July 2007
How did your Legislator vote?
With dynamic styling, improved cab visibility, exceptional operator comfort and enhanced power management, Caterpillar’s® new M-Series Motor Graders are truly monumental. More rim pull in all gears delivers 10 to 30 percent more productivity than its predecessors. CAT® didn’t stop there. A pair of three-axis joysticks with carefully engineered thumb and finger switches replace as many as 15 levers and the steering wheel. This new feature reduces arm and hand movements by as much as 78 percent.

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ISAC’s Mission:
To promote effective and responsible county government for the people of Iowa.

ISAC’s Vision:
To be the principal, authoritative source of representation, information and services for and about county government in Iowa.
How Your Legislator Voted

By: John Easter
ISAC Director of Intergovernmental Affairs

The 2007 legislative session was an active one for county officials. State lawmakers and Governor Culver made many important policy decisions that will have lasting impact on county officials and their citizens. This record is designed to help county officials see how their own representatives and senators voted on items of importance to the ISAC membership.

In order to be fair to your legislators, it is necessary to understand that many significant votes are unrecorded. By its nature, this record cannot reflect important policy decisions where no recorded vote was taken, such as caucus votes, unrecorded floor votes, or bills dying for lack of a committee vote.

ISAC and our affiliates worked on many more pieces of legislation than this record contains. Several bills reflecting important work by affiliate legislative liaisons and lawmakers were passed with unanimous or near unanimous votes.

Among those key bills are:
SF 90 - Emergency Dispatch (47-2; 99-0)
SF 212 – Deputy Salaries /Recorded Documents (49-0; 96-0)
HF 309 – Uniform Cost Reports (95-0; 50-0);
HF 546 – Membership on Election Boards (97-0; 50-0)
HF 848 – Auditor Technical Elections (99-0; 47-0)

Some votes were unanimous in the Senate but split in the House. These are included in the House table but not the Senate table:
SF 155 – Local Government Innovations (Senate 49-0)
SF 354 – Overpayments to Counties (Senate 49-0)
HF 650 – Regulate Beer Kegs (Senate 49-0)
HF 808 – 28E Publication Requirements (Senate 50-0)

Bills Included on the House and Senate Tables
SF 128 – Tobacco Tax Increase – This bill increased the tax on a package of cigarettes from 36 cents to $1.36. The bill also provides for an increase in the tax on other types of tobacco products. The bill creates a health care trust fund for deposit of the revenues generated from the taxes on cigarettes and tobacco products. Moneys derived from the tobacco tax increase are to be used primarily for health care programs. ISAC was registered undecided (neutral) on the bill.

SF 339 – County Bonding - This bill increases the extent to which counties may bond for public building construction maintenance or equipment without an election. The bill also amends the definition of an “essential county purpose,” allowing a county to issue general obligation bonds without an election for capital projects including the construction, reconstruction, improvement, repair, or equipping of bridges, roads, and culverts. This has been a legislative objective of the ISAC taxation and finance steering committee for many years. ISAC reg-istered in favor of this bill.

HF 158 - Childhood Lead Testing – This bill requires the department of public health to implement a requirement that children receive a blood lead test prior to age six and before enrolling in any elementary school in Iowa. The bill requires a child’s parent or legal guardian to assure that the child is tested. The department can waive testing requirements if the department determines that a child is of very low risk or if the child’s parent or legal guardian objects to the test on religious grounds. ISAC registered in favor of HF 158.

HF 618 – High School Student Service on Election Boards – This bill allows high school students to be appointed as precinct election board members if they meet certain requirements. It requires the county auditor to provide a report to the school information about student service on an election board. ISAC registered in favor of HF 618.

Bills Included Only on Senate Table
S-3407/SF 601 – SF 601 is the “Standings” bill. Earlier in the session, HF 793 was passed, which established a $10,000 fine for certain implements of husbandry that exceed legal axle weight limits. Amendment S-3407 to SF 601 reduced the $10,000 penalty down to only $300. ISAC strongly opposed amendment S-3407 to reduce the penalty. S-3407 was approved in the Senate.

S 3534/SF 601 – After the Senate approved S-3407, the House of Representatives removed it. When the Senate considered the House amendments to SF 601, S-3534 was proposed to reverse the House action, and restore the penalty reduction from $10,000 to $300. ISAC was strongly opposed to S-3534. This time, S-3534 failed, which kept the penalty at $10,000.

SF 236 – Local Smoking Ban – This bill provides that a city or county may adopt an ordinance to provide for the enforcement of smoking standards that are more stringent for public places or public meetings than those imposed under state law.

By: Linda Hinton
ISAC Assistant Legal Counsel

S-3534/SF 601 – After the Senate approved S-3407, the House of Representatives removed it. When the Senate considered the House amendments to SF 601, S-3534 was proposed to reverse the House action, and restore the penalty reduction from $10,000 to $300. ISAC was strongly opposed to S-3534. This time, S-3534 failed, which kept the penalty at $10,000.
The bill provides that “public place” does not include a private residence unless used as a child care facility, child care home, or a health care provider location. No House vote was taken. ISAC registered in favor of SF 236.

SF 413 – Fair Share/Right to Work – This bill authorizes the negotiating of fair share fees in collective bargaining agreements for public employees. The bill provides that the scope of negotiations for purposes of a collective bargaining agreement includes negotiating whether a fair share fee shall be charged to nonmembers of an employee organization. The bill establishes conditions for the collection of a fair share fee. No House vote was taken. ISAC registered against SF 413.

SF 261 – Sewer Inspections at Time of Transfer – The bill requires a building that is served by a private sewage disposal system to be inspected prior to any transfer of ownership of the building. It provides that a failing sewage disposal system shall be renovated to meet current construction standards. The bill requires inspections to be conducted by an inspector certified by the department. The bill requires the department to adopt certification requirements for inspectors and to maintain a list of certified inspectors. SF 261 allows county personnel to become certified inspectors and allows a county to set an inspection fee for inspections conducted by certified county personnel. The bill requires a county to allow any department certified inspector to provide inspection services within the county’s jurisdiction. No House vote was taken. ISAC registered in favor of SF 261.

HF 650 – Regulation of Beer Kegs – This bill imposes a requirement that each keg of beer sold in Iowa have an identification sticker attached by the vendor. A record is maintained by the vendor for 90 days. It is available for inspection by any law enforcement officer. The bill requires uniform implementation and includes an “express preemption” of any local ordinance registering beer kegs. ISAC registered in favor of HF 650.

HF 808 – 28E Publication Requirements – This bill clarifies that a sole administrator of a 28E is subject to the open meetings law but excludes any regulation of sole administrators. HF 808 specifies required publication information but allows consolidation of bills paid to the same claimant. Instead of publishing requirements, 28Es with an annual budget under $100,000 must file in electronic format proceedings of the board with the county recorder. The recorder shall make such information available to the public. The bill specifies filing and recording requirements with the Secretary of State. This was a top legislative priority for ISAC and we registered in favor of it.

Bills Included Only on House Table

SF 155 – Local Government Commission – This bill creates a Local Government Innovation Commission and Fund and creates a Center for Governing Excellence. The measure names the center the Tim Shields Center for Governing Excellence. It puts the new commission in the Department of Management for administrative purposes and sets the membership of the commission. The bill establishes that the purpose of the center is to do objective and nonpartisan research and training for policymakers and government officials; to integrate the research capacities of community colleges and public and private universities and of local government organizations; and to perform other related duties. A fund is established to give grants to assist in implementing local governance and revenue models. ISAC registered in favor of this bill.

SF 354 – Overpayments to Counties – This bill requires that a county keep overpayments of moneys paid to the county amounting to $5 or less, unless the person who made the overpayment requests a refund of the overpayment. This is an ISAC county administration and organization steering committee legislative objective. ISAC registered in favor of this bill.
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<th>Bill Title</th>
<th>County Bonding</th>
<th>Overpayments to Counties</th>
<th>Tobacco Tax Increase</th>
<th>Local Gov. Innovations</th>
<th>28e Publication Requirements</th>
<th>Child Lead Testing</th>
<th>Beer Keg Registration</th>
<th>Students on Election Boards</th>
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The Iowa House Record Roll Call Vote on Selected Bills and Amendments - 2007 Session

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<tr>
<th>Bill Title</th>
<th>County Bonding</th>
<th>Overpayments to Counties</th>
<th>Tobacco Tax Increase</th>
<th>Local Gov. Innovations</th>
<th>28e Publication Requirements</th>
<th>Child Lead Testing</th>
<th>Beer Keg Registration</th>
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<td>SF 339</td>
<td>SF 354</td>
<td>SF 128</td>
<td>SF 155</td>
<td>HF 808</td>
<td>HF 158</td>
<td>HF 650</td>
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**Result**
- Enacted
- Enacted
- Enacted
- Enacted
- Enacted
- Enacted
- Enacted

**ISAC Position**
- For
- For
- Undecided
- For
- For
- For
- For

**Vote Tally**
- 90
- 670
- 58
- 40
- 88
- 7
- 88
- 6
- 93
- 5
- 88
- 10
- 85
- 14

**Representative - Party**
- aye
- nay
- aye
- nay
- aye
- nay
- aye
- nay
- aye
- nay
- aye
- nay
- aye
- nay

*Miller, L. - R*
*Murphy, P. - D*
*Oldson, J. - D*
*Olson, D. - D*
*Olson, R. - D*
*Olson, S. - R*
*Olson, T. - D*
*Palmer, E. - D*
*Paulsen, K. - R*
*Petersen, J. - D*
*Pettingill, D. - R*
*Quirk, B. - D*
*Raecker, S. - R*
*Rants, C. - R*
*Rasmussen, D. - R*
*Rayhons, H. - R*
*Reasoner, M. - D*
*Reichert, N. - D*
*Roberts, R. - R*
*Sands, T. - R*
*Schickel, B. - R*
*Schueller, T. - D*
*Shomshor, P. - D*
*Smith, M. - D*
*Soderberg, C. - R*
*Staed, A. - D*
*Struyk, D. - R*
*Swaim, K. - D*
*Taylor, D. - D*
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*Thomas, B. - D*
*Tjepkes, D. - R*
*Tomenga, W. - R*
*Tymeson, J. - R*
*Upmeyer, L. - R*
*Van Engelenhoven, J. - R*
*Van Fossen, J. - R*
*Watts, R. - R*
*Wendt, R. - D*
*Wenthe, A. - D*
*Wessel-Kroeschell, B. - D*
*Whitaker, J. - D*
*Whitead, W. - D*
*Wiencek, T. - R*
*Winckler, C. - D*
*Windschitl, M. - R*
*Wise, P. - D*
*Worthan, G. - R*
**Zirkelbach, R. - D**

*Rep. Pettengill was a Democrat throughout the session and switched to a Republican shortly thereafter.
**Rep. Zirkelbach was on active military duty for the entire session.*
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<thead>
<tr>
<th>Bill Title</th>
<th>County Bonding</th>
<th>Axle Weights I</th>
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<th>Local Smoking Bans</th>
<th>Fair Share/Right to Work</th>
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The 2007 legislative session was one of the most successful for county officials in recent years. Many proposals by ISAC affiliates were enacted while several other pieces of legislation opposed by county officials were defeated. The leadership of the Senate and House of Representatives should be credited with the pace of the session and the cooperation demonstrated by members of the four respective caucuses. There are so many issues and lawmakers to recognize, it is not possible to name everyone. However, here are some legislators and the notable issues he or she worked on for county officials:

The local government committees chaired by Senator Herman Quirmbach (D-Story) and Mary Gaskill (D-Wapello) were especially productive. Without their dedication to local government, many of the important legislative achievements could not have happened. Several companion bills began in these committees to help county officials with their ongoing service to the public.

The state government committees chaired by Senator Michael Connolly (D-Dubuque) and Representative Pam Jochum (D-Dubuque) made great progress by enacting numerous bills to help county auditors provide Iowans with the best elections services possible. Representative Gaskill also played a distinct roll in managing the auditors’ elections bills. In addition, Representative Jochum was instrumental in passing important updates to the Iowa food code and increasing the fees to help cover the costs of inspections.

Senator Jeff Angelo (R-Union) – SF 339 – County Bonding.
Senator Daryl Beall (D-Webster) – Local government issues.
Senator Joe Bolckom (D-Johnson) – TIF reporting and other property tax issues.
Senator Jeff Danielson (D-Black Hawk) – Transportation and emergency services issues.
 Senator Tom Hancock (D-Dubuque) – HF 742 – Snowmobiles, SF 575-E911 Funding, and emergency service issues.
Senator David Hartsuch (R-Scott) – SF 90 – Emergency Dispatch, SF 354-Overpayments to Counties and SF 450-Property Tax Collection.
Senator Jack Hatch (D-Polk) – HF 650-Beer Keg Regulation, human services and mental health issues.
Senator Wally Horn (D-Linn) – SF 202 – Unclaimed Property.
Senator Hubert Houser (R-Pottawattamie) – Local government issues.
Senator David Johnson (R-Osceola) – Human services and mental health issues.

The Iowa County
July 2007
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Representative Libby Jacobs (R-Polk) – Elections issues.
Representative David Jacoby (D-Johnson) – HF 650 – Beer Keg Regulation.
Representative Jeff Kaufmann (R-Cedar) – Local government issues.
Representative Doris Kelley (D-Black Hawk) – HF 591 – City Council Elections, and local government issues.
Representative Mark Kuhn (D-Floyd) – HF 873 – Animal Feeding Operations.
Representative Jim Lykam (D-Scott) – SF 90 – Emergency Dispatch, SF 208 – Recorded Documents and local government issues.
Representative Dolores Mertz (D-Kossuth) – Courthouse security and transportation issues.
Representative Donovan Olson (D-Boone) – SF 161 – Closed Meetings, SF 212-Deputy Salaries and HF 873-Animal Feeding Operations.
Representative Paul Shomshor (D-Pottawattamie) – SF 202 – Unclaimed Property, and property tax issues.
Representative Mark Smith (D-Marshall) - Human services and mental health issues.
Representative Todd Taylor (D-Linn) – Elections issues.
Representative Roger Thomas (D-Clayton) – SF 339 – County Bonding, and SF 354 – Overpayments to Counties.
Representative David Tjepkes (R-Webster) – HF 591 – City Council Elections, local government issues.
Representative Jim Van Engelenhoven (R-Marion) – SF 337 – Recorded Documents, and other local government issues.
Representative Roger Wendt (D-Woodbury) – Elections issues.
Representative Phil Wise (D-Lee) – Property tax issues.
Representative Matt Windschitl (R-Harrison) – HF 793 – DOT Omnibus and other transportation issues.

Legislative caucus meetings are closed to the public. Many key policy decisions are made there and it is not readily evident which lawmakers support county government positions in their caucus meetings. This is often where issues detrimental to local interests are stopped. These votes are every bit as important as votes to pass bills. To all of those representatives and senators who voted in their caucus meetings to reflect the views of county officials - THANK YOU! You know who you are.

Whether a lawmaker’s name is on this list or not, each county official should visit his or her own legislators and thank them for any work they did for local government.

When a Stranger Calls

By: Robin Harlow

ISAC Technology Project Manager

In April I attended the Multi-State Information Sharing and Analysis Center’s (MS-ISAC, www.msisac.org) Annual Conference in Minneapolis, Minnesota.

Much of the discussion during the conference centered on how to communicate, engage, and then assist local government with cyber security.

The mission of the MS-ISAC is to provide a common mechanism for raising the level of cyber security readiness and response in each state and with local governments. The MS-ISAC provides a central resource for gathering information on cyber threats to critical infrastructure from the states and providing two-way sharing of information among the states and with local government.

The major objectives of the MS-ISAC are to:

- Disseminate early warnings of cyber system threats.
- Share security incident information.
- Provide trending and other analysis for security planning.
- Distribute current proven security practices and suggestions.
- Promote awareness of the interdependencies between cyber and physical critical infrastructure, as well as among the different sectors.

Cyber security is no longer about evading physical security (firewalls) or breaking passwords. The game is about presenting situations to people that entice them into opening or clicking on dangerous emails or web-sites. From this point all bets are off as to the intent of the criminal and how they control this “zombie.” But once infected with a zombie, your entire network could then be used steal information either from your site or be used to compromise and gather information from other sites. To make matters worse, viruses have migrated to what is termed “Zero-Day” mutation. This means that the viruses have developed the ability to mutate within 24 hours of execution. Because of the quick mutation, virus protection software has quickly become almost useless against these types of attacks.

MS-ISAC approach is to identify the virus (or its variation) and then work to contain it. In short, much like the flu, it is not a matter of if you will be infected; it is only a matter of time.

Educating government users is the second prong of dealing with this new era. MS-ISAC has developed several booklets written in non-technical language and targeted for county and local government officials. MS-ISAC makes available on a monthly basis a cyber security tips newsletter that can be used by local governments to distribute to their desktop users. All of this material will be made available at no cost to the counties in the coming months.
Purchasing Online

Q: I have been fearful of purchasing products online; do you have any tips or suggestions to help me utilize this service in a secure manner?

A: Shopping online offers lots of benefits that you won’t find shopping in a store or by mail. The Internet is always open — seven days a week, 24 hours a day — and bargains can be numerous online. With a click of a mouse, you can buy an airline ticket, book a hotel, send flowers to a friend, or purchase your favorite fashions. The following tips can help you stay secure while doing your shopping online.

**Know whom you’re dealing with.** Anyone can set up shop online under almost any name. Confirm the online seller’s physical address and phone number in case you have questions or problems. Contact the seller promptly if you have any problems with your order.

**Beware of pop-up windows and sudden emails.** If you get an email or pop-up message while you’re browsing that asks for financial information, don’t reply or click on the link in the message. Legitimate companies don’t ask for this information via email. In fact, clicking on the pop-up window or clicking on the link in the email might allow spyware on your system. Giving out confidential information via pop-ups or email can also lead to fraud or identity theft. Delete any suspicious emails, and close unwanted pop-ups by clicking on the “x” box in the top right corner - never click inside the pop-up window itself.

**Know exactly what you’re buying.** Read the seller’s description of the product closely, especially the fine print. Words like “refurbished,” “vintage,” or “close-out” may indicate that the product is in less-than-mint condition, while name-brand items with “too good to be true” prices could be counterfeits.

**Know what it will cost.** Check out websites that offer price comparisons and then compare “apples to apples.” Factor shipping and handling — along with your needs and budget — into the total cost of the order. Do not send cash under any circumstances.

**Pay by credit or charge card.** If you pay by credit or charge card online, your transaction will be protected by the Fair Credit Billing Act. Under this law, you have the right to dispute charges under certain circumstances and temporarily withhold payment while the creditor is investigating them. In the event of unauthorized use of your credit or charge card, you generally would be held liable only for the first $50 in charges. Some companies offer an online shopping guarantee that ensures you will not be held responsible for any unauthorized charges made online, and some cards may provide additional warranty, return, and/or purchase protection benefits.

**Check out the terms of the deal, like refund policies and delivery dates.** Can you return the item for a full refund if you’re not satisfied? If you return it, find out who pays the shipping costs or restocking fees, and when you will receive your order? A Federal Trade Commission (FTC) rule requires sellers to ship items as promised or within 30 days after the order date if no specific date is promised.

**Keep a paper trail.** Print and save records of your online transactions, including the product description and price, the online receipt, and copies of every email you send or receive from the seller. Read your credit card statements as you receive them and be on the lookout for unauthorized charges.

**Don’t email your financial information.** Email is not a secure method of transmitting financial information like your credit card, checking account, or Social Security number. If you initiate a transaction and want to provide your financial information through an organization’s website, look for indicators that the site is secure, like a lock icon on the browser’s status bar or a URL for a website that begins “https:” (the “s” stands for “secure”). Unfortunately, no indicator is foolproof; some fraudulent sites have forged security icons.

**Check the privacy policy.** It should let you know what personal information the website operators are collecting, why, and how they’re going to use the information. If you can’t find a privacy policy — or if you can’t understand it, consider taking your business to another site that’s more consumer-friendly.

**Keep your computer protected.** Protect your computer by using anti-virus and anti-spyware software, use a firewall, and use an email spam filter. It is important to keep these programs updated on a regular basis to keep your system safe from the latest threats. Keep your operating system and browser up-to-date with the latest security patches as well. That way if you do stumble onto a malicious or compromised website, your computer is less likely to become infected.

For more information on safe online shopping, please visit:

- [http://onguardonline.gov/quiz/](http://onguardonline.gov/quiz/)

Source: ms-isac.org (Multi-State Information Sharing & Analysis Center)

**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 email at tnorman@iowacounties.org. Until next month, keep clicking!
Forget Old Notions About Conflicts of Interest

Supervisors on Appointed Boards:
County supervisors can serve on any other board without creating a conflict of interest. That includes, for instance, county boards of health and county conservation boards. It also includes community mental health center boards, even where the county has a contract with the community mental health center. Ditto for regional solid waste agencies.

I still get complaints about supervisors serving on other boards. But in most cases, the answer is going to be that there is no conflict. Traditional common law notions of conflict of interest have been replaced by Iowa Code §331.216, which states: “Unless otherwise provided by state statute, a supervisor may serve as a member of any appointive board, commission, or committee of this state, a political subdivision of this state, or a non-profit corporation or agency receiving county funds.”

The Iowa Attorney General has concluded that enactment of §331.216 effectively overruled the common law of conflict of interest of public offices with regard to members of boards of supervisors serving in other appointive positions.

So the Iowa Attorney General concluded that due to §331.216, county supervisors could appoint themselves to the county conservation board, and to a solid waste agency.

The bottom line is that after the enactment of §331.216, the common law doctrine of conflict of interest is not going to prevent a county supervisor from serving simultaneously on any other board.

Documenting Claims:
Can the county auditor determine whether a county employee has provided sufficient documentation to allow a claim to be submitted to the board of supervisors? The answer is apparently no.

Recently a county employee told me that he had submitted a claim for payment, only to be told by the county auditor that the claim could not be processed without additional documentation.

The role of the county officials regarding the county claims process is spelled out in the Iowa Code. Iowa Code §331.401(1)(p) says that boards of supervisors have the duty to examine and settle all claims against the county. Iowa Code §331.504(8) says that county auditors have the duty to file claims for presentation to the board “with sufficient itemization to clearly show the basis of the claim.” It sounds like this latter statute would give the county auditor the discretion to decide when a claim is “sufficient.” But years ago the Iowa Attorney General examined the auditor’s duties under §331.504(8) and determined that the auditor performs a “ministerial function” in filing claims with the board and “should not refuse to file a claim for submission to the board on the basis of his or her belief that the supporting documentation is inadequate.” 1990 Iowa Op. Att’y. Gen. 64 (# 90-2-2(L). So at least in the opinion of the Attorney General’s office, the board of supervisors, and not the auditor, is responsible for assessing the adequacy of proof supporting claims.

Insurance Reminder:
Have you reviewed the county’s liability insurance policy lately? Iowa Code §670.4 provides tort immunities for counties in various circumstances. For instance, if you have an outdated courthouse, the county is not required to upgrade the courthouse to meet modern design standards. So if someone is injured at the courthouse, the county is not required to be held to the design standard “in existence at the time of the construction.” But according to Iowa Code §670.4, all of these tort immunities are waived if the county purchases liability insurance. The only way to preserve these tort immunities is if the insurance policy specifically states that it is not providing coverage for situations where these immunities would apply. Most insurance policies being sold to Iowa counties include language preserving the tort immunities. But to make sure that this is true in your county, you should ask your insurance agent.

This waiver issue is not a problem for counties that are covered by ICAP and other risk pools, since Iowa law specifically says that if a county adopts a self-insurance program or joins a local government risk pool like ICAP, such action does not constitute a waiver of the governmental immunity.

Correction:
Way back in January, I wrote about the Mills County class-action lawsuit regarding improperly approved septic systems. I wrote that “the homeowners could have sued the contractors who installed the septic systems. They certainly deserve some of the blame here.” In fact, the homeowners did sue the contractors. That portion of the lawsuit was settled out of court for $130,000. I regret the error.

Parting Ponderable:
Murphy’s Lesser Known Laws (Courtesy of Sheriff Randy Krukow):
- Light travels faster than sound. This is why some people appear bright until you hear them speak.
- Change is inevitable, except from a vending machine.
- Those that live by the sword get shot by those who don’t.
- Nothing is foolproof to a sufficiently talented fool.
- The 50-50-90 rule: Anytime you have a 50-50 chance of getting something right, there’s a 90% probability that you’ll get it wrong.
- The things that come to those who wait will be the scraggly junk left by those who got there first.
- The shin bone is a device for finding furniture in the dark.
- A fine is a tax for doing wrong. A tax is a fine for doing well.
The challenge of helping case managers develop goals has been a focus of mine for some time. Personal goals are at the very heart of what case managers do. Goals are the foundation for the linking of supports and the acquisition of the funding. Just when I think I can explain goal writing so that it becomes second nature to develop and recognize good goals, I am faced with reality. There continues to be a high number of case managers who still struggle to produce measurable, meaningful goals with action plans that include incremental steps.

**Meaningful**

A major principal of a good goal is that it is meaningful to the person for whom and with whom it is written. Do we see people with disabilities as so different that we have morphed the whole concept of personal goals into statements that are just the “typical” goals for the disabled and their “peers”? What are the pressures that lead to the development of such goals? Is it “we’ve always written goals this way” or “the service provider needs it this way” or “the parents insist”? Are the pressures of paperwork deadlines causing the lack of creative and person centered thinking? These are just excuses and there is a reason to do better with goal writing.

The barrier I want to explore is the way of thinking about the goal setting and planning process. The solution begins with a way of re-thinking our understanding of what works and why.

**Knowing the Individual.**

Begin by understanding this individual, whatever the disability. What are their interests, their abilities, their needs that would move them in the direction of self sufficiency or being able to live, learn, work, and recreate in the world in which we live? What would motivate this individual to do or learn things he/she is not really interested in but needs to incorporate as part of society? What is their learning style—learn best by seeing, hearing, doing? Without this basic knowledge the best, well written, measurable goal with logical incremental steps could be destined to fail. There must be meaning for the person, a reason to follow the plan.

**Focus on the outcome, An example:**

If Susan has expressed the desire to be more involved in dealing with money and buying things, state exactly what would be helpful for her to be able to do in this process we take for granted. Knowing Susan, we know that she can recognize numbers and can recognize money in bills and coins. When she is shopping it would be important for her to be able to find the price of an item and know if she has enough money. (Comparison of numbers to understand more or less and translate that to dollars in ones or fives or coins and come to a conclusion of “enough” takes some brain gymnastics!)

The goal statement Susan understands is “Susan wants to be able to shop by herself.” A measurable objective could be “Susan will select an item in the store and correctly indicate if she has enough money.” The case manager’s plan will indicate the progress toward achieving this by identifying milestones. Susan will be able to find the price on the item of her choice by herself. How long will that take? The team should help determine and the provider will need to think of the lesson plan necessary to be able to teach her this in all circumstances in stores in which she likes to shop. Susan will be able to write down on her paper how much money she has and write down the price of the item she is buying. This may not take very long to get used to doing and the team felt it was a good idea to help her as she compares numbers. Susan will be able to compare the money and the price and say if she has enough to purchase. Simple steps that identify points of achievement in the process of learning how to do something important for her self sufficiency. The provider plan is the lesson plan as to how they will teach her to accomplish each step.

**Progress**

The follow up on the progress Susan is making is key to the process of accomplishing a goal, achieving the desired outcome. We cannot wait 12 months to find out if the planning process worked. Did we underestimate or overestimate her ability in this, does she need an accommodation, are we on track? Provider staff turnover caused a delay but with a good “lesson plan” the new staff could pick up and keep moving Susan forward. We don’t accept generic reports like “Susan is working on it, she is doing fine.” Can she find the price tag? Can she write down how much money she has?

**Celebrate**

Susan has accomplished this goal and can now enter a store with confidence knowing whether or not she has enough money to buy. Susan and her team will celebrate with her favorite treat of a coke and French fries at her next staff meeting!

With the number of people case managers serve and the variety of disabling conditions that pose significant barriers, combined with individual learning styles, backgrounds, social circumstances, and the list goes on, the challenge to create those meaningful, purposeful, measurable goals is daunting. But not impossible! Take it one person at a time and invest your self, your knowledge, your experience into the process and reap the reward. The reward is not having the perfect professional measurable goal. The reward is the difference it makes as the person accomplishes life changing goals! And you have a part in that!

**Universal**

No matter who has a goal to achieve something, the need to be practical, to simplify, and to focus is the same. The best goals ever written did not have to include percentages, or numbers of prompts, or impressive professional jargon. The best goals get to the heart of what matters to the person. The best plans lead to accomplishment and personal satisfaction for everyone involved, including the team who helped get them there! That’s what case managers do!
Western Interstate Region (WIR) Conference May 9-11, 2007

On Wednesday, May 9, 2007, Jane Halliburton and I flew to Fairbanks, Alaska to attend the NACo Board of Directors meeting that is typically held in conjunction with the Western Interstate Region (WIR) annual meeting.

Our conference hotel was about five minutes from the airport. Fairbanks is in a flat area in mid-Alaska along the meandering Chena River. The main scenery is the snow-covered Alaska Range, a two-hour drive to the south, looking dim and eerie as only far-off mountains can look. They say that Denali, the continent’s highest peak, is sometimes visible, about 150 miles away.

But we weren’t there for sight-seeing! On Thursday morning we went to the opening session. The highlight was a presentation called “The Economics of Public Land Conservation: How Counties Can Benefit”. This sounds like a snoozer, but believe me, everyone in the room was wide awake. Out west, it’s typical for most of the land in a county to be owned by the federal government. This limits development and property tax potential, so when organizations like the Heritage Forests Campaign propose setting aside even more wilderness land, which they say will increase tourism and attract affluent professionals, Western county officials tend to give them the hairy eyeball. So the response was (mostly) polite, but overwhelmingly skeptical.

Thursday afternoon I attended a session about climate change in northern Alaska. A couple of professors from U of Alaska Fairbanks, one an ecologist and the other a civil engineer, painted a foreboding image of decreasing sea ice, melting permafrost, shrinking water supplies, dying forests, and buckling infrastructure. The ecologist said natural causes were in play, but mathematically speaking, more than half of the climate change was attributable to human-generated greenhouse gases. He showed a lot of graphs that trend things out into the future based on data from the past century. One graph showed average daily high temperatures, which have been rising slightly, and average daily low temperatures, which are rising dramatically. The trend lines intersect later in this century. “At that point,” he deadpanned, “average daily low temperatures will start being higher than average daily highs.” He paused. “Just seeing if you were still awake.”

The NACo board met all of Friday afternoon. First we had a speed-dating session, where we sat at roundtables and NACo staff went from table to table at established intervals to discuss various NACo programs with us. Then we met in our regular meeting, and our discussion included the following items:

- **Audit Committee Report.** Based on recommendations by our independent auditor, Jane’s committee has developed procedures to conduct annual reviews of staff and exec committee travel expenses, and will hold executive sessions with staff at each meeting to encourage openness regarding expenses.

- **Finance Committee Report.** NACo has employed a new investment manager, Raffa Wealth Management, whose representative reviewed changes in our investment policy. We will allow investment in international funds of developed and emerging market counties. I asked that we restrict investments so that we don’t support international crimes such as the genocide in Darfur. The Raffa rep said they could do that at an additional cost, and he will give a follow-up report at the annual conference in July.

- **First Quarter Financial Report.** Revenues are exceeding budget estimates to the point where the net surplus, originally expected to be about $1.6 million, is now estimated at $2.1 million for 2007. About $220,000 of the increase is from the dues of new members: the goal was to reach a total of 2,260 counties this year, and already we’re at 2,274. Expenditures are expected to be $300,000 under budget. However, corporate member dues may not meet goal. The NACo Prescription Drug Discount Card Program saw 170 new counties, for a total of 720.

- **2008 Dues Adjustment.** The executive committee recommended a 2.8% dues increase for 2008 and for future years between adjustments for new Census numbers. However, the optimistic outlook for the 2007 budget led the Board to vote to delay the adjustment until the Finance Committee reviews the proposal and makes a recommendation at the Annual Conference.

- **New Subcommittees.** President Colleen Landkamer announced the formation of two new subcommittees for the Finance and Intergovernmental Affairs Steering Committee: Native American Affairs and Elections. I was greatly honored to be named the vice chair of the Elections Subcommittee.

Also discussed were the campaign for a rural development title in the Farm Bill, which was supported by Senators Harkin and Clinton at an April 25 news conference; the 2008 Presidential Election Project, with its significant focus on Iowa; an IT summit that will be held at the annual conference, featuring the partnership between Virginia and Northrop Grumman; and several other topics.

The conference ended with a banquet on Friday night, and I flew out at 1:35 on Saturday morning. My big mistake was not staying longer for some time on my own. It turns out that Alaska is as big as everyone says it is, and a lot of the neat stuff is not necessarily ready to hand.

At the other extreme is eastern Virginia, where cultural, historical and scenic sites are crowded together like pages in a book. If you haven’t already registered for the NACo Annual Conference in Richmond, July 13-17, hurry up and do so.
Alumni Association Member

Greetings county officials and alumni friends of ISAC! As I reminisce about the ‘good ole days’ of ISAC and witness the ‘good days of today,’ I find the clock is truly clicking by much too quickly in my life. However, needless to say, there are always opportunities afforded to us each and every day. Our positive attitudes will prevail and the key word is YES. YES, I will help our Alumni Association to grow.

I attended the ISAC Spring School of Instruction on March 18, 2007 and our Alumni group was small in numbers. Our group decided to schedule a special meeting at the ISAC office on September 19, 2007 from 11:00 a.m. until around 2:30 p.m. Please place this on your calendar now and join us.

County government has always been a very important part of my life. ISAC was created to be the helpful, knowledgeable, well-educated liaison to accommodate county officials and county leaders. I wish to take this opportunity to thank Bill Peterson, Executive Director, and his ambitious staff for all of their dedication and assistance. Specifically, the Alumni Association would like to thank Jerri Noboa for assisting us in all of our endeavors. She does a great job for all of us.

Potential alumni can be effective advocates and personal lobbyists for, and on behalf of, ISAC because of their experience serving in county government. Most of us know our state legislators in each of our respective districts. With these relationships and the knowledge of legislative bills and issues, we can be helpful toward building a better and accountable government.

Remember my key word above, YES, YES I will be a member of ISAC’s Alumni Association. Please join us today. Working together in fun and fellowship will be a challenging, yet rewarding event. We look forward to seeing you September 19, 2007 at the ISAC office in Des Moines. In the meantime, have a great summer.

Bev Anerson-Zieman
bevs@mchsi.com

Membership brochures available at www.iowacounties.org or by calling 515.244.7181.

Terrence Neuzil Joins County Leaders

Terrence Neuzil, Johnson County Supervisor, was one of a select group of twenty-three county leaders from across the United States who came to New York City during the first week of June to participate in the fourth annual County Leadership Institute, a rigorous program developed by New York University’s Robert F. Wagner Graduate School of Public Service in partnership with the National Association of Counties (NACo). The Institute focused on how elected county officials could exercise leadership to address the complex challenges facing counties.

Supervisor Neuzil was invited to attend the conference in part to address pollution in the Iowa River. “It has been identified that we have the third most environmentally endangered river in the United States. That is simply unacceptable,” said Neuzil. “The Institute provided an opportunity for me to learn from the best in the United States on the topic of leadership. I now look forward to applying my new skills and collaborate with other elected officials from here and around the state of Iowa on many of the tough issues we all face.”

“At the very heart of the Wagner School’s approach to public service education is a commitment to learning from both theory and practice,” said Ellen Schall, dean of NYU Wagner. “The Institute provided an opportunity for me to learn from the best in the United States on the topic of leadership. I now look forward to applying my new skills and collaborate with other elected officials from here and around the state of Iowa on many of the tough issues we all face.”

CLP participants heard a number of unique perspectives on how they might exercise creative leadership on difficult challenges. Adjunct Professor Allen Zerkin discussed how to build and sustain collaborations. In addition, Steve Swendiman of NACo’s Financial Services Center facilitated a roundtable conversation involving executives from ESRI, FreddieMac, Zions Bank, and Nationwide Retirement Services – about how to address the looming demographic shifts that are facing public, nonprofit, and private organizations in the coming years and decades.

Marty Linsky, adjunct lecturer in public policy at Harvard’s John F. Kennedy School of Government, co-author (with Ronald Heifetz) of Leadership on the Line: Staying Alive through the Dangers of Leading, and faculty director for the Institute, led participants throughout the week in discussions examining the difficulties elected officials face when they attempt to move public discourse toward new and unexplored approaches. “Leadership that surfaces conflict, challenges long-held beliefs and demands new ways of doing things inevitably creates disturbances,” said Linsky. “This Institute was designed to help county leaders understand and reduce the risks of these disturbances.”

Funding for Supervisor Neuzil to attend the conference was paid for by the Iowa State Association of Counties and NACo. “We’re very happy that our partnership with NYU has been so successful,” said Larry Naake, executive director of NACo. “The county officials who participate in the institute get information, ideas, and perspectives they can’t get anywhere else.”
Governor appoints Monroe County Supervisor Michael Beary to IPERS board

Governor Chet Culver has appointed Michael Beary to a six-year term on the Iowa Public Employees’ Retirement System (IPERS) Investment Board. The Iowa Senate unanimously approved the appointment. The Board oversees a trust fund with assets that exceed $20 billion.

“I find public service gratifying,” said Beary. “I appreciate this opportunity to serve the former and current public employees of Iowa’s schools, counties, cities, and state agencies who have dedicated their lives to public service.”

Beary is serving his fifth term on the Monroe County Board of Supervisors, first taking office in 1989. As a supervisor, he has policy-making and administrative responsibilities, including setting budgets and tax levies. He also represents the county on other boards and commissions.

“As a county supervisor, Mr. Beary brings an important perspective to the Board,” stated Donna M. Mueller, IPERS Chief Executive Officer. “His dedication to Iowa and public service is admirable.”

Beary, a farmer from Lovilia, has lived in Iowa all his life.

About IPERS
With nearly 310,000 members and almost 2,400 participating employers, IPERS is the largest statewide public pension system in Iowa. Members include current and former teachers and school staff; firefighters; law enforcement officers; and other state, city, and county employees.

IPERS is funded by contributions from public employees and participating employers, plus investment income. Last year IPERS added more than $800 million to the Iowa economy through benefit payments to retirees and their beneficiaries.

The Investment Board, created by state law, establishes policies for and oversees the investment and actuarial programs of IPERS.

Additional information about IPERS is available at <www.ipers.org>.

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Although we have been brought into projects at various times in their planning and implementation schedule, we can be most helpful if we are brought in early – even before designers are selected. This is the time when needs and budgets should be carefully analyzed and synchronized and strategic decisions made about implementation. The project can be most influenced for the least amount of cost in the early stages of planning.

We make our clients’ lives easier by meshing our capabilities with existing resources. Imagine what you could do with your staff if you sent them away for 20 years to get education and experience in consultant selection, cost management, scheduling, communication and construction supervision on a wide range of projects and then had them back to work for you. That’s what you get when we join your team.

We provide comprehensive planning and management services delivered by skilled and experienced people. Our staff has backgrounds in construction management, cost management, architecture, interior design and space planning. We can provide comprehensive services across all phases of project development. We have experience applying creative project solutions to seemingly impossible situations. We take pride in both doing great work and being great to work with.

Ronald John Herr, son of Gilbert and Darlene (Gross) Herr, was born October 3, 1949 in Des Moines, Iowa. He passed away on Friday, May 25, 2007 at the Adair County Memorial Hospital in Greenfield at the age of 57.

Ron was raised one mile east of Fontanelle. He was baptized on October 23, 1949 at the Emmanuel Lutheran Church by Rev. Burton Schwerin and confirmed on Palm Sunday, April 7, 1963 by Rev. C.J. Burrack. He graduated from Bridgewater-Fontanelle High School in 1967 and the Iowa State University in 1971 with a Bachelor of Science Degree in farm operations. Later he earned his Master of Science Degree from Iowa State University in agricultural economics. In his lifetime he worked at First National Bank in Fontanelle, was a research economist for the American Farm Bureau Federation in Park Ridge, Illinois, was a business instructor at Clarke College in Dubuque, and currently served as the Adair County Treasurer in Greenfield. Ron also farmed throughout his life.

On June 27, 1987 he was united in marriage to Barbara Ann Drees at the Emmanuel Lutheran Church in Fontanelle. To this union four sons were born: John Edward, Stephen Gilbert, Philip Ronald, and David Joseph. Ron was a member of the Emmanuel Lutheran Church where he had served on the Parish Council and as a Sunday School Instructor. He was also an officer of the Adair County Lamb Producers, the Adair County Historical Society, Adair County Republicans, and the Thrivent for Lutherans. Ron was also a member of the Community Band, Farm Bureau, and the Iowa State County Treasurer’s Association, and was a retired Major of the United State Army Reserves. Ron was a loving husband, father, and son. He was a man of his word, full of integrity, morals and convictions, but more that that, he was a man of faith.
Marion County GIS Coordinator Position

The Marion County GIS Committee is accepting applications for the position of Marion County GIS Coordinator. This position is responsible for the following functions: Plans, directs, implements, and participates in the daily operations of the County’s Geographic Information System (GIS). Assists in providing data to comprehensive county website and to department specific websites and pages. Consults with the GIS Committee regarding GIS projects, priorities, and budget needs and updates committee on operations and prepares status reports. Conducts periodic meeting with GIS Editors Group for updating purposes. Establishes and maintains standards and procedures for the acquisition, and administration of the County’s GIS. Performs or assists in the creation, maintenance, or updating of regulatory, project-related, or informative maps. Administer and coordinate County GIS projects as well as GIS-oriented partnerships with the public, governmental agencies, educational institutions, businesses, and consultants. Provides GIS software support and training to county departments. Acts as the liaison for the county to GIS and related software vendors; provides input in evaluating requirements for database enhancement and system upgrades; assists in the selection, installation, testing and acceptance of hardware and software. Cooperates in integrating GPS information. Responds to inquiries concerning GIS issues from the public, surveyors and consulting engineers, developers, property owners, and other public and community officials.

Minimum education and experience required to perform essential functions: Two or four year degree from college, university or community college in GIS, Geography, Database Administration, or related fields, or at least five (5) years of GIS ESRI Arc family software products experience required. Knowledge of and ability to use County Administration software (examples: Solutions, CMS), DBMS software (examples: IBM DB2, Microsoft Access, Microsoft SQL Server, Firebird, Sybase), CAD software (examples: Microstation, AutoCad, TurboCad), CAMA software (examples: CAMAvision, ProVal), Document Management software (examples: PaperClip, Solutions is beneficial. Knowledge of and experience in County Government is also very beneficial.

Marion County conducts pre-employment background checks and physicals. An application will be mailed to applicants following submittal of resume. Cover letter, resume, and salary request must be received by Marion County Auditor, 214 E. Main, Knoxville, IA 50138 by 4:30 P.M., July 20, 2007.

For more information, please call 1-800-872-4024. Thank you!
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“It’s not that other coverage providers won’t do what we do. It’s just that they can’t.”

County Risk Management Services, Inc. (CRMS) has provided marketing services for the Iowa Communities Assurance Pool (ICAP) and the Iowa Municipalities Workers Compensation Association (IMWCA) since 1987.

Its principals (clockwise from lower center: Clarence Hoffman, Fred Dolezal, Russ Sporer, Ken Bilbrey) work with local insurance agents across the state to introduce and represent these programs to Iowa Counties. Currently, sixty-seven counties are represented by CRMS and participate in one or both programs.

IMWCA was formed in 1981 to offer workers compensation and employers liability coverage to Iowa public entities. Current membership stands at 477 members (65 counties). ICAP’s inception was 1986. ICAP provides property and casualty coverages to 550 members (65 counties).

Both programs offer their coverages to Iowa counties, cities and 28E organizations. Both are specifically designed for Iowa public entities.

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*Offer only programs endorsed by the Iowa State Association of Counties (ISAC)

For Additional Information, call County Risk Management Services at 800-397-4947
### Calendar

**July**

<table>
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<tr>
<th>Date</th>
<th>Event Description</th>
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| 6    | ISAC Board of Directors  
(ISAC Office) |
| 10   | CCMS Administrators  
(Hilton Garden Inn, Urbandale/Johnston) |
| 11   | CRIS CPCs Training on Cost Report  
(Holiday Inn Airport, Des Moines) |
| 11-12| ICEA Mid-Year Conference  
(Ames) |
| 13-17| NACo Annual Conference  
(Richmond, VA) |
| 17   | CCMS “NC Support Group”  
(Pizza Ranch, Clarion) |
| 18   | CCMS Central Support  
(ISAC Office) |
| 19   | CRIS Board of Directors Meeting  
(ISAC Office) |
| 25-27| Auditors Annual Conference  
(Cedar Rapids) |
| 31-1 | Community Services Legislative Retreat  
(Location TBA) |

**August**

<table>
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<th>Date</th>
<th>Event Description</th>
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</table>
| 2-3  | Supervisors Executive Board  
(Humboldt County) |
| 2-3  | Barn Raising VI  
(Drake University, Des Moines) |
| 7-9  | Recorders Summer Conference  
(Burlington) |
| 8    | ESS  
(ISAC Office) |
| 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**

<table>
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<th>Date</th>
<th>Event Description</th>
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| 12   | ESS  
(ISAC Office) |
| 19   | ISAC Alumni Association Member Meeting  
(ISAC Office) |
| 20-21| ISAC Board of Directors Meeting & Board Retreat  
(Johnson County) |
| 20-21| CCMS Strengths  
(Holiday Inn Airport, DM) |
| 20-21| CPCs  
(Council Bluffs Area) |

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.
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