own county stationery.

4. Provide Facts with Documentation Whenever Possible: One of the first things a lawmaker wants to know about a bill is how it will impact his or her county. When ISAC sends out a message to “contact your legislator,” your letter, e-mail or phone conversation will always be stronger if you can illustrate the message with specific facts regarding how the legislation would impact your particular county. Revenues lost or gained from proposed tax legislation, for instance, or the costs of a proposed mandate on your county would always be of interest to your representative or senator.

3. Participate in ISAC’s District Legislative Day Program: Spend a day at the Capitol with other county officials from your area of the state by participating in ISAC’s District Legislative Day program. You will have an opportunity to learn first-hand how the legislative process works. You will see your legislators in action and gain insights into what a tough job they have. And most importantly, you will have the opportunity to talk face-to-face with your legislators and develop your relationships even further. To sign up, visit ISAC’s website (www.iowacounties.org).

2. Maintain Respect, Even When Being Firm: Often our positions on issues seem so logical, how could anyone else differ from our opinion? Lawmakers are pulled in many directions by other lobbying interests so sometimes their vote may not reflect what we want. You can still hold them accountable for a vote, but we don’t want to “burn a bridge” today when we will want their vote on a piece of legislation tomorrow.

1. THANK YOUR LEGISLATORS! Above all, thank your senators and representatives for their help. They often have a thankless task and a little recognition from you can go a long way.

Defending County Employees From Criminal Charges

By: David Vestal

ISAC General Counsel



What is the duty of a county to defend a county employee charged with a crime? That is the issue now before the Iowa Supreme Court in the case of *Richter v Shelby County*.

On December 30, 2004, while on patrol, Shelby County Deputy Sheriff Chad Butler shot and killed an unarmed man following a high-speed chase. Later that same day, Butler hired David Richter to represent him regarding the shooting. In early 2005 a grand jury indicted Butler on a charge of voluntary manslaughter. In June 2005 Butler was acquitted.

After the indictment, Butler's attorney sent the county a bill for his services. The county responded by sending a letter expressly denying any obligation to the bill. After the trial, Butler's attorney sent a final bill to the county for \$63,000.

In September 2005 Richter filed suit against the county. In July 2006 a district court found in favor of the deputy sheriff, and ordered the county to pay \$63,000. The court held that the criminal charge was brought against Butler for actions he performed while acting in his official capacity, and therefore, the county had a duty to defend him under Iowa Code §331.756(6).

The Shelby County Board of Supervisors appealed that ruling to the Iowa Supreme Court. The case is now in the briefing stage, with no date set yet for oral argument.

There are three separate issues raised by this case. The first is whether there is a duty to defend county employees in criminal actions. Iowa Code §331.756(6) says that the county attorney shall "defend all actions...in which a county officer, in the officer's official capacity, or the county is interested or a party."

The judge relied on this law to impose liability on the county, determining that Butler was a county officer and that he was a party to the criminal case in his official capacity.

But a deputy sheriff is not a "county officer." He is an employee. The Iowa Supreme Court has held that for a position to be a "public office," the person's duties must be performed independently and not controlled by another person. So a deputy sheriff is not a "county officer." A 2004 Iowa Attorney General opinion specifically concluded that a deputy sheriff is not a public officer.

The second issue is whether Deputy Butler was acting "in his official capacity" at the time of the shooting. In past cases, the Iowa Supreme Court has held that on-duty conduct of county officials could be outside the scope of their official employment. In *Vlotho v. Hardin County* (509 N.W.2d 350 (Iowa 1993)), a county engineer ordered a historic bridge torn down, contrary to the wishes of the board of supervisors and in violation of written agreements that were in place. The Iowa Supreme Court held that the engineer's actions fell outside the

scope of his employment, even though his job duties included tearing down bridges. In this case, the jury decided that the state had failed to prove Butler guilty of voluntary manslaughter beyond a reasonable doubt. They did not decide that he acted within his official capacity.

The last issue in this case is the process Butler used. When Shelby County sent Butler's attorney a letter after the grand jury indictment refusing to pay Butler's legal fees, Butler's attorney should have brought a mandamus action, seeking to have the district court order the county to pay. Instead, he did nothing, and proceeded with Butler's defense and then sent the county an even larger bill.

In the case of *Stream v. Gordy* (716 N.W.2d 187 (Iowa 2006)), the Iowa Supreme Court held that county officials cannot hire outside counsel and force the county to pay the outside counsel's fees without the approval of the board of supervisors.

In *Smith v. Board of Supervisors of Des Moines County* (320 N.W.2d 589 (Iowa 1982)), a county official went to court, seeking to have an action by the board of supervisors overturned. He did not use the county attorney. At trial, he tried to recover his attorney fees from the county, arguing that since the Iowa Code provides for representation of county officials by the county attorney, if the county attorney does not represent them the statute implies that officers are entitled to representation by a private attorney at the expense of the county. The Iowa Supreme Court rejected this argument. It said that "if there is a right to representation of county officers for action arising out of their official duties, the remedy would be to request payment by the board of supervisors and, upon refusal, to proceed by district court action aimed at forcing the board to perform its duty of furnishing counsel."

A county employee who goes to court cannot simply hire his own attorney and send the bill to the county. There is a process that has to be followed, and it was not followed in this case.

Shelby County wants the Iowa Supreme Court to rule that the county had no duty to provide a criminal defense for Butler, and that even if it had owed such a duty, Butler waived his right to have the county provide such a defense by not following the required process.

Parting Ponderable:

Q: How do you make Notre Dame cookies?

A: Put them in a big Bowl and beat for 3 hours.

technology center

Laptop Computers

By: Tammy Norman

ISAC Technology
Services Coordinator



Q: I am interested in purchasing a laptop computer instead of a desktop; do you have any suggestions on what I should look for before I make the purchase?

A: You gain mobility with a laptop, but you may give up processor speed and durability. The good news is that laptops are improving. Processors are becoming faster and more light weight.

Here are a couple of items to keep in mind when making your decision on your laptop purchase. First, ensure that your laptop has a dual core processor. A minimum of 1 GB of RAM is also recommended. A CD/DVD burner is a must and you will want to make sure that your laptop can be connected to the wireless world. If you plan to use your laptop back at the office and connect to your network, make sure your laptop has Windows Professional, not the Home edition. Your display should be at least 15", but larger if you are truly using this to replace a desktop.

If you are interested in purchasing a laptop in addition to your desktop, and durability is a factor, you may want to check out the Panasonic line of laptop computers (ToughBook line if you need an extremely durable model). This line of laptops promotes durability to the point of guaranteeing to replace their laptops if broken when dropped from as high as 3 feet. They are spill proof, extremely light weight and come with a standard three-year warranty. These laptops tend to be more expensive than the other models that are available, and I would not consider them to be a true desktop replacement.

On a final note, I have discovered an online tool to help you in deciding the features you want included when purchasing a laptop or desktop computer. Visit "ExactChoice" on the CNET website. It will step you thru the decision-making process by having you answer simple questions. It is a great tool for novices. To check out this tool visit <http://exactchoice.cnet.com/Type.aspx>.

Website Note: Spring School registration is now available online at www.iowacounties.org. Have a question regarding new technology and would like it addressed in this column? Contact me at 515-244-7181 or tnorman@iowacounties.org. Until next month, keep clicking!

Paying for the ETC

By: Robin Harlow

ISAC Technology
Project Manager



I mentioned in January's article that in order to have a budget, the Electronic Transactions Clearinghouse (ETC) must begin to collect the annual assessment. In December 2006, after careful review and study, the ISAC board approved the FY07 and FY08 budgets. Additionally, the board approved a change in how our members are assessed for the ETC. This new assessment formula blends a flat fee (\$1,000 from each county) with a county's proportional share on the remaining costs not covered by the flat fee.

Current Formula: Currently the 28E states that each county was to pay an annual fee based on its proportional share of a three-year average of the combined total of all member counties' actual GAAP general fund expenditures and mental health fund expenditures.

Based on 2006 average expenditures, the top eight counties would have to pay for one half of the cost of the ETC. This burden actually was big enough that it would have encouraged the largest counties to develop their own solution. Without the larger county support, the smaller counties would have to foot the entire bill in order to remain HIPAA compliant.

New Formula: The new formula establishes a basic compliance value (\$1,000 per county) of the ETC to each member. Above this basic value, the larger counties gain additional benefits faster than the smaller counties and will bear this additional cost at a faster rate than the smaller counties.

The compliance value method provides a better balance between the smaller county need (HIPAA compliance at a cost they can afford) and the larger county need (compliance and functionality at a discount cost when compared to an independent solution).

Amendment: The amendment for changing the ETC 28E agreement will go out to the member counties in February. Each county can vote on the amendment by resolution. ISAC will need a certified copy of the resolution stating the county's vote within 30 days of the date that the county received a copy of the proposed amendment. Counties choosing not to vote on the amendment within the 30 days will be considered to have approved the amendment.

Assessments: Once a majority of counties approve the change in the formula, each county will receive an assessment for both FY07 (current year) and FY08. Neither FY07 nor FY08 assessment will be due until July 2007. Each county will have the option to pay the FY07 portion in FY07.

Rollback Q & A

We could all stand to brush up on the rollback periodically. So this month's *By the Numbers* takes a question and answer approach to one of the most confusing aspects of Iowa's property tax system. For an expanded version of this article, visit ISAC's website (www.iowacounties.org) then 'Services', 'Research'.

1. What is the rollback?

The rollback is a fraction, a simple math problem – taxable value divided by assessed value. The rollback is the percentage of a property's assessed value that is subject to property tax. For example, if the residential rollback is 50%, you will owe property tax on 50% of your home's assessed value. In other words, only \$50,000 of a \$100,000 home would be taxable.

2. Is the rollback the same for all types of property?

No. Each of the major classes of property (agricultural, commercial, industrial and residential) has its own rollback. Only residential property has a significant rollback.

3. How is the rollback determined?

Let's start by explaining the difference between assessed value and taxable value. Assessed value is the assessor's estimate of the actual market value of a property. Taxable value is the portion of a property's assessed value that is actually subject to property tax.

Now let's talk about assessment limitations. The assessment limitation law causes the rollback. The law limits the growth in the existing taxable valuation in each class of property (agricultural, commercial, industrial and residential) to 4% each year. For example, if taxable residential value is \$1 million in Year A, the assessment limitation law says that taxable residential value cannot exceed \$1,040,000 (not counting new construction) in Year B. Assessment limitations restrict the growth in taxable value to 4%; the rollback comes into play when assessed values grow by more than 4%.

If in Year A, taxable residential value is \$1 million and assessed residential value is \$2 million, the residential rollback is 50% (\$1 million divided by \$2 million). In Year B, let's assume that because of a strong housing market assessed residential value increases 10% to \$2,200,000. The assessment limitation law says that taxable residential value can only increase 4% to \$1,040,000. So how do we calculate the rollback for Year B? It's a simple math problem – taxable value divided by assessed value. Doing the math (\$1,040,000 divided by \$2,200,000) gives us a rollback for year B of 47.3%.

4. What is this agricultural/residential tie I keep hearing about?

In addition to the assessment limitation, residential growth and agricultural growth are "coupled," or tied together, so that the growth in taxable residential value cannot exceed the growth in taxable agricultural value (and vice versa). Sticking with the example above, assume that in addition to assessed residential value growing by 10%, assessed agricul-

By: Jay Syverson

ISAC Fiscal Analyst



tural value grows by 1%. Taxable agricultural value also grows by 1%, since that is below the 4% assessment limitation. For residential property, we already know that the assessment limitation would reduce taxable residential value growth from 10% to 4%. In this case, taxable residential value growth would be further reduced to 1%, matching the growth in taxable agricultural value. In our example, the taxable value of residential property would be \$1,010,000 (\$1 million plus 1%) and the rollback for residential property would be 45.9% (\$1,010,000 divided by \$2,200,000). You can see that the tie between residential and agricultural valuation growth results in lower taxable value and a lower rollback than would otherwise exist.

5. Isn't the residential rollback always about 50%?

No. It started at 78% in 1978, dipped to 65% in 1981, and rose back to 80% through 1990. Since then it has fallen steadily to its current level of 46%. Meanwhile, all other property classes have maintained rollbacks at or near 100% since the assessment limitation began.

6. So does that mean there is less taxable residential value now than in 1990?

No. A decrease in the rollback from one year to the next does not mean that taxable value is lower; it means that the percent at which assessed value is taxed is lower. Look back to our example in question 3. In Year A the residential rollback is 50% and there is \$1 million of taxable value. In Year B there is an increase of \$40,000 of taxable value and the rollback drops to 47.3%. The rollback went down, but the taxable value of residential property went up. The rollback itself only goes down when the growth in assessed value is greater than the growth in taxable value. In other words, the rollback goes down because assessed value goes up, not because taxable value goes down.

In fact, under the current rollback system, it is unlikely that there will ever be negative growth in taxable residential valuation statewide. However, it is possible for the rollback to cause taxable residential valuation to decrease in individual counties. In fact, when the residential rollback dipped from 51% to 48% in FY05, more than half of the counties saw their taxable residential values decrease, even while the statewide taxable value of existing residential property was constant. That's because the rollback applies uniformly statewide. All residential property, from Council Bluffs to Dubuque, gets the same rollback. A significant problem with uniform application is that there are very different housing markets around the state; assessed residential values are not increasing at the same rate in Decatur County as they are in Dallas County. Uniform application of the rollback penalizes low-growth areas and rewards high-growth areas.

health check

Love & Marriage

By: **Sandy Longfellow**

ISAC Administrative Assistant



Some might say that discussing marriage in a health-oriented article would be unusual. However, I can think of few things that can make me unhappy faster than something that has gone wrong at home. Taking the time to work on a happy marriage is a very “wellness” thing to do. It can prevent ulcers, depression, stress and a multitude of other ailments.

There was a story told about a couple that was on the verge of divorce. One of the spouses did not want to go to the counseling that was desperately needed. The other spouse didn’t know what else to do and went to the counselor alone. The advice given was to be nice to the partner. Do everything you can to show them you care. Say please and thank you; be sure to recognize when they do something good. Go out of your way to be nice. It seemed like strange advice. The result was that after a period of time both spouses were being nice to each other and were working out their differences.

Here are a few things that you can think about to enhance your marriage:

Everyone Has Faults: Dirty socks, toothpaste caps, toilet lids, thermostat settings; husband or wife, we all have faults. These things are very normal. They are going to happen. The best thing to do is to accept that and deal with it. Sometimes, if it is very important, you can discuss how to handle the situation. If we are aware that it is very important to the other person, we are more likely to make an effort.

Little Things Matter: Do not underestimate how the little things affect a spouse. If you have had a bad day, how would you feel if your husband brought home a single rose in a bud vase because he was thinking about you or your wife got you tickets to an upcoming sports event? Have you told your spouse ‘thank you’ for taking out the trash? These things mean a lot – do them often.

Treat Your Marriage Like a Bank: Think of doing good deeds as putting money in the bank. If you build up your bank with good deeds, then when you do something wrong the impact is not as significant. This method was explained during an anger seminar. Do things for yourself that make you happy so when something unpleasant happens it doesn’t have as great an effect. I think the same thing happens in a marriage.

Negatives vs. Positives: It takes a great deal more positives to counteract negatives. The figures vary but it takes from five to ten positive acts to repair the damage from a negative one. So, the more negative acts the more good things need to be done to keep things steady. It would be logical then to concentrate on good deeds and keep the bad thoughts and deeds to a minimum. Everyone wins!

Respect: We like to be respected in our jobs. Our children like us to show them respect. Respect in marriage is also very important. There are going to be things in your marriage that will always be unpleasant. You might have a mother-in-law that is a pain in the neck. You might be compelled to go to that family reunion every year. If you can talk about these things while respecting your spouse, you might be able to find a way to deal with it. Maybe after that reunion you can go out on a romantic date. Respect helps find solutions to difficulties.

Know Thyself: There are many types of personality tests. It would be a good idea for each of you to take one. Look at the results and discover how each of you reacts to things that happen to you. The Myers-Briggs personality test or the “Colors” profile are both ways to discover if you are a person that is a feeling Blue type or an analyst Green type. It makes a huge difference in how you relate to each other, just as it does how you react to a co-worker.

Fight Fair: Don’t bring up things that have happened 10 years ago. Don’t get personal and attack something the other person cannot change. Don’t call the other person names (no one likes that). No attacking. Try to find a time when both of you are calm and not emotional. Make it a time when there aren’t a lot of distractions. Go out for a Coke and have a calm discussion.

Be Specific: Don’t use broad generalities when trying to resolve a conflict. Don’t say “you are a slob”. Rather, say “It takes a lot of time to pick up all your clothes. Can you help me by putting them in the hamper?” Or, find a compromise. Put a hamper where your spouse changes clothes so he/she doesn’t have to go to an inconvenient location.

Marriage is a give and take proposition. It might take a little effort once in a while but it is worth it. Having someone love you is the best feeling in the world! Often it is important for a person to be doing well on their own before joining into a marriage. Dr. Phil has a book called “Self Matters” which examines how you feel about yourself. He also has a book called “Relationship Rescue” that helps to sort out feelings and stresses connecting with your partner. Dr. Phil seems to take a very practical view at relationships and what is real and what is not. These are only a few publications that may be of assistance.

ISAC Spring School 2007

By: Jerri Noboa

ISAC Meetings Administrator

ISAC's Spring School dates are Sunday, March 18th through Tuesday, March 20th. Remember the skywalk restaurants are not open on Sunday. When you arrive we will have in your packet a listing of all the restaurants in the vicinity with their hours included.



As many of you might know, Des Moines raised their parking fees in the city ramps by 50 cents. The following ramps will now be \$6.50 per day: 3rd & Court, 4th and Grand, 5th and Powell and 8th and Mulberry. The following ramps will now be \$8 per day: 5th and Walnut, 7th and Grand and 9th and Locust. The parking at 7th and Center (Park and Ride by Vet's Auditorium) will remain \$5 per day. The Park and Ride will have a shuttle available Monday and Tuesday for 25 cents each way. If you park there on Sunday you do not pay but will find a ticket in your window stating you owe starting on Monday.

If you have not made sleeping accommodations yet, the Hotel Fort Des Moines has rooms left. Note that the Hotel Fort Des Moines will shuttle you to the Marriott and the Marriott will either shuttle you back (if not busy) or call the Hotel Fort Des Moines to come pick you up. This hotel is also connected to the skywalk system. Hotel Fort Des Moines rates are \$73/flat with suites at \$93/flat (800-532-1466 or 515-243-1161).

I made a sight inspection of the Marriott the beginning of January and have seen the renovations to the ballrooms. They are much brighter in color and lighting. The old Allies Restaurant will still be under renovation in March, but the temporary restaurant on the lobby floor will be open for our conference.

You can see the full agenda and register on-line at the ISAC website (www.iowacounties.org). Affiliate agendas will be added as they become available. We look forward to seeing all of you soon!

District Legislative Days

There is still time to sign up for ISAC's District Legislative Days program. Each ISAC district is invited to come to the Capitol to spend a day meeting with ISAC lobbyists, department heads and legislators. All county officials are invited to attend. This is a great opportunity for county officials to sit down with state policy makers and shed light on how specific bills and actions will affect their county. This program will be part of an effort to bring officials from all 99 counties to visit the Capitol at least once during the legislative session.

Two districts have already had their day at the Capitol - District 1 and District 5. The rest of the dates and regions are as follows:

- Wednesday, February 14 District 4 (Southwest Iowa)
- Thursday, February 15 District 3 (Northwest Iowa)
(*Historical Building at 600 East Locust Street*)
- Wednesday, February 21 District 6 (Eastern Iowa)
- Wednesday, March 14 District 2 (Northeast Iowa)

The day will begin with a program at the Wallace Building Auditorium (502 East 9th Street). The agenda for that meeting will be as follows:

- 9:00am Welcome and introductions – Bill Peterson
- 9:15am Governor's office representative (invited)
- 9:45am Department head (invited)
- 10:15am ISAC lobby staff highlights and Q & A
- 10:45am Adjourn to the Capitol

County officials are encouraged to schedule individual meetings with their legislators and to attend legislative committee meetings and floor sessions the rest of the day. As a member of ISAC, we count on you to help us promote the association's legislative objectives for the year. As a county official, you share constituents with your legislators. This local connection helps your voice have a significant impact on the way lawmakers vote on key issues affecting counties. In order to take advantage of your unique influence, it's imperative that your legislators hear from you! By taking part in District Legislative Days, you will have significant impact on the legislation that impacts the future of local government.

You can register your county by calling the ISAC office at 515-244-7181. Tell us your district, the date you plan to attend, the number of county officials you anticipate will be coming, who the contact person from your county will be, and how they can be reached in the future (phone number or email address). *For more information on District Legislative Days visit ISAC's website at www.iowacounties.org.*

Note: The District 3 Legislative Day at the Capitol originally scheduled for Tuesday, February 27 has been changed to Thursday, February 15. The change of date necessitated a change in location. This district meeting will be held at the Historical Building located at the foot of the capitol at 600 East Locust Street. The agenda will remain the same.

Farewell From Angie

By: Angie Ross

Former ISAC Receptionist



As I sat down to write this article I thought about how my life has changed over the past year and a half that I've been at ISAC. I moved from Ames to Des Moines, I became an aunt to my brother's first child, and I married my longtime boyfriend and childhood friend, Bobby Ross.

Then in December I was offered the opportunity of a lifetime. My aunt owns a small publishing company located in Tallahassee, Florida called *Bella Books*. She asked me if I was interested in learning the business and being her "apprentice." My decision was all but easy to make. After much contemplation I realized that an opportunity like this only comes once in a lifetime. I knew that if I turned down the chance to potentially run a publishing company, I would always wonder what could have been. Taking this job means having to leave Iowa, my only home, and ISAC. This has proven to be harder than I ever imagined. ISAC is the first place I have worked where I felt like I was part of a family.

So to my family, I leave you with these words: CCMS staff, I will definitely miss your delicious potlucks. Lauren, I will miss our conversations about your grandchildren's gymnastics practices. Sandy, I will miss reluctantly handing the phone to you on my way to lunch. Jerri, I will miss all of your hilarious emails. Denise, what will I do when I don't have your mass mailings to send out, or when I can't babysit little Max anymore? Jay and Brad, I will miss schooling you at Fantasy Football and rubbing it in your faces every Monday morning. David, who will I punch in the shoulder now? Robin, I will have to start the "Traveling Turtles" down in Florida. Linda H., there will never be a better or more qualified "Director of Fun." John, I will miss giving you a hard time about the Denver Broncos. Bill, I have such great respect for you. Your willingness to listen, your openness to new ideas and your integrity are second to none. I will miss your vocabulary lessons and playing pranks on you. Tammy, where do I start? To put it simply, you have been my guardian angel, my big sister and my friend; just know that distance will never change that.

To everyone at ISAC, I want to thank all of you for making such a huge impact on my life. I have such positive thoughts and great respect for all of you. You will be greatly missed.

2007 ISAC Board

Kim Painter, Johnson County Recorder, was elected the 2007 President of the ISAC Board of Directors. She recently attended the State Association Presidents and Executives Meeting in Washington, D.C. with ISAC Executive Director Bill Peterson.

Members of the 2007 ISAC Executive Committee are: President - Kim Painter, Johnson County Recorder; 1st Vice President - Mike King, Union County Supervisor; 2nd Vice President - Gary Anderson, Appanoose County Sheriff; and 3rd Vice President - Chuck Rieken, Cass County Supervisor. Executive committee members are chosen by the ISAC Board of Directors and serve a one-year term.

Six county officials were recently appointed to the ISAC Board of Directors. Tim McGee, Lucas County Assessor, will represent the county assessors. Marjorie Pitts, Clay County Auditor, will represent the county auditors. Derek White, Carroll County Emergency Management Director, will represent the county emergency management directors. Ralph Wilmoth, Johnson County Public Health, will serve as the public health representative. Timothy Hoschek, Des Moines County Supervisor, will be one of three representatives for county supervisors. Wayne Walter, Winneshiek County Treasurer, will represent the county treasurers. There are 20 county officials that comprise the 2007 ISAC Board of Directors.

Board members are chosen by their affiliate and serve on the ISAC board until they are replaced by their affiliate. The board members' primary responsibilities include developing and monitoring the ISAC strategic plan, setting legislative priorities and recommending ISAC's budget.

Legislative Tracking Tool

With the legislative session in full swing, remember to utilize ISAC's legislative tracking tool. This is an interactive web-based tool for viewing and printing legislative bills. The tool incorporates features such as listing ISAC's position, ISAC staff assigned to monitor the bill, steering committee, House and Senate status along with the Governor's status, and the affiliate(s) that would be interested in this legislation. You will also find hyperlinks to each of the legislative bills for easy retrieval. The end user can filter and hide columns of information. Printing options are available to allow for printing on letter sized or legal sized paper. You are able to open up the legislative information into an Excel spreadsheet. This will allow for more printing options, such as the placement of headers and column titles on the top of each page. *To use the legislative tool visit ISAC's website (www.iowacounties.org). If you have problems using the tool contact Tammy Norman at tnorman@iowacounties.org or 515-244-7181.*

ISAC Board Profiles

Les Beck
Linn County
Planning and Development Director

Year you started on the ISAC board: 2006

Year you began public service: Somewhere around 1977

Education: Bachelor of Science, Landscape Architecture; Master of Community and Regional Planning (both from Iowa State University)

A dream I have is to: Learn to be conversant in both Spanish and saxophone.

You'd be surprised to learn that: I am a black belt in Tae-Kwon-Do.

My first car was: A 1957 Peugeot 5-speed on the column.

I'm most proud of: Hopefully this won't sound too corny - my family.

My favorite way to relax is: In the hot tub on a clear night with a glass of wine.

My favorite Iowa meal is: Steak from the grill with corn on the cob and garden-fresh tomatoes.

My favorite movie is: I'm not sure I have a single favorite, but in the category of *Best Little Known Make You Smile Foreign Film* I'd go for "Shall We Dance?" (the original, not the one with Richard Gere).

My favorite music is: Jazz

My favorite place in Iowa is: As far as a specific place, I think it might be downtown Des Moines during the summer arts festival. In general, it would be driving any highway several times over the course of a year and watching the ever-changing patterns, colors and textures of the fields and woodlands.



Steve Lekwa
Story County
Conservation Director

Year you started on the ISAC board: 2005

Year you began public service: 1973

Education: Bachelor's degree in Wildlife Biology from Iowa State University, 1971

The hardest thing I've ever done: Negative personnel actions as an administrator.

A dream I have is to: Retire with enough years of good health to enjoy hobbies and grandchildren.

You'd be surprised to learn that: I was a pilot and canoe guide in my younger years.

My first car was: 1964 Chevy Malibu 2 door hardtop

The most adventurous thing I've ever done is: Many trips to wilderness areas to canoe or backpack.

I'm most proud of: My two grown kids, Amy and Adam.

My favorite way to relax is: Hunting or fishing

My favorite Iowa meal is: Turkey dinner

My favorite movie is: *Magnificent Men and Their Flying Machines*

My favorite music is: Folk and guitar

My favorite place in Iowa is: Any lake, pond, or river as far from a road or developed land as possible.



counties in the spotlight

Iowa Veterans Museum

Black Hawk County agreed to contribute an additional \$25,000 for the future Sullivan Brothers Iowa Veterans Museum. The county already contributed \$125,000 to help construct the \$11.5 million, two story addition to the Grout Museum in Waterloo. The opening is planned for 2008. County supervisors noted the tourism draw the museum and accompanying veterans research center will have in the Cedar Valley. *(Taken from the Waterloo-Cedar Falls Courier, December 16)*



Regional Citizen of the Year

Grant Veeder, Black Hawk County Auditor, received the Iowa Northern Regional Council of Government's 2006 Regional Citizen of the Year Award. Veeder was recognized for numerous volunteer commitments. Such efforts include serving as president for ISAC, NACo board member, KUNI board member and volunteer for Waterloo's Partner in Education program. *(Taken from the Waterloo-Cedar Falls Courier, December 9)*



NACo news

NACo 2007 Achievement Award Program

The annual NACo Achievement Award Program is a non-competitive awards program which seeks to recognize innovative county government programs called County Model Programs. County governments across the country, working alone and in cooperation with other governments at the municipal, state and national levels, continue to develop innovative and successful programs in a wide range of service areas, including arts and historic preservation, children and youth, community and economic development, corrections, county administration, emergency management, environmental protection, health, human services, libraries, parks and recreation, transportation, volunteers and much more. The application deadline is February 16, 2007.

Begun in 1970, the Achievement Awards Program gives national recognition to county accomplishments, and has enabled NACo to build a storehouse of county success stories that can be passed on to other counties.

If you would like more information or an application, please visit NACo's website (www.naco.org).

Wetland Restoration Grants

NACo and the Five Star Restoration Challenge Grant Program project partners are currently accepting applications for the 2007 Five Star Restoration Challenge Grants. The Five Star Program provides modest financial assistance on a competitive basis to support community-based wetland, riparian and coastal habitat restoration projects.

Begun in 1997, The Five Star Restoration Challenge Grant Program is a partnership between NACo, the National Fish and Wildlife Foundation, the Wildlife Habitat Council, and made possible with support from the U.S. Environmental Protection Agency and the newest program partner, Southern Company and its operating companies: Georgia Power, Alabama Power, Gulf Power, and Mississippi Power.

In 2006, 39 out of 126 applicants from across the country received grants averaging \$13,000. The deadline for new grant applications is March 9, 2007.

For more information about the Five Star Restoration Challenge Grant Program, how to apply, and examples of past Five Star projects, visit www.naco.org/techassistance under water quality, or contact Erik Johnston at 202/942-4246 or ejohnston@naco.org.

NACo Board of Directors 2006 Fall Meeting

By: Grant Veeder, NACo Representative
& Black Hawk County Auditor

I attended the 2006 NACo Fall Board of Directors meeting with fellow board member Jane Halliburton, Story County Supervisor, in Dublin, Ohio, a suburb of Columbus, from November 30 - December 2. Was it worth leaving the ISAC Fall School early, missing the president's reception and the dance? Almost.

The conference was chaired by President Colleen Landkamer of Blue Earth County, Minnesota. President Landkamer is just beginning her one-year term, and she has made it clear that the focus of her tenure is to reinvigorate NACo leaders, staff and members. Included in this effort was the adoption of the first-ever Board of Directors' "responsibilities" policy, which encourages board members to be active, informed and prepared. In partial fulfillment of my now-explicit obligations, I submit the article you are presently reading.

Agenda toppers at the fall meeting were budget and legislative priorities adoption for next year. NACo operates on the calendar year, and our 2007 budget as adopted calls for \$18.7 million in expenditures with an expected surplus of \$1.6 million.

Our adopted legislative priorities, which evolve through a steering committee process similar to ISAC's, include the following:

- Reauthorization of the Farm Bill;
- Repeal of the withholding tax law and reform of other federal tax changes (such as telecommunications taxes) affecting counties;
- Reforms of health and human services laws and policies, particularly reducing the county share of Medicaid and restoring cuts imposed by the Deficit Reduction Act to child support, child welfare and the Temporary Assistance for Needy Families Block Grant program;
- Reauthorization of the Secure Rural Schools and Community Self Determination Act and enhanced appropriations for the Payment in Lieu of Taxes (PILT) program;
- Reauthorization of the federal Airport and Aviation program;
- Assistance to counties to combat methamphetamine abuse; and
- Opposition to unfunded mandates and preemptions.

As well as having board members participate in reaching an understanding of their own responsibilities, President Landkamer had us directly involved with development of the new strategic plan for the first time. We broke into four groups to consider different elements of the plan, and the input derived from these groups will be synthesized by a committee led by First Vice President Don Stapley (Maricopa County, AZ), with final approval expected at the NACo Legislative Conference in March.

The day prior to the board of directors meeting, Jane attended her first meeting of the Audit Committee after being elected to that body at the NACo Annual Conference in Chicago. The

committee reviewed policies and procedures as well as a process for selecting a new firm to manage NACo's investments. During the board meeting, Santa Fe County, NM Commissioner Harry Montoya, one of the unsuccessful candidates for second vice president last summer, was elected to the committee to serve out the term of Houston County, MN Commissioner Kevin Kelleher, who is leaving December 31.

"Why were we meeting in Dublin, Ohio?" you may ask. I know I did. It turns out we were invited there by Nationwide Retirement Solutions, which is the program administrator of NACo's deferred compensation program. Nationwide Insurance (and especially NRS) has a huge presence in Columbus and Dublin. In the bus en route to Friday night's festivities, our Nationwide tour guide would say, "There's a Nationwide building," then we'd go a little further, and she'd say, "That's another Nationwide building," then we'd go a little further, and she'd say, "There's the Nationwide building I work in," then we finally got to the Nationwide building that we were going to tour. Inside we walked through floor after floor of tidy cubicles. Then we reboarded the buses and traveled from Dublin to Columbus, taking a driving tour of Ohio State University along the way. On the way to our reception and dinner at the very hands-on Center of Science and Industry Museum, we drove through the downtown skyscrapers, where our tour guide mentioned, "There's our three-building complex of Nationwide offices." *Very impressive.*

Another duty that we handled at this meeting was voting to determine the annual conference sites for 2011 and 2012. Bids were received from Columbus, Ohio for 2011 alone, from Charlotte, North Carolina and Cincinnati, Ohio for 2012 alone, and from Minneapolis, Pittsburgh, and Portland, Oregon for either year. After some spirited testimonials from local partisans, Portland was selected for 2011 and Pittsburgh for 2012. In case you're wondering, the sites between now and then are as follows: 2007 – Richmond, VA; 2008 – Kansas City, MO; 2009 – Nashville, TN; 2010 – Reno, NV.

Discussion continued on the 2008 Presidential Election Program, in which Iowa plays a crucial role. We saw presidential candidates crisscross the state for Iowa candidates in November's election; now we'll see them stumping on their own behalf, and we need to corral them whenever possible to make sure they hear a steady drumbeat of county issues. Please contact me, Jane or the ISAC staff if you expect to see a presidential candidate from either party soon so that we can get you material to present to him or her.

The next NACo meeting will be the 2007 Legislative Conference in Washington, D.C., March 3-7. You may register online at the NACo website (www.naco.org). It's always a great conference, so we hope to see you there!

New Technical Assistance Program

As part of the Rural Health Works program, NACo will select a limited number of counties to receive technical assistance awards on a competitive basis. The award includes intensive TA on the Rural Health Works model. Rural Health Works is a community engagement process that assists counties to evaluate their healthcare system and to generate county-specific data on the importance of the health care sector to the local economy. The ultimate goal of the project is to strengthen rural economies by increasing the use and expansion of health services.

At the end of the project, participating counties will receive the following county-specific reports:

- An economic impact report describing economic activity in terms of both dollars produced and jobs produced by the health care sector;
- A directory of health and human services provided in the local service area;
- A survey of the health services utilization patterns of the community and the reasons for those patterns;
- A compilation of secondary data regarding the community. This report includes health data such as local leading causes of death compared to the state, infant mortality and related data, local disease issues, as well as other demographic data including incarceration rates, graduation rates, etc.

To apply, download an application from www.naco.org/techassistance under health. The deadline to apply is February 5, and awards will be announced February 12. *More information is available at www.ruralhealthworks.org.*

New Office Location

NACo staff recently moved to their new headquarters at 25 Massachusetts Ave., NW Washington, DC 20001. E-mail addresses and phone numbers will remain the same.



Defensive Co-Workers

Some people have a hard time admitting that more than one solution might work for a problem. So they react defensively when you ask them to explain or justify their ideas. Use these tactics:

- **Take the focus off rejection and acceptance.** Offer positive recognition to everyone for the high-quality, well-prepared input they provide - whether or not you act on the ideas.
- **Stress teamwork.** Let defensive co-workers know that while you value their input, you place equally high value - not less or more value - on others' input: "I appreciate your comments; it's important to hear from Sue and Jon too. I want to hear everyone's ideas before I decide."
- **Discuss alternatives in hypothetical terms.** Don't challenge their ideas directly; when they perceive that their way is the only way, gently nudge them to consider other perspectives. "Is it possible that under a different set of circumstances Jon and Sue's idea might work? What would those circumstances look like?" (*Taken from Communication Briefings, April*)

Recover From Presentation Problems

When you take the podium, disaster lurks in the wings. Set your mind at ease by planning responses to two common emergencies.

1. The computer with your slides malfunctions. When you've built your presentation around PowerPoint slides, you may freeze when your computer does. But you can't let it ruin your speech. First, resist the urge to fiddle with the computer in front of your audience. If you can't fix it in a minute or two, ask for a short recess or start to wing it. If you're not very far into your speech, ask the next presenter to take over while you leave the podium and reboot. Smart speakers come prepared to wing it - simply bring enough hard copies of your slides for everyone in your audience.

2. The microphone dies in the middle of your speech. Remember that the audience is pulling for you. People are there to hear what you have to say, and they want you to succeed. So don't let a simple malfunction throw you. Show your ability to think on your feet by continuing to deliver your speech while walking around your audience. Moving physically closer will focus audience attention on you, and the technical staff can work on fixing the glitch. (*Taken from Communication Briefings, June*)

Antiviral Q & A

In August, the state's Executive Council approved the Iowa Department of Public Health's request for \$4.8 million to purchase, manage and coordinate distribution of antiviral medication to prepare for a possible influenza pandemic. The state purchased nearly 309,000 courses of Tamiflu and Relenza through a Department of Health and Human Services contract with a 25% federal subsidy. (A course is the number of doses needed to treat one person.)

Tamiflu and Relenza are currently the two Food and Drug Administration-approved antiviral medications that show effectiveness against the avian influenza H5N1 virus. In addition to the state's purchase, the federal government will purchase and manage over 438,000 courses to be sent to Iowa when a pandemic is imminent. Iowa's total antiviral stockpile will be 747,000 courses. This will cover approximately 25% of the state's population, as recommended by the HHS Pandemic Influenza Response Plan.

The following questions/answers are from the Iowa Department of Public Health Antiviral Stockpile presentation to interested stakeholders, including ISAC, held in November.

Q. How does the state plan to distribute all the antivirals?

A. The Iowa Department of Public Health (IDPH) will use its current Strategic National Stockpile plan to distribute the federal and/or state stockpile.

Q. Can you give local guidance on how much square footage is needed to store?

A. Under current packing information, Tamiflu is packed 88 blister cards per case with 10 capsules per card. Each case of Tamiflu measures 12.5" x 7.6" x 7.8" and weighs 3 lbs. Relenza is packaged 16 kits (91 oral disk inhaler and 5 blister packs) per case. Each Relenza case measures 17" x 6" x 9.25" and weighs 4 lbs.

Q. During a pandemic will the government take control of the supply? What about the open market supply?

A. Iowa's Antiviral Stockpile will be owned, managed and distributed by the state. There is a limited supply of open market antivirals. The state does have the authority to procure this type of resource but since the supply is limited, this is unlikely.

Q. Is there a contingency plan for treatment?

A. Tamiflu and Relenza are the only medications that have shown effectiveness in the treatment of the current H5N1 virus strain. It is unknown what efficacy these drugs will have on a future pandemic strain of influenza.

Q. Do we know the effective rates of Tamiflu and Relenza?

A. When used to treat seasonal flu, the medications can reduce the number of days an individual is sick by a day or two and may prevent development of more serious illness. However, to be effective Tamiflu and Relenza must be given within two days of the onset of illness.

Q. What's your plan for communicating with school nurses and long term care facility workers?

A. Communicating with health care partners continues to be a priority as pandemic influenza planning progresses. This includes working with professional organizations, local public health agencies, and healthcare providers to assist with distribution of messages during a public health emergency.

Q. How much control does the federal government have in distribution patterns and who it will be sent to?

A. The federal government will make recommendations for distribution of the antiviral medications. The state will review the federal government's recommendations and determine appropriateness for application in the state.

Q. What communication is happening with local public health agencies?

A. IDPH has held conference calls with local public health agencies to keep them informed of the state's pandemic influenza planning, including the stockpile of antiviral medications.

Q. Is there work on making a vaccine prior to a pandemic happening?

A. To make vaccine, the strain of the virus causing the pandemic must be known. At this time, it is not known what virus will cause a pandemic; therefore, a vaccine has not been produced.

Q. Can you explain the preventative nature of antivirals?

A. After being exposed to the flu, or if a future exposure is not preventable, antivirals can be taken for a limited amount of time to prevent the person from becoming ill. For example, preventative antivirals are used in long term care facilities after influenza has caused illness in some of the residents to prevent illness in the other high risk residents.

For further information visit the Iowa Department of Public Health's website at <http://idph.state.ia.us/>.

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- Pierre de Coubertin

"Recognition is the greatest motivator."

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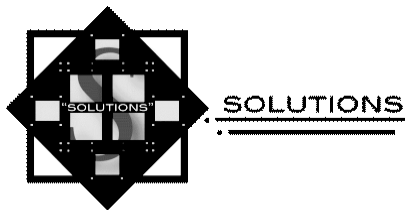
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ISAC's Scholarship Golf Fundraiser

June 13, 2007 - Jester Park Golf Course, Polk County

Registration information to come!



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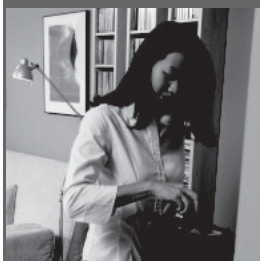
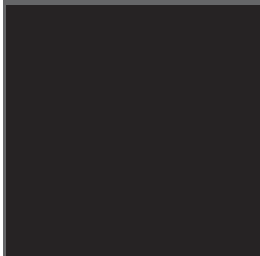
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FEBRUARY

- 9 ISAC Executive Board Meeting (ISAC Office)
- 14 District 4 Legislative Day at the Capitol (Wallace Bldg. Auditorium, Des Moines)
- 15 Scholarship Judges (ISAC Office)
- 15 District 3 Legislative Day at the Capitol (Historical Bldg. Auditorium, Des Moines)
- 16 ISAC Legislative Liaisons (ISAC Office)
- 20 Bureau Cats Scholarship Judges (ISAC Office)
- 21 Scholarship Judges Snow Day (ISAC Office)
- 21 District 6 Legislative Day at the Capitol (Wallace Bldg. Auditorium, Des Moines)
- 22-23 ISAC Board of Directors (Hilton Garden Inn, Des Moines/Urbandale)
- 23 ETC (ISAC Office)

MARCH

- 3-7 NACo Legislative Conference (Washington DC)
- 14 District 2 Legislative Day at the Capitol (Wallace Bldg. Auditorium, Des Moines)
- 16 ISAC Legislative Liaisons (ISAC Office)
- 18-20 ISAC Spring School of Instruction (Marriott/Renaissance Savery, Des Moines)
- 19 CCMS Board of Directors (Downtown Marriott, Des Moines)

- 20 CRIS Board of Directors (Downtown Marriott, Des Moines)
- 28-30 CCMS Fundamentals (Hilton Garden Inn, Des Moines/Urbandale)

APRIL

- 10 CCMS Administrators (Hilton Garden Inn, Des Moines/Urbandale)
- 11 CCMS Cost Report Training (Hilton Garden Inn, Des Moines/Urbandale)
- 13 ISAC Legislative Liaisons (ISAC Office)
- 27 ISAC Board of Directors (ISAC Office)

MAY

- 9-11 Treasurers Conference (Clinton)
- 10 CCMS Advanced Case Managers (Hilton Garden Inn, Des Moines/Urbandale)

JUNE

- 6-7 CCMS Supervisors Training (Hilton Garden Inn, Des Moines/Urbandale)
- 13 ISAC's Scholarship Golf Fundraiser (Jester Park Golf Course, Polk County)
- 20-22 CCMS Fundamentals (Hilton Garden Inn, Des Moines/Urbandale)

Please visit ISAC's online calendar of events at 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 jnobo@iowacounties.org.

Corrections:

The picture on page 12 in the January issue of *The Iowa County* was incorrectly identified as Jim Hanks. The picture should have been identified as Steve Nadel.

January's *By the Numbers* column about snow-plowing costs had a couple of errors. The column listed Sac County's FY07 budgeted snow and ice control costs at zero and Johnson County's at \$1.8 million. Both of those numbers come from the FY07 certified county budgets. However, the annual secondary road DOT budgets tell a different story. The DOT budgets, which the county engineers have assured ISAC are correct, show budgeted snow and ice control spending of \$144,000 in Sac County and \$458,000 in Johnson County.

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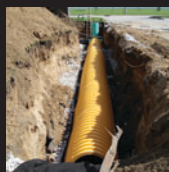
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ISAC's Spring School of Instruction

March 18-20, 2007

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