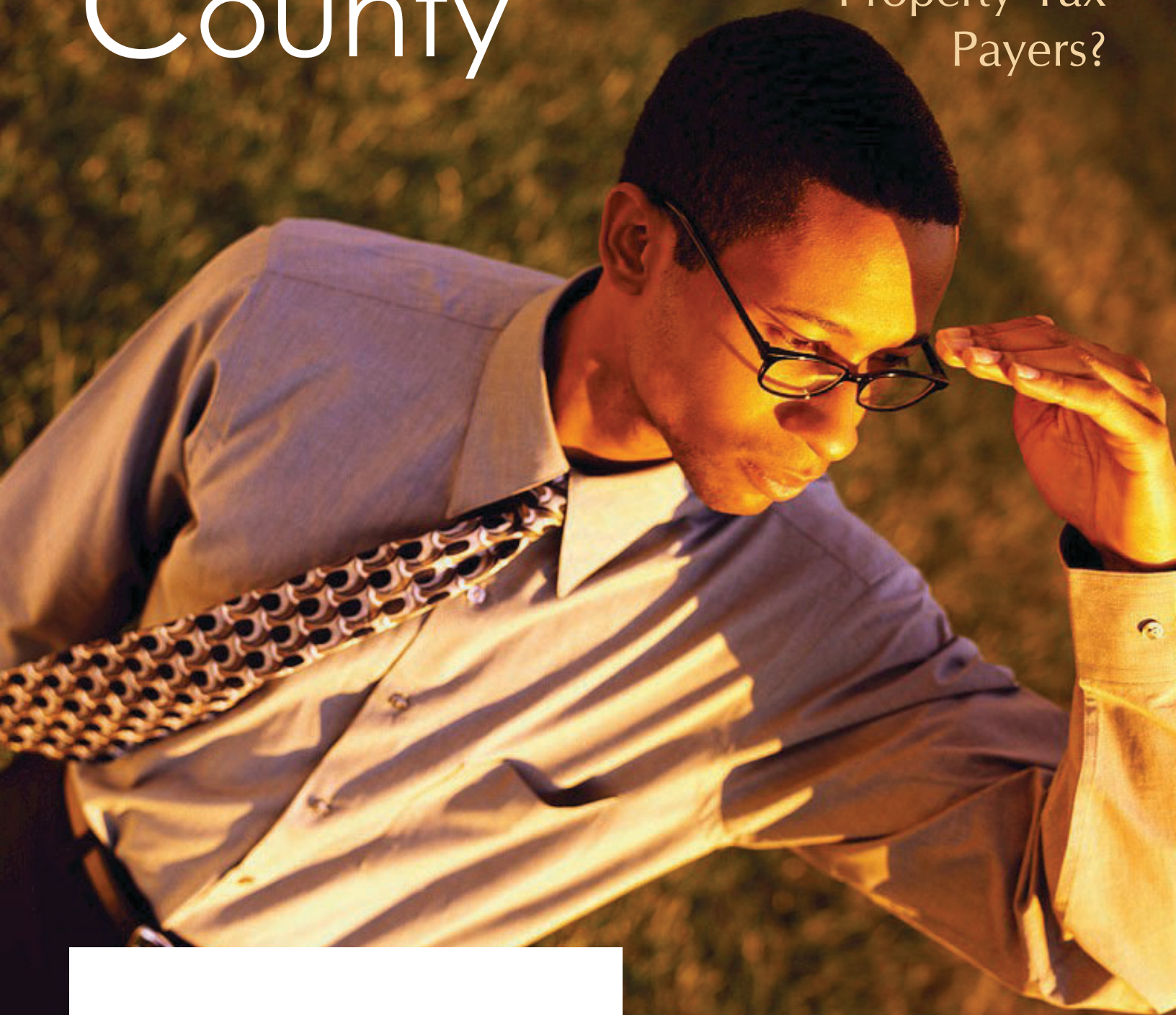


The Iowa County

Any Relief in Sight
for Commercial
Property Tax
Payers?



March 2007



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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.

Change in Iowa's Tax System?

The Commercial Property Tax Task Force created by Governor Culver issued its recommendations in late January. Below are excerpts from the task force's final report to Governor Culver and the Legislature. The task force was co-chaired by Union County Supervisor Mike King, who is also ISAC's First Vice President.

Overview

Over time, the Iowa tax system created a disproportionate tax burden on commercial property as compared with other classes of property. This shift puts commercial property tax payers and Iowa's businesses at a distinct disadvantage when compared to other states. To address this issue, Governor Culver created a nine-member citizen task force to bring forth recommendations to address the inequities between commercial property taxes and other classes of property tax.

In considering the charge, the task force brought forth concepts to provide immediate and direct relief to commercial property tax payers through funding at whatever level is possible and is determined by policymakers. One proposal discussed would provide a direct and immediate commercial property tax credit through the state income tax filing of commercial property owners in conjunction with a two-year freeze of the residential rollback and eventual decoupling of residential and agriculture valuations. There was discussion that the state of Iowa would provide more support to the counties for certain services, which would allow the counties to pass on a tax reduction to local commercial property tax payers. The task force agreed that properties that are currently tax-exempt could provide alternative solutions for local commercial property tax relief.

Change in the status quo for the commercial property tax structure and setting the stage for a more strategic and holistic reform of the tax system were the clear expectations of the group. The Task Force felt strongly about making specific recommendations for immediate action and to include additional recommendations to be considered the highest priority issues in a two-year comprehensive tax study. The Task Force expressed in very certain terms that the immediate recommendations and the priorities for the study are essential in creating a fair 21st century tax system for the state of Iowa.

Immediate Recommendations

To "stop the bleeding" and to start on a path to address the inequities for commercial property tax payers is foremost. The task force recommends immediate action be taken by the Governor and General Assembly on the following items as a way to prevent worsening inequities and to provide immediate tax relief to commercial property tax payers, as well as

ensuring there are no immediate increases in other classes of property taxes. To not link these immediate recommendations, along with the priorities to be included in a two-year comprehensive tax study would be a major failing for the task force and Iowans.

1) *Commercial Property Tax Refund Strategy*

- Provide commercial property tax relief to the extent possible to commercial property owners by means of a commercial property tax refund reported on income tax forms and paid as a property tax refund.

This strategy targets commercial property owners and provides direct property tax relief to this class only in a manner that has immediate impact. Reporting and distributing relief through the state tax system protects local government from additional administrative burden and keeps property tax owners from waiting 18 months to receive a benefit. This strategy provides an equal dollar benefit for every business owning commercial property.

2) *Education Funding Strategies*

- Continue investing resources in accordance with the 2006 legislation which focuses on equalization of the disparities among school districts.

This recommendation provides a level of relief to all classes of property tax, while providing a greater level of relief to commercial property owners. In addition, this strategy equalizes the tax impact between school districts. Targeting state funds to the extent possible to this strategy would continue the trend toward equalizing these tax levy rates that was begun in 2006.

- Increase the state's share of K-12 education funding from the current 87.5% to 88.5% in year one and to 89.5% in year two, with a goal of the state paying 95% by 2012.

Increasing state equalization for K-12 education funding 1%, to 88.5% in year one will generate approximately \$25 - \$30 million in total property tax relief across all classes of property. Commercial property taxes account for nearly 25% of local property tax revenue, meaning roughly \$7.5 million or 25% of the relief will go back to tax payers if the residential rollback does not increase and the agricultural productivity formula does not fluctuate greatly. The equalization share of K-12 funding will increase to 95% over the course of five years, which will provide significant long term relief to commercial property owners and also to the other classes of property.

- In conjunction with increasing the equalization formula described in the previous recommendation, in years one and two, increase the uniform school levy from \$5.40 to \$6.50 or \$7.50.

Increasing the uniform school levy from \$5.40 to \$6.50 or \$7.50 and increasing the equalization percentage will provide commercial property tax relief by increasing the state share of education funding, which results in a proportionately smaller total property tax burden across all classes of property locally. If the uniform school levy is increased by \$1.10 or \$2.10 in conjunction with an increase in the state's share of K-12 education

funding, much of the second effort required by counties to fill the remaining education funding gap will be reduced or nearly eliminated, providing greater tax relief to the commercial property owners than to other classes of property.

21st Century Tax System Study

It was pointed out by task force members and presenters that Iowa's tax system has been studied many times and little happened as a result of any study or recommendations. The Legislature has not revised the tax system which as been constructed, renovated, and re-renovated over the last 50 years. Recent bipartisan efforts have moved issues incrementally forward.

Continued incremental action or no action is not acceptable to this group. The task force, in recognizing there are myriad issues to be addressed and changed, recommends a two-year study that engages citizens, legislators, and all Iowa stakeholders in a bi-partisan and very transparent way. In establishing the new and transparent process to include a study and task force effort, some consideration should be given to inviting interested members of this Commercial Property Tax task force to continue in service. This study will require an appropriation adequate to solicit, through a Request for Proposals process, a qualified and well-respected tax specialty firm to conduct a fiscal analysis and provide data to support a 21st Century Tax System Task Force process and provide for specific recommendations by December 15, 2009.

Tax Study Priorities

Recommending that agricultural and residential property values be disconnected was carefully considered as an immediate recommendation to the Governor. The task force recognized the impact and inequities that coupling these classes cause in the current property tax system. Although a majority of the task force members supported decoupling agricultural and residential values as an immediate recommendation, there was not a clear consensus. That, as well as a concern about the impact this recommendation might have on residential property tax payers, puts the decoupling of agriculture and residential property taxes as the first issue to be considered in the tax study.

There was unanimity among task force members to include these specific priorities as core issues in a two-year comprehensive tax study. Clarifying what property taxes pay for is important to tax payers. Across the state, there are tax-exempt properties that require local services, but local government is unable to recoup the cost of providing those services. Iowa embraces local government and school districts, but it is important that there are incentives and opportunities to encourage more efficiency and cost sharing. As noted many times, in many ways, "our current tax system is broken and needs to be fixed."

Decouple agricultural and residential property valuations and limit all classes of property to 2% increases and decreases annually: Without question, this was the core issue in consid-

ering the task force's immediate recommendations. A slim majority of the task force supported decoupling agriculture and residential property and endorsed it as a part of the recommendation which injects additional state funding into the school aid formula. But there was apprehension by some, for fear an unexpected consequence may result in an increase in amounts of residential property taxes. The task force did reach consensus to include decoupling residential and agricultural valuation as the first, and most important, issue to be considered in the tax study.

Create a more transparent property tax system: It seems very difficult in the current system for most tax payers to understand exactly who may be responsible for increasing or decreasing property taxes or what property tax revenues are used to pay for. Over time, and for a variety of reasons, Iowa's current tax system has become a confusing maze. It is expensive and onerous to adjust and make adaptations. Over the years, the level of complexity has made the system difficult to administer, and the system has no common sense to most. The task force is convinced there must be a better way. An overarching priority in the proposed tax study is to simplify the system. Simplifying and clarifying how government determines and spends tax payers dollars will save time and money and may eliminate some of the "finger pointing" and confusion.

Improve efficiencies through sharing of local governmental services: Iowans look to their local communities and schools with great affection and loyalty. Iowans also believe that government and education should be of quality and efficiency. The Code of Iowa allows local government entities to enter into agreements (28E) to work more closely together to improve efficiency and services. But with the press of property taxes, more needs to be done. Local government is also constrained in what and how revenue is generated. With this and the changing population patterns in the state, it is critical that state incentives are developed and provided to encourage local governments to join together in expanding, creating, and implementing efficiencies without cutting services. It is imperative that this issue is a part of the tax study.

Review and analyze properties exempt from property tax: Across the state and in some concentrated regions, there are institutions and organizations that are tax exempt. In some communities, certain tax-exempt entities voluntarily pay for some local government services, but in most communities and counties, the costs for services are shifted to local government who must pass the cost of these services onto property tax payers. Local governments have no recourse. While some suggest that these tax-exempt properties make up for the tax loss by improving the local economy, often that is not case. Allowing local governments the authority to put in effect appropriate ordinances to address tax-exempt organizations would provide for local control, which would allow decisions to be made in the best interest of the local property tax payer and tax-exempt institutions.

capitol comments

NACo Legislative Priorities

The National Association of Counties (NACo) is the only national organization that represents county governments in the United States. NACo develops positions on public policy issues at the federal level through a steering committee process. Steering committees meet at least twice per year and committee recommendations are considered by the full membership in attendance at the annual meeting. The combined steering committee reports comprise the American County Platform. The NACo Board of Directors identified six issues from the Platform as the NACo top priorities for 2007. Iowa county officials are encouraged to raise these issues when meeting with members of the Iowa congressional delegation and when working with candidates for the 2008 presidential election.

Farm Bill Reauthorization: NACo supports a comprehensive Farm Bill reauthorization that provides opportunities for rural counties through increased funding for rural development, renewable energy and new ways to attract young people to production agriculture. Agriculture is a key component of economic development and should be included in any comprehensive rural development program.

The Federal Agricultural Improvement and Reform (FAIR) Act of 1996 and the subsequent Farm Security and Rural Investment Act of 2002 have had substantial impacts on county governments. The law affects the economy and the tax base of many counties. The ability of county governments to provide services financed by property and other local taxes is dependent on farm income and rural business.

NACo supports expansion of the crop insurance program to include additional crops, livestock and poultry. Additionally, NACo encourages Congress to provide a subsidy for hay production to assist agriculture communities in preventing soil erosion and improving water quality.

Repeal of Withholding Tax; Other Federal Tax Changes Affecting Counties: NACo opposes tax preemption and seeks other changes in federal tax law. NACo supports efforts to ease the burden of the Alternative Minimum Tax while preserving the deductibility of state and local taxes and interest on tax-exempt bonds. NACo opposes preemption of county telecommunications and other taxing authority, and efforts to deputize county employees to administer federal taxes. NACo is working for the repeal of the government contractor withholding requirement in Section 511 of P.L. 109-222.

Health and Human Services Reforms: NACo supports Medicaid reform, reduction of the county share of Medicaid programs, and control of health care costs without harming beneficiaries. Funding and programmatic flexibility should be restored to child support enforcement, foster care and the

By: John Easter

ISAC Director of
Intergovernmental Affairs



Temporary Assistance for Needy Families Block Grant. Local authority should be maintained in the reauthorization of the Workforce Investment Act.

Secure Rural Schools and PILT: NACo supports reauthorization of the Secure Rural Schools and Community Self Determination Act and enhanced appropriations for the Payment in Lieu of Taxes (PILT) program.

Aviation Reauthorization: NACo supports the reauthorization of the federal airport and aviation programs, including a well-funded Airport Improvement Program with guaranteed funding from the Aviation Trust Fund, and increased funding for rural and underserved communities through the Essential Air Service Program and the Small Communities Air Service Program.

Increasingly, counties are assuming enlarged responsibility for meeting regional aviation needs not only by providing airports serving U.S. scheduled airlines, but also commuter and general aviation airports. Federal and state governments should more fully recognize the ability of counties, as area-wide governments, to plan and coordinate aviation with other modes of transportation and to control land use for future airport development.

Support Efforts to Assist Counties with Methamphetamine Crisis: NACo supports a comprehensive and inter-governmental strategy to assist counties dealing with the methamphetamine epidemic. Necessary components include prevention, education, treatment, law enforcement, precursor drug control, research and cleanup. In particular, NACo calls on Congress to fully fund the Justice Assistance Grant program to provide resources to help assist counties with the methamphetamine crisis.

Oppose Unfunded Mandates/Preemptions: The federal government must fund local government for all costs associated with complying with mandates. NACo opposes unfunded mandates from Congress and the Administration, such as those imposed by the lack of adequate immigration enforcement.

Preemption of local authority is a growing concern of the nation's counties. Federal efforts to dictate policy implementation of traditional county responsibilities and functions undermines the concept of federalism and is contrary to the constitutional framework underlying federal/state/local relations. NACo opposes legislation or regulations that preempt county authority, such as land-use regulatory authorities, and control of rights-of-way and other locally-based functions.

CIETC Focuses Attention on Duties of 28E Board Members

By: David Vestal

ISAC General Counsel



The CIETC scandal has focused public attention on the role of county supervisors who serve as members on 28E boards of directors. At last count, Iowa counties had entered into 5,600 28E agreements. And therein lies part of the problem. When I recently asked a handful of county supervisors how many boards they sit on by virtue of being a county supervisor, they all said 10-20 boards. But the scary part is, most then followed with this comment: "it is not just the board I sit on, it is also the subcommittees of those boards." And that does not include any other boards that they may sit on outside of their government position.

County supervisors sit on too many boards to do a good job on any one board. They are spread too thin. Why is this important? Because it is the board of directors that steers the ship. They set the tone; they provide the oversight and the vision and the vitality. Any 28E organization is only as good as its board of directors.

Not only do these boards of directors provide an important leadership role. What it comes down to is that the board members are legally responsible for the governance of the 28E organization.

But as important as the board of directors' role is, on most boards, board members are unclear as to their roles and responsibilities. Even if they do know, many of them fail to fulfill their responsibilities.

But exactly what are these responsibilities? What specific duties are imposed on 28E board members? Board members on public board need to fulfill their legally-imposed fiduciary duties, commonly referred to as the duties of loyalty, care and obedience. Here is a summary of the fiduciary duties that every director must carry out.

Duty of Loyalty: The duty of loyalty is a standard of faithfulness: a board member must give undivided allegiance when making decisions affecting the organization. The duty of loyalty means always acting in the best interest of the organization and placing the board's interests above any other interests.

This can be difficult. What it comes down to is that if you are on a multi-county board, and the reason you are on the board is because you are a county supervisor in one of the participating counties, your first loyalty must be to the board, not to your home county.

So for instance, a 16-county 28E board is deciding where to build a new juvenile detention facility. Your county is the poorest county in the state and could use the economic boost. But you also realize that your county is in an isolated corner of the 16 county region, and it makes no sense to put the facility there. You need to vote to do what is best for the board, not for your county.

You tell people that and they howl and scream. They will tell you that they are there to represent their county. That's their job. Well, no it's not. Your county has agreed to join the board, and has agreed to do what it can to fulfill the board's mission. All the board members have to do what is best for the entire organization. You leave your county loyalty at the door.

Duty of Care: This describes the level of competence that is expected of a board member and is commonly expressed as the duty of "care that an ordinarily prudent person would exercise in a like position under similar circumstances."

Courts will not second-guess a director's judgment if the board made its decision through deliberations that satisfied its fiduciary duty, unless there was some evidence of self-dealing, abuse of discretion or illegality. Directors must educate themselves prior to making business decisions utilizing materials reasonably available to them. There is an obligation to take board matters seriously. This means that 28E board members may not rubber stamp staff recommendations.

A director may look to committees, public accountants and other professional advisers. Usually the more the better. But the director must view such opinions with a critical eye and not allow the experts' judgments to replace his own. For instance, a board member appointed as treasurer with limited knowledge of finance cannot simply rely on representations by staff that all is well with the organization's finances.

Duty of Obedience: The duty of obedience requires board members to be faithful to the organization's mission. They are not permitted to act in a way that is inconsistent with the central goals of the organization. This duty requires a board member to act within the board's purpose and to ensure that the board pursues its mission. This is why some boards read their mission statement at the beginning of every meeting.

One thing we all need to reconsider is the idea that a county supervisor can effectively serve on 10 or 12 boards of directors. That is nuts. But until that gets changes, all 28E boards need to make sure that their directors are absolutely clear as to their roles and responsibilities.

The flip side of that is that county supervisors need to understand that by agreeing to serve on a 28E board of directors, they have made a significant commitment that brings with it several important responsibilities.

Parting Ponderable: "Trying times are not the time to stop trying." - Dr. Woodrow Kroll

case management

CCMS Training Committee Report

By: Deb Eckerman

ISAC Case Management Specialist



On January 8 the CCMS Training Committee met at the ISAC office to begin the process of developing the 2007/2008 CCMS Training Schedule. The committee consists of case managers, supervisors, administrators and support staff from county case management programs throughout the state, as well as the CCMS staff. If you were among the 300 folks who attended the 2006 CCMS Annual Conference last August, you should be familiar with the Training Needs Assessment that you were asked to complete and return. The Training Committee uses this assessment to gather ideas for topics and speakers for the next year.

In addition, the committee also reviews the previous years' training evaluations to determine how to improve the training sessions in the upcoming year. It also identifies speakers we might want to ask back. Not only is the committee very important in relation to the logistics of the developing the training events themselves, but it is also a required component for obtaining the nursing and social work continuing education credits that we offer with our trainings.

The needs assessment asks for topics and speaker ideas in the areas of developmental disabilities, mental retardation, chronic mental illness, brain injury, advocacy, administration, systems change and any other area of interest that would be beneficial and relevant to professionals in our field. Because of the changing disability field of practice, we generally receive a wide variety of ideas in each area of interest.

The ideas that are generated enable us to come up with more topics and speakers than we could possibly incorporate into the schedule. The committee spends a lot of time sorting through the information to determine the topics that seem to have the most interest and speakers that are not only excellent presenters, but affordable. As an agency, we have been very fortunate to get some excellent speakers from across Iowa and the United States to address the topics identified. We appreciate the time and expertise that these individuals provide for us.

Remember, the committee may only meet one time per year, but its work is an ongoing process. If you have any ideas for speakers or topics, please let someone on the committee know. Those individuals on the committee include: Sheila Kobliska, Chelsea Wenthold and Lori Byers, Northeast; Lucia Herman, Deb Schultz, Rene Pape and Jan Shaw, East; Kolette Delperdang and Dawn Mentzer, Northwest; Jolene Arnold and Anne Webber, Central; Mary Rosendahl and Mary Beth Nelson, North Central.

2007 CCMS Training Schedule

January 9	Administrators Meeting
March 28-30	Fundamentals
April 10	Administrators Meeting
April 11	Cost Report Training
April 12	Support Staff Training
May 10	Advanced Case Manager
June 6-7	Supervisors Training
June 20-22	Fundamentals
July 10	Administrators Meeting
August 8 -10	CCMS Annual Conference
September 12	Support Staff Training
September 20-21	Strengths Based Training
October 9	Administrators Meeting
October 17-19	Fundamentals
November 8	Advanced Case Manager

2008 CCMS Training Schedule

January 8	Administrators Meeting
February 6-8	Fundamentals
April 8	Administrators Meeting
April 9	Cost Report Training
April 10	Support Staff Training
May 8	Advanced Case Manager
June 4-5	Supervisors Training
June 18-20	Fundamentals

To register for trainings visit the CCMS webiste at <http://ccms.iowacounties.org/>. For questions or assistance with the website contact Sandy Longfellow at 515-244-7181 or slongfellow@iowacounties.org.

Internet Explorer 7

By: Tammy Norman

ISAC Technology
Services Coordinator

Q: I just recently upgraded to Internet Explorer 7 and I am struggling with the new look and features. Can you offer any tips to assist me?

A: Internet Explorer 7 does have a different look and feel to it, but the good news is it is worth the change. There are a few new features to Internet Explorer 7 that I will explain that should make the transition easier for you.

Toolbar: The toolbar that has “File”, “Edit”, “Go To” does not automatically reveal itself to end users. To retrieve simply select “Tools” from the menu bar and a drop down menu will appear. Click beside “Menu Bar” and the toolbar will reappear. Also, from the “Tools” menu you will be able to easily delete your Internet browsing history, temporary Internet files, cookies, passwords and form data information. You can select one or two of these features or simply select “Delete all...” and all the deletion functions will be completed.

Tabs: The “Tabs” feature enables you to open different websites within the same window. As the new websites are visited, they become tabs along the top of your screen. To enable this feature, simply click on the new tab; it will open to your default homepage and now just type in the URL of the website you wish to visit. It displays up to 10 tabs, over 10 a scroll bar will appear to allow access to the additional websites. You are also able to access these tabs the next time you open Internet Explorer by selecting “Show Options.” When you are prompted to “Do you want to close all tabs?”, select the “Open these the next time I use Internet Explorer” and then click “Close Tabs.”

Favorites: When you are surfing the Internet and have several different websites open, you can save all the open “Tabs” to your “Favorites” by selecting the “Favorites” icon with the “Plus” sign in front of it. ★✱ Once this has been selected, a drop down menu will appear. Select from this menu “Add tab group to favorites...” and a popup window will appear that will allow you to name the group and click “Add.” The new tab group will now be available for future Internet browsing sessions.

Website Note: 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!



Growing the ETC: Part 1

By: Robin Harlow

ISAC Technology
Project Manager



Because of the completion of the Electronic Transactions Clearinghouse (ETC) Migration and Enhancement Project, ETC is now able to communicate with various counties’ legacy systems. But what is in the future for those counties that do not have legacy systems? The next series of articles explore the management capacities of the core technology (BizTalk) of ETC and how it will provide additional value to counties above HIPAA compliance.

One of my favorite cable shows is on the Food Network and features Chef Emeril Lagasse. During the show, he’ll grab a spice and say, “BAM!! Let’s kick it up a notch!” as he throws special spices on his dish. As with Emeril, in the fall we are planning on adding a “BAM” to ETC as we upgrade from BizTalk 2002 to BizTalk 2006 R2.

The “BAM” in this case stands for: Business Activity Monitoring. In short, BAM will allow us to report on any information that flows through or into the ETC. For example, if we work with the state of Iowa to move the state billings into the ETC, then we would in turn be able to not only process (reject, accept or modify) the billings, but turn around and produce reports or export files back to the state of Iowa from the counties.

The challenge for us then will be to identify the information needed to produce certain reports and then develop the methods to get the information into ETC for further processing and/or reporting. Next month I will show how we could generate reports or information as a result of what we do versus having reports and information be part of what we are doing. So stay tuned!

Joining the ETC

As the vision above reflects, the old ETC “ain’t what she used to be.” The original vision (and still somewhat true today), was that ETC was to provide a member county HIPAA compliance insurance. Going forward the HIPAA compliance will remain, but the new ETC will have added robustness and functionality to process and report on additional information outside HIPAA.

If you are currently not a member and wish to join, the ISAC Board has approved joiner fees that give incentives to non-member counties to join prior to July 31, 2007. The procedures and specific fees for your county are posted on the ISAC website (www.iowacounties.org).

by the numbers

Road Funding

By: Jay Syverson

ISAC Fiscal Analyst



There has been a lot of discussion this year about the dire condition of Iowa's transportation infrastructure and the need for additional funding. But you've got to crawl before you can walk. With that in mind, this month's *By the Numbers* looks at the current funding sources for building and maintaining Iowa's roads.

In FY07, Iowa will get \$306 million in federal funding for roads. Two-thirds of that stays with the state; cities and counties split the rest. State road funding will be about \$1.1 billion in FY07. That number represents the total revenue directed to the Road Use Tax Fund (RUTF). There are three big revenue sources for the RUTF and a few smaller sources. Motor vehicle fuel tax is the biggest at \$440 million; registration fees are next at \$390 million; and net motor vehicle use tax is third at \$215 million. (Gross motor vehicle fuel tax is about \$260 million, but about \$45 million gets spent outside of the RUTF. That's allowed because only fuel taxes, registration fees and license fees are constitutionally required to be used for road funding.) The rest of the RUTF revenue comes from underground tank fees (\$20 million), driver's license fees (\$5 million), interest (\$10 million) and miscellaneous sources (\$15 million).

Counties, of course, also contribute to road funding. County revenue dedicated to road funding will total about \$142 million in FY07. The bulk of that, about \$122 million, goes to the secondary road fund via a transfer from either the general fund or rural fund, and most of it was initially generated from property tax. Counties also spend over \$12 million from local option sales tax (LOST) revenue on roads, and about \$7 million from miscellaneous other sources. County funding, however, pales in comparison to city road funding, which reaches above half a billion dollars annually. In FY06, for example, local city revenue for road funding was \$540 million.

All tolled, local, state and federal governments spend over \$2 billion on Iowa roads each year. And what does all of this funding get us? Iowa has almost 9,400 miles of primary roads, 14,300 miles of municipal roads, and over 90,000 miles of secondary roads - a total of nearly 114,000 miles of roadway. Iowans and others travel up and down those roads to the tune of over 31.5 billion vehicle-miles each year. That's the equivalent of a vehicle traveling over each mile of Iowa roadway 760 times every day.

Sources: Iowa DOT, Iowa Legislative Services Agency

health check

Men's Health

By: Sandy Longfellow

ISAC Administrative Assistant



Okay guys, we don't mean to be rude, but you have got to start practicing prevention when it comes to health. It is a good thing to go to the doctor and have a checkup! Here are some myths that you should know about:

I'm too young to have a heart attack. Just because you look healthy doesn't mean you shouldn't have a check-up. Even David Letterman was surprised that he needed bypass surgery. *Have your cholesterol tested and blood pressure checked.*

Sunscreen is not manly. Skin cancer is one of the most common forms of cancer, and men die of it more often than women. Men have jobs that require them to be outdoors more often than women and after the age of 40 men are statistically spending more time outside. *Wear sunscreen.*

Flossing is stupid. We hear a lot more about periodontal disease being linked to heart disease. It has to do with mouth infections increasing levels of inflammation in the blood which leads to clots. Men are less likely to floss or go to the dentist for a checkup. *Brush twice a day, floss each day and get regular checkups.*

Mid Life Crisis? With age, men experience a decrease in testosterone, which leads to changes. When approaching middle age, men are more at risk for prostate cancer and even osteoporosis. *Be honest with your doctor and explain any changes that are going on.*

I lift weights, what else do I need to do? Weight training is good because it helps retaining muscle power. But for the best cardio fitness, other exercises are needed such as biking, walking, using a treadmill or an elliptical machine. *To prevent heart attacks get some aerobic exercise.*

Prostrate cancer treatment is worse than the cancer. According to the American Cancer Society, prostate cancer is the most common cancer for men over 40. Because men are living longer, more cases of prostate cancer have been detected. *Treatments have improved and survival is common when caught early.*

MSNBC is doing an informative series on men's health. Go to www.msnbc.com > Health > Men's Health for more information. And ladies, keep encouraging your husbands!

ISAC Spring School 2007

By: Jerri Noboa

ISAC Meetings Administrator



The headline in the *Des Moines Register* stated that there is one more year of I-235 headaches. ISAC's Spring School will be held this month - March 18-20 at the Downtown Marriott and Renaissance Savery here in Des Moines. If you are staying at the Renaissance Savery and coming in from the east, the 3rd street exit on I-235 will be closed until October or November. So take the 7th street exit, going south to Locust and turn east (left) to 4th street to access their parking ramp that is connected to the hotel. If valet parking use the 4th street door.

There will be a lot of new faces at the conference. If you are an veteran, please help those that are new to the ISAC conference with directions and places to eat. We will again be providing a listing of downtown restaurants in every registration packet.

At ISAC's Spring School two seminars will be offered on Sunday. The first seminar entitled "Insights on Leadership: How to Build Influence and Credibility" will be held from 2:30pm - 5pm at the Marriott. The speaker will be David Rabiner and he talks on the two great challenges to leadership growth and self-assessment and the ability to translate qualities into behaviors. He then focuses on the three key principles of influence and credibility: interacting positively, establishing an atmosphere of trust and building a track record of success.

The second seminar entitled "The Magic in the Mix" is from 7pm - 8pm with David Rabiner. Rabiner presents a number of hilarious examples of workplace behavior we can all relate to and gives us tools we can use to capitalize on behavioral differences, rather than be driven crazy by them. There is limited seating for this seminar - details to follow at the Spring School.

There is still time to register for ISAC's Spring School! Online registration will be available until March 11. For further information on the conference and online registration visit the ISAC website (www.iowacounties.org). Affiliate agendas will be added to the website as they come in. We look forward to seeing you at the ISAC Spring School!

Correction: In my article last month I misstated that the Legislative reception was on Thursday night. The Legislative Reception will be held on the evening of Monday, March 19 at the Renaissance Savery.

NCO School Re-Cap

More than 175 county officials attended ISAC's New County Officers School January 17-18 at the Holiday Inn Airport in Des Moines. ISAC lined up many of the most knowledgeable presenters in the state to spend Wednesday, January 17 covering issues that pertain to all county officers such as county budgeting, ethics and county home rule. In the morning all attendees received training on open meetings law and the public records law, ethics and financial accountability. Then for the rest of the day attendees were able to choose which sessions they want to attend, to guarantee that they received the information that was most pertinent to them.

Scott Raecker was the luncheon speaker and presented "Civility in the Public Arena: Leading with Character." After lunch the following breakout sessions were offered: County Home Rule, County Financial Overview, Property Tax Overview, Working with the Media, Collective Bargaining and Sources of the Law. The closing session was "Management is a Position, Leadership is an Honor" by Mark Towers. At the end of the day on January 17, ISAC hosted a reception to allow new county officials to meet and network. On January 18, several ISAC affiliates put on a full day of individualized training. As one evaluation comment stated, "This conference gave new officials a good overview of major issues."



Mark Towers presented "Management is a Position, Leadership is an Honor" and received high marks for his humor and motivation.

Alumni Luncheon/Meeting

The ISAC Alumni Association will be having a luncheon/meeting (Dutch treat) in Allie's Restaurant at the Downtown Marriott on Monday, March 19 at 11:15am, during the ISAC Spring School. If you plan to join us, please call Jerri Noboa at the ISAC office at 515-244-7181 to make your reservation.

Employee Motivation

What motivates your employees? The answer most people expect would be money. While that is important, what tends to motivate employees is thoughtful, personal recognition that shows a true appreciation for a job well done.

There are a variety of ways to recognize your employees. The book "1001 Ways to Reward Employees," by Bob Nelson, states "most managers do not understand or use the potential power of recognition and rewards." Nelson tells of a study that stated the most powerful motivator was personalized, instant recognition from their managers. Dr. Gerald Graham of Wichita State University is quoted as saying, "Managers have found that simply asking for employee involvement is motivational in itself."

ISAC Years of Service Program

For many years, ISAC has been doing years of service certificates for county officials who attend our Spring School. During this process, there has been a variety of feedback. One question asked frequently is "why aren't all employees included in the Years of Service program?" According to the ISAC website, there are a little over 16,000 county employees in Iowa. Trying to keep track of that number of employee years of service records would be a daunting task. However, there is a solution.

Each county should recognize their own employees on a yearly basis. Although you could have a special event to recognize employees, posting the names of those being recognized and providing a certificate would be very beneficial. It would show that you appreciate the time and effort they have spent with your organization.

You have all the information you need and certificates can be purchased at your local office supply store and printed on your office printer. Or Sandy Longfellow with the ISAC staff is available to print certificates for any counties that would like them. You need only supply her with names and years of service for your employees (slongfellow@iowacounties.org).

Survey Results

A survey was recently sent out to a number of county officials regarding the Years of Service program. The overwhelming majority of those surveyed stated that the most important aspect of the program was the recognition of employees who had served over 40 years and the brochure that is printed and available at the conference. As a result of the survey, we are going to limit the number of names read off during the ISAC Spring School General Session to those 40 years and over. The brochure will still be available at the conference, and certificates will continue to be sent to county department heads.

If you are interested in doing some type of recognition for your employees or have further questions contact Sandy Longfellow at 515-244-7181 or slongfellow@iowacounties.org.

Steering Committee Sign-Up

You can be a voice for your affiliate in the crucial ISAC legislative process by signing up to be a member of one of ISAC's steering committees. There are seven ISAC steering committees: County Administration and Organization, Environment and Public Health, Human Services, Land Use and Rural Affairs, Public Safety, Taxation and Finance, and Transportation. These committees provide the public policy platform for ISAC in dealing with the legislative and executive branches of state government. The committee process is where policy statements and legislative objectives are introduced, debated, and rejected or adopted. Each ISAC affiliate is entitled to name three members to each steering committee. Most of the steering committees have approximately 35 members.

As a member of an ISAC steering committee, you will represent your affiliate's legislative needs and concerns. Once you are a member of a steering committee, you are asked to attend your affiliate's summer meetings, and the two ISAC steering committees that will be held on August 29th and October 4th.

We encourage you to take a moment and sign up for this opportunity. You can do so by going to the ISAC website and registering at www.iowacounties.org or contacting your affiliate president directly. The deadline for registration is April 23rd.

District Legislative Days

There is still one day remaining for ISAC's District Legislative Days program. District 2 (Northeast Iowa) is invited to participate on Wednesday, March 14. 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.

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. *You can register your county by calling the ISAC office at 515-244-7181.*

ISAC Board Profiles

Tim McGee
Lucas County
Assessor



Year you started on the ISAC board: 2007

Year you began public service: 1984

Education: Attended Iowa State University 2 years

The hardest thing I've ever done: Taking my dad to the nursing home.

A dream I have is to: Hike the Appalation Trail

You'd be surprised to learn that: I am claustrophobic.

My first car was: Candy apple red 1955 Chevy

The most adventurous thing I've ever done is: Climb a small mountain outside of Anchorage, AK.

I'm most proud of: My family: my wife Natalie is a HR Director for HyVee Inc.; my daughter, Lydia 22, (a University of Iowa senior) was an All Big Ten Rower; my son, Logan 19, (an Iowa State University sophomore) was a 1st Team 3A All State Football Running Back; and my daughter, Amelia 15, (high school freshman) is a 4.00 student.

My favorite way to relax is: Fishing with my family and friends in northern Minnesota.

My favorite Iowa meal is: Grilled rib eye steak

My favorite movie is: "The Hunt for Red October"

My favorite music is: Kiss 1974-1979, Sheryl Crow, and a little AC/DC

My favorite place in Iowa is: Harpers Ferry

Linn Adams
Hardin County
Community Services Director



Year you started on the ISAC board: 2006

Year you began public service: January 1985

Education: BA, Luther College. Additional studies at Buena Vista University

My first car was: Dodge Charger

I'm most proud of: My kids

My favorite way to relax is: Music, movies, yard work, watching my kids events (sports, music, etc).

My favorite Iowa meal is: Grilled hamburgers, potato salad, cowboy beans, fresh watermelon and strawberry shortcake!

My favorite music is: I like a wide variety of music including country, classical, pop, jazz, etc.

My favorite place in Iowa is: Our family really enjoys our frequent visits to Dubuque.

2007-2008 ISAC County Directory

Now Available!

The 2007-2008 ISAC County Directory will be for sale at the Spring School of Instruction March 18-20. ISAC tables will be set-up at the Marriott on the 2nd floor and the Renaissance Savary on the 2nd floor. Order forms are also available on ISAC's website (www.iowacounties.org). The directories are \$15 to county officials, \$25 to non-county officials.

ISAC brief

ISAC Board Profiles

Robert (Bob) Sperry
Story County
County Engineer



Year you started on the ISAC board: 2006

Year you began public service: 1970

Education: BS Civil Engineering,
Iowa State University

The hardest thing I've ever done: Army basic training

A dream I have is to: Spend more time wood-working

You'd be surprised to learn that: I slept on the Great Wall of China

My first car was: 1955 Chevrolet - "THE GREEN HORNET"

The most adventurous thing I've ever done is: Gone on a 30-minute flight in an ultra-light plane.

I'm most proud of: My family

My favorite way to relax is: Golf on a beautiful day! (My game is poor.)

My favorite Iowa meal is: Anything at the Amanas

My favorite movie is: "Butch Cassidy"

My favorite music is: Easy listening

My favorite place in Iowa is: Home. Been to lots of Iowa's treasured locations and enjoyed them all but hard to choose.

Mike King
Union County
Chairman of the Board of Supervisors



Year you started on the ISAC board: 2004

Year you began public service: 1991

Education: Attended Southwestern Community College in Creston and Northwest Missouri State

The hardest thing I've ever done: 2006 proved to be the hardest year for me with health issues, but it also was a year to celebrate with two new healthy grandchildren and a move into a new home.

A dream I have is to: See my grandchildren grow into adults and of course I hope that all counties can work and share between themselves.

You'd be surprised to learn that I: Was an all-state football player and finished 3rd in the state wrestling tournament in high school. I was picked to win it my senior year - that's another story.

My first car was: 1963 2-door Chevy Impala (409)

The most adventurous thing I've ever done is: I traveled with my wife to Jamaica landing the night of an election to be greeted by guard dogs and militia with machine guns. (That was after sitting on a runway in Miami for two hours.) Hurricane Hugo had just gone through Jamaica 6 months before and the devastation, humidity, darkness, and living conditions had me wondering why I thought that would be a good vacation destination.

I'm most proud of: My three children who have grown into young adults with college degrees, and have now gotten married (last one this September 8).

My favorite way to relax is: Pour a glass of merlot, join friends overlooking the lake we live on and watch the eagles, Canadian geese, and boats from our deck.

My favorite Iowa meal is: Corn fed Iowa beef, fresh mushrooms and homegrown tomatoes

My favorite movie is: Any movie with Harrison Ford or Steven Seagal, but my kids would argue that point and say it would have to be "It's A Wonderful Life" with Jimmy Stewart. I made them watch it every Christmas.

My favorite music is: Jazz, Blues, and Reggae

My favorite place in Iowa is: 3-mile lake in Union County

**Need Information About
ISAC's Spring School?**

Visit ISAC's website!
www.iowacounties.org

counties in the spotlight

Best Place to Live

Sac County was recognized as one of the Top 10 “Best Places to Live in Rural America” by *The Progressive Farmer* magazine. Located in the northwestern part of the state, Sac County is a quintessential farming area known for corn, soybeans, dairy and hogs and a special sense of community that all residents enjoy. Other winners included: Barren County, KY; Warren County, PA; Randolph County, IL; Gillespie County, TX; Union County, SD; St. Lawrence County, NY; Garfield County, OK; Amador County, CA; and Polk County, NC. Each year, the rankings name the top 10 rural counties in the nation according to several quality-of-life indicators and statistics; all 10 counties are profiled in the February 2007 issue of *The Progressive Farmer*.

Outstanding Engineer

Buchanan County Engineer Brian Keierleber received the Outstanding County Engineering Achievement Award at the 2006 Iowa County Engineers Association (ICEA) Annual Meeting in December. Presenting the award was Mike McClain, Jones County Engineer and ICEA Past President. More than 525 people attended the conference in Ames.

Conservation Award Winners

The Iowa Association of Naturalists (IAN) and the Iowa Conservation Education Council (ICEC) announced the 2006 recipients of their Conservation and Environmental Education Excellence Awards Program. Dallas County received the “Ding” Darling Environmental Education Award for its Prairie Awakening Celebration. Louisa County and Cerro Gordo County received the Outstanding County Conservation Board Environmental Education Program Award. This award commends excellence in a county conservation board’s environmental education program.

Law Enforcement Center Opens

The Marion County Law Enforcement Center opened in December and now houses the sheriff’s department and 911 operations. Prisoners were accepted January 15. Construction for the new facility cost over \$5 million and offers improved technology and tighter security. The dedication for the new center was held December 27. (Taken from the *Journal-Express*, December 22)

Iowa Land Value Increases

Iowa farm land across the state rose in price for the fourth consecutive year. Of the nine crop reporting districts in the state, northwest Iowa’s land is the most valuable, with east-central Iowa in second and central Iowa in third. The state average for land price is \$3,204 per acre. Scott County saw its average acre rise to more than \$5,000, while Decatur County came in at the lowest under \$1,500. Since 2000, Iowa land values have increased by 73%. Iowa State University Economist Michael Duffy said the increasing land values in all of Iowa’s 99 counties can be attributed directly to increases in grain prices, rise of ethanol and other biofuel production, and to the fact that more farmers are older and have paid off any debt the farm had produced. New farmers accounted for just 3% of all farm land purchases in the state during the year, while 60% came from current farmers and 37% went to investors and other buyers. (Taken from the *Times-Republican*, December 31)

Leadership Program for Citizens

Jones County is holding a leadership program for citizens in the county. Six sessions will be held between January and April for those interested in building their leadership/communication skills. Sessions will be on the following topics: personality traits, board basics, effective communication and team building, the global economy and economic development. The leadership program was established in 1994 and has more than 130 graduates. (Taken from the *Monticello Express*, January 3)

Oldest-Serving Supervisor Retires

Leo Donnelly, 83, finally got his retirement after serving six terms as a Buchanan County Supervisor. When he was in office, Donnelly was the oldest-serving supervisor in the state. He meant to retire 24 years ago when he left farming, but got a little delayed. The idea to run for office first came when he was 65. A few of his sons said they wanted to take over the farm. At the time, he said he thought the job of a supervisor was to just make sure the bills got paid. With his retirement, Donnelly said he plans on spending time in his basement wood shop building and repairing furniture. (Taken from the *The Courier*, January 7)

Post Jobs Online

When it comes to finding that perfect person to fill a position at your county, there is a trustworthy service that can help you do so in a fast and affordable manner. The National Association of Counties' website (www.naco.org) has a section entitled "Jobs Online," where organizations can post job openings of any length for a bargain price compared to other classified ad services.

This service is available to any business, but is especially popular among county and city governments, state associations and regional community organizations. The job postings can be viewed by anybody - the service is not restricted to NACo members.

Since county officials and employees from all over the nation are regular visitors to www.naco.org, Jobs Online can give your county the opportunity to reach a broader audience than your local paper or county website. You may find the ideal candidate if you reach out to NACo's widespread audience!

For more information or to post a job, contact NACo's Jobs Online representative, Allison Mall, at 202-942-4256 or amall@naco.org. Or go to www.naco.org/jobsonline and fill out the online form. Ads will be posted within 24 hours.

Smoke-Free County Challenge

Exposure to secondhand smoke causes serious health effects in children, including bronchitis, pneumonia, ear infections, worsened asthma and even sudden infant death syndrome. To protect children from secondhand smoke, NACo is challenging counties to collect the most signed Smoke-Free pledge cards. The cards ask the signer not to smoke, or allow others to smoke, around children.

Participating counties will collect pledges from March 1 through May 31, 2007. The first 10 counties to collect 500 pledges or more will receive a small stipend to help them continue their efforts. This year, participating counties may also collect pledges online at NACo's website! For further details on this new feature and to register your county for the 2007 Smoke-Free County Challenge contact Kelly Zonderwyk at kzonderwyk@naco.org or 202-942-4224. You must register your county to participate by March 31, 2007.

NACo conducts the annual challenge in collaboration with the U.S. Environmental Protection Agency and their Smoke-Free Home Pledge Campaign which focuses on children and secondhand smoke (also known as environmental tobacco smoke).

National County Government Week: April 22-28

Dear Fellow County Official,

Protection of the environment and wise use of our nation's natural resources are obligations shared by citizens, businesses and governments at all levels. America's counties are at the heart of these obligations. That is why the theme for this year's celebration of National County Government Week (NCGW), April 22-28, is "Protecting the Environment."

America's counties take seriously their responsibility to protect and enhance the health, welfare and safety of its citizens in sensible and cost-effective ways. Environmental protection plays a critical role in this great responsibility. NCGW offers an ideal opportunity to showcase your county's environmental initiatives.

Does your county encourage energy-efficient commercial development? Does your county purchase fuel-efficient county vehicles? Does your county replace old lights with more energy-efficient ones? If so, promote your county's environmentally-sound and financially-responsible initiatives during NCGW.

First celebrated in 1991, NCGW was created to raise public awareness and understanding about the roles and responsibilities of the nation's counties. The activities held during the week help citizens better understand how counties respond to their needs and serve the public.

A booklet is available on NACo's website (www.naco.org) and provides ideas for a variety of different ways to celebrate NCGW in addition to promoting your efforts to protect the environment. You can hold open houses at county facilities, visit schools and talk about county government, speak to business groups and issue a proclamation. The booklet also provides some helpful information about media outreach.

I know you are proud of the services your county provides each day. And while trying to find solutions to pressing problems takes up much of our time, NCGW provides an exciting opportunity to publicly recognize the many ways counties serve communities. I encourage your county to participate this year.

Colleen Landkamer
NACo President
Commissioner, Blue Earth County, Minnesota

miscellaneous

County Representative Needed

The Iowa Municipalities Workers' Compensation Association (IMWCA) has an opening for a county representative on its board of trustees. The board governs the operations of the association and meets five times per year with staff of the Iowa League of Cities who provide the administrative services for IMWCA.

If you are interested in serving on the board, please indicate your interest in a letter to IMWCA, PO Box 93688, Des Moines, IA 50393-3688 or email to curtsvalstad@iowaleague.org.

Barn Raising VI

The Governor's Conference on Public Health: Barn Raising VI will offer participants a rich menu of dynamic speakers, a chance to meet colleagues at a smoke-free reception, and the opportunity to display products and programs. The event, which is held every two years, is coordinated by the Iowa Department of Public Health. The 2007 gathering will be August 2-3 at Drake University in Des Moines. The theme is "Celebrating Healthy Communities."

Dr. Julie Gerberding, director of the Centers for Disease Control and Prevention, will open the conference with a keynote address on healthy communities. Dr. Leonard Marcus, director of the National Preparedness Leadership Initiative at Harvard, will keynote the second day of the meeting by speaking on "Meta-Leadership: Incident without Precedent." In keeping with the Barn Raising VI theme, plans are underway to showcase outstanding Iowa community initiatives.

A partial list of confirmed presenters for about 40 concurrent sessions includes the following: Cheri Blauwet, one of the world's most accomplished Paralympic athletes; Alfonso Carlon, Title X Regional Training Office; Jonathan Clifly, USDA-RD Utilities Program; Dr. Douglas Gentile, National Institute on Media and the Family; Neal Holtan, MD, MPH, Minnesota Institute on Public Health; Peter D. Jacobson, JD, MPH, University of Michigan School of Public Health; Vermont Senator M. Jane Kitchel; Marie Legg, National Center for Injury Prevention and Control; John McDonough, Massachusetts Health Care for All; Duane Olberding, MSW, LSCSW, The Recovery Center at St. Francis, Topeka, KS; and Rev. Alberta Ware, The Balm In Gilead, New York.

For more information, including a downloadable flyer and save-the-date postcard, visit www.idph.state.ia.us/bhpl/barn_raising.asp. Check back regularly as the agenda and information on presenters is updated.

classified ads

Adair County Engineer

Adair County is seeking qualified applicants for the position of county engineer. Requires bachelor's degree in civil engineering; possession of or capability of acquiring licensure as a professional engineer from the state of Iowa within six months of employment. Four years progressive experience in the transportation industry including supervisory or managerial experience preferred. This official position is directly responsible for planning, overseeing, and managing the design, construction, and maintenance of the secondary roads transportation system, including managing department staff, budget, and resources. Excellent benefits with salary commensurate with qualifications and experience. Applications accepted until March 6, 2007. Submit resume to: Adair County Board of Supervisors, 400 Public Square Ste 5, Greenfield, Iowa 50849. Adair County is an Equal Opportunity Employer. Pre-employment, post job offer drug, health and background checks required.

Contact Information: Adair County Board of Supervisors
400 Public Square, Ste 5, Greenfield, Iowa 50849 Phone: 641-743-2546 FAX: 641-743-2565.

Butler County Engineer

Butler County is seeking qualified candidates for the position of county engineer. Qualified candidates must be licensed as a professional engineer in Iowa and must possess a working knowledge of the maintenance and construction of roads; land surveying, subdivision and zoning administration; and flood zone management. The successful candidate must also possess strong financial skills and the ability to effectively manage employees. Salary is negotiable based upon qualifications and experience. Interested candidates should forward a resume to: Butler County Board of Supervisors, c/o Butler County Auditor, 428 6th Street, Allison, Iowa 50602-0325. Resumes will be accepted until 4:30 p.m. on March 23, 2007. Butler County is an Equal Opportunity Employer.

Have a classified ad to post?

Classified ads are placed in *The Iowa County* and on ISAC's website free of charge for county officials. Send your ad to Denise Obrecht at dobrecht@iowacounties.org. Please include a cut-off date for applications.

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Past issues of The Iowa County can be viewed on ISAC's website (www.iowacounties.org) under 'News.'



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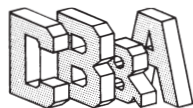
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The Iowa County
March 2007

calendar

MARCH

- 3-7 NACo Legislative Conference
(Washington DC)
- 14 District 2 Legislative Day at the Capitol
(Wallace Bldg. Auditorium, Des Moines)
- 15 CCMS NE Support Group
(Diamond Dave's, Cedar Falls)
- 16 ISAC Legislative Liaisons
(Holiday Inn Airport, Des Moines)
- 18 Supervisors Executive Board
(Marriott, Des Moines)
- 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)
- 12 CCMS Support Staff (location TBA)
- 13 ISAC Legislative Liaisons (ISAC Office)
- 27 ISAC Board of Directors (ISAC Office)

MAY

- 9-11 Treasurers Conference (Clinton)
- 9-10 GA Retreat
(Holiday Inn Airport, Des Moines) Tentative
- 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)

JULY

- 6 ISAC Board of Directors (ISAC Office)
- 11-12 ICEA Mid-Year Conference (Ames)
- 13-17 NACo Annual Conference (Richmond, VA)
- 25-27 Auditors Annual Conference (Cedar Rapids)

AUGUST

- 8-10 CCMS Annual Conference
(Sheraton, West Des Moines)
- 29 ISAC Steering Committee Meeting
(Holiday Inn Airport, Des Moines)

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 jnoboaa@iowacounties.org.

ISAC's Scholarship Golf Fundraiser

June 13, 2007

Jester Park Golf Course, Polk County

Quote of the Month:

"To avoid criticism, do nothing,
say nothing, be nothing."

- Elbert Hubbard



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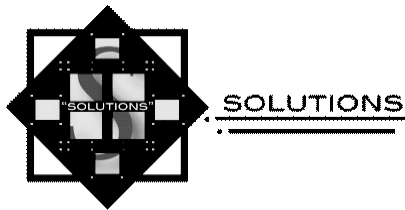
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