

# The Iowa County

Iowa State Association of Counties



March 2008  
Election Issues  
Letter from the Governor  
NACo Membership Surges



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# Iowa County

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<b>Features</b>	4-5
<i>Letter from the Governor - Chet Culver</i>	
<i>NACo Membership Surges - Andrew Goldschmidt</i>	
<b>Capitol Comments</b>	6
<i>Hanna De Groot</i>	
<b>Legal Briefs</b>	7
<i>David Vestal</i>	
<b>By the Numbers</b>	8
<i>Jay Syverson</i>	
<b>Lincoln Letters</b>	9
<i>Grant Veeder</i>	
<b>Technology Center</b>	10-11
<i>Robin Harlow and Tammy Norman</i>	
<b>Case Management</b>	12-13
<i>Linda Kemp</i>	
<b>ISAC Meetings</b>	14
<i>Stacy Horner</i>	
<b>ISAC Brief</b>	15
<b>Counties in the Spotlight</b>	16
<b>Associate Member Highlights</b>	17
<b>Miscellaneous</b>	18
<b>Calendar of Events</b>	22



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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.

## Letter from the Governor



Dear Iowa State Association of Counties Members:

We would like to start by thanking all of you for your continued efforts to make Iowa an even better place to live. Your work of maintaining cooperation among counties through various programs is vital to the State of Iowa. We would also like to thank you for your continued support of our efforts to expand the Iowa Beverage Container Law, also known as the "bottle bill," and we would urge you to support closing tax loopholes used by large out-of-state corporations.

As it stands, Iowa businesses are required by law to pay all of their corporate income taxes to the state. This is not the case with some large corporations who also do business in Iowa. Due to a loophole in Iowa's tax laws, large companies are using creative accounting techniques to shift earnings to states with little or no corporate income tax. The Culver-Judge administration projects that \$75 million dollars in annual revenues would be produced by closing this tax loophole.

We have also proposed an expansion to the bottle bill for the first time in 30 years. Our proposed legislation is designed to achieve three goals: we must first include all juice, water, and energy drink containers in the bill. These types of containers are a growing problem in our landfills and our ditches. As representatives of our state's counties, you are surely aware of the effect these bottles have on our county landfills. Second, we must fully fund Iowa's Resource Enhancement and Protection (REAP) program. REAP Programs help city, county and state governments to acquire public conservation and recreation land. Third, we must increase the reimbursement that bottle handlers, such as grocers and redemption centers, receive for handling the recycled cans and bottles. We must do this to ensure that redemption centers remain economically viable and individuals are able to easily find locations to recycle their containers.

We strongly encourage you to show your support for these important initiatives to your family, friends, co-workers, and most importantly your legislators. We appreciate your support and keep up the great work!

Sincerely,

Chet Culver  
Governor

## NACo Membership Surges



**By: Andrew S. Goldschmidt**

NACo Director, Membership/  
Marketing

The National Association of Counties (NACo) membership has surged to a new record and Iowa's counties have a golden opportunity to participate.

NACo membership has surged to an all-time record of 2,348 county members as of February 2008 (up almost 40% over the last ten years). The reason? NACo's wide range of exclusive membership benefits has caught the attention of counties small, large, rural, suburban and urban. Iowa's counties are an active force in NACo with 77 of the 99 counties as current members. With NACo's Annual Conference in July only a short drive away in Jackson County, MO (Kansas City, MO), here's a special offer to the nonmembers. Join NACo by the end of June and get one free conference registration to the NACo Annual Conference (a \$640 value). No strings attached. Let's take a closer look at the benefits you can expect with your NACo membership:

### Ten Reasons to Belong to NACo

The National Association of Counties (NACo) is the only national organization that represents county governments in the United States. Founded in 1935, NACo provides essential services to the nation's 3,066 counties. NACo, *The Voice of America's Counties*,

- Represents you in the nation's capital;
- Helps you better serve your residents;
- Saves you and your taxpayers money; and
- Raises public understanding of county government.

NACo was recently named one of nine remarkable associations by the American Society of Association Executives and The Center for Association Leadership. For more information, visit our web site at [www.naco.org](http://www.naco.org) or read the recently published book, *7 Measures of Success, What Remarkable Associations Do That Others Don't*.

### 1. Lobbying

NACo members and staff vigorously lobby the Administration and Congress on all issues affecting counties and their residents. To focus the effort, priority issues are established annually by the Board of Directors. In 2008, the legislative priorities are:

- Opposing unfunded mandates and preemptions passed on to counties
- Reauthorization of the Farm Bill
- Reauthorization of the Aviation Bill
- Repeal of Withholding Tax and other Federal tax changes impacting counties
- Funding for PILT and the Secure Rural Schools Act
- Securing Health and Human Services Reforms
- Assist Counties with Methamphetamine Crisis

## 2. Conferences

NACo conferences provide a great benefit at discounted fees for members. Attendees rank highly the information they receive from expert speakers, educational sessions, workshops and the networking opportunities with colleagues. NACo has a conference to meet your specific needs whether you choose the Annual, Legislative, or Western Interstate Region Conference. Other special issue meetings cover subjects like homeland security, health care, and urban and rural issues.

## 3 Financial Services Center Programs - With These Savings, NACo Membership Pays for Itself

NACo provides numerous ways for members to save money. They include:

- The U.S. Communities Government Purchasing Alliance offers counties access to nationally bid contracts that provide significant reductions in price on essential products and services. Since 1999, participating counties have saved more than \$500 million.;
- Innovative cost-recovery and cost-containment programs; and
- NACo offers numerous retirement benefit programs: Deferred Compensation (457), Defined Contribution 401 (a) and Post Employment Health Plan (PEHP).

## 4. Prescription Drug Discount Card Program

The Discount Card Program provides savings for county governments and residents from skyrocketing prescription costs and is one of NACo's most monumental programs of all time. Since the program began in 2004, the program has provided an average savings of more than 22 percent per prescription, and participating counties saved their residents more than \$6 million. The features of the program include:

- Free to counties and participants;
- No age or income restrictions;
- No forms to fill out by participants; and
- NACo makes no money on the program.

## 5. Networking with Other County Officials

NACo membership provides you with a unique opportunity to interact with your colleagues from across the country whether you attend a conference, participate on a Steering

Committee, work together on a legislative issue or make connections through our Peer to Peer Program.

## 6. Web Site

NACo's Web site, [www.naco.org](http://www.naco.org), is packed with news, research, conference details, legislative updates, and geographical information on counties. More than 15,000 individuals visit the site daily. You can even receive e-mail alerts when new content has been added. The Member's Only Section provides the Grants Clearinghouse, all NACo publications available free, a media guide, and information on lobbying Congress. Make sure you put the NACo web page in your list of favorites.

## 7. County News

*County News*, the premier publication for counties, is available in print or electronically every two weeks to keep you constantly on top of the latest developments in counties around the nation and in Washington, D.C. *County News* ([www.countynews.org](http://www.countynews.org)) highlights model programs, concise news items on timely issues, solutions from experts, research, and even job postings to attract candidates nationally.

## 8. Technical Assistance/Training/Workshops

NACo receives approximately \$2 million annually in grants to provide technical assistance and training to county governments. These programs offer assistance on issues like homeland security, the environment, and health care.

## 9. Research and Education

NACo provides research information on county programs that can save your staff time and money. NACo staff is always available to research county issues, providing you with a valuable benefit. Information is available to help with any aspect of county government.

## 10. Grants Clearinghouse

NACo's searchable Grants Clearinghouse on the NACo Web site lists federal grants available to county governments. Through the site you will learn whether the grants are currently funded and how to apply. Another exclusive membership benefit is our e-mail notification system which will tell you when new grants become available. Just sign up!

## NACo Membership is a Tremendous Value!

Join Today,  
Call Andrew Goldschmidt or Emily Landsman in Membership at 202-393-NACo or email at [agoldschmidt@naco.org](mailto:agoldschmidt@naco.org) or [elandsman@naco.org](mailto:elandsman@naco.org)

## Elections Refresher Course

By: *Hanna De Groot*

ISAC Public Policy Specialist



With caucuses and primary elections being conducted across the country and the general election coming in early November to a precinct near you, this is a good time to look at our election system and highlight some of the interesting facts.

Iowa is privileged to have first-in-nation status with the Iowa caucuses followed closely by the New Hampshire primary. Critics question Iowa and New Hampshire going first and suggest that a larger state with a more diverse population should be the first to hold their primary or caucus. Iowa's status as first is cemented by tradition and the agreement between Iowa and New Hampshire to protect each other from incursions from other states. Iowa's importance dates back to Jimmy Carter's campaign in 1976. When he started campaigning, Carter was little-known with one term as Georgia's governor under his belt. However, while his opponents chose to bypass Iowa, Carter won 28 percent of the vote with just 38,500 people participating. A front-page article by R.W. Apple in the New York Times the morning after the caucuses helped make Carter's performance a big story, transforming him into a credible contender and the party's eventual nominee.

Iowa set a record for the turnout this January. More than 227,000 people took part in the Democratic caucuses, up sharply from 122,000 in 2004. Among Republicans, there were around 120,000 participating, up from 86,000 in 2000, the last time there was a competitive Republican contest in Iowa.

From the caucuses, delegates are elected to the corresponding county conventions. County convention delegates choose the state convention delegates. State convention delegates choose the national convention delegates. The delegates at the national party convention formally nominate each party's presidential and vice presidential candidates. Generally the choice of the party's nominee has long since been decided by the time the delegates get to the convention, but the delegates do ratify the choice that has already been made. There has not been a convention at which there was any doubt as to whom the nominee would be since the Republican convention in 1976 in Kansas City, where it looked like Ronald Reagan might be able to take the nomination from the incumbent, President Gerald Ford. The host city in 2008 for the Democratic convention is in Denver in late August while the GOP convention is in Minneapolis in early September.

The national convention leads to the general election, held this year on November 4, 2008. There, citizens across the United States, as well as those voting absentee ballots from overseas, will get a chance to cast their ballots for a slate of electors. These electors will then cast votes on December 15, 2008, for the can-

didates to whom they are pledged. The Electoral College is made up of 538 electors. The term "Electoral College" does not appear in the Constitution but was written into the federal law in 1845. Iowa has seven electoral votes. These votes are allocated based on the 2000 Census. But no matter how small the population of a state may be, each gets at least three electoral votes. This means that the allocation of presidential electors among the states is not perfectly proportional to each state's population.

The electors are chosen by the political parties to vote for its nominee. These electors from the 50 states and the District of Columbia do not meet in one place at the same time. They meet in their own state capital on the same day in December. According to Alexander Hamilton, this is because the framers of the Constitution feared that, if all of the electors met in one place, they would be vulnerable to "cabal, intrigue and corruption." They also wanted to protect the United States from foreign governments that might wish "to gain an improper ascendant in our councils" and bribe the electors.

Forty-eight states have laws that mandate that the person with the statewide plurality of the votes gets all of the states electoral votes. In those states the candidate who wins 51 percent of the votes in a two-candidate race or 34 percent of the votes in a three-candidate race will get 100 percent of the state's electoral votes. Maine and Nebraska are the only two states that do not have a winner-take-all system. In order to win the presidency, the candidate needs to have at least 270 electoral votes.

Due to concerns raised by the voting and recount process in Florida in the 2000 election, voting equipment is a hot topic with state legislatures across the country. The Iowa Legislature has determined that a paper trail is a necessity. Whether this is a voter-verified paper audit trail added to a touch-screen voting machine or the replacement of all machines with optical scan machines supported by ballot marking devices remains to be seen. In either event, local governments will need financial assistance from federal and state government resources to assist with the cost of the voting machines that are ultimately chosen.

See page 8 for more on this topic.

## Confusion Abounds on Change in Salary Law

By: David Vestal

ISAC General Counsel



**Deputy Salaries:** There still seems to be a lot of confusion out there about the change in the law regarding deputy salaries. Section 2 of SF 212, passed in 2007, makes two major changes in the law, which is Iowa Code §331.904(1).

First, it changes the focus to the “base salary.” Prior to this change, when the law set a salary cap, that was the most that the deputy could earn from the county, including money for overtime, shift differential pay, longevity, etc. So the salary cap included all supplemental pay. Under SF 212, that is no longer true. The salary cap now only limits the “annual base salary” of deputies. That annual base salary must be under the cap limit, but if a deputy exceeds the cap when you add in overtime, longevity or shift differential, that’s now okay. The exact terminology in the law is that the “base salary” affected by the salary cap now “means the basic compensation excluding overtime pay, longevity pay, shift differential pay, or other supplement pay and fringe benefits.” So now all deputies’ salaries are treated the same way that deputy sheriffs’ salaries have been treated for years.

The second change, which has been sought in the Legislature for years, is that the salary caps are increased. The annual “base salary” of the first and second deputy officers in each elected county office, the deputy in charge of the motor vehicle registration and title division, and the deputy in charge of drivers licenses can now “be an amount not to exceed 85 percent” of the elected official’s annual salary. It had been 80 percent. In offices with more than two deputies, each additional deputy can be paid a “base salary” of 80 percent. It had been 75 percent.

These provisions of SF 212 apply to county budgets for the fiscal year beginning July 1, 2008 and all subsequent fiscal years.

How does the process for setting deputies’ salaries work? According to Iowa Code §331.904(1), the amount of the annual base salary of each deputy is certified by the elected official to the board of supervisors, and if the amount of the annual base salary does not exceed the statutory salary cap “the board shall certify the annual base salary to the auditor.” As the statute says, the elected official sets the deputy’s salary and as long as it does not exceed the salary cap, the board of supervisors must approve that salary. In other words, the board has no discretion in the matter.

One question I’ve gotten is what effect this change in the law has on the salaries of clerks. The answer is that it has absolutely no effect whatsoever. Under Iowa Code §331.904(4), clerks’ salaries are set by the board of supervisors and there is no mention in that statute of salary caps.

**Emergency Repairs:** In 2006, the Iowa Legislature passed a

new competitive bidding law for counties, which is Iowa Code chapter 26. That chapter explains the bidding procedures that counties need to use if they want to, for instance, put a new roof on the courthouse. But what if the courthouse roof was blown off in a tornado? Does the county still have to use the same lengthy procedures which involve published notice in the newspaper and public hearings? No. But the problem is, the emergency repair procedures are a little hard to find. Especially if you are already a little upset because the roof has just been blown off the courthouse.

The problem was that chapter 26 was adopted without including a provision regarding county emergency repairs. Cities already had such a provision, but counties did not.

Working with Senate Local Government Committee Chairman Herman Quirnbach, ISAC got that problem solved last year. But the solution is a little complicated. Last year’s bill, which was HF 2713, amends Iowa Code §331.341, regarding county contracting. The amendment says that in emergencies counties shall follow the city emergency contract letting procedures in Iowa Code §384.103.

That Iowa Code section provides that if it is emergency work, which is defined as work where a delay might cause serious loss or injury to the county, then you do not have to use competitive bidding. But you do have to do two things: 1) Pass a resolution making a finding of necessity to institute emergency procedures under Iowa Code §384.103; and 2) Procure a certificate from a registered professional engineer or architect, not regularly employed by the county, certifying that emergency repairs are necessary.

If you think the roof may blow off your courthouse some day, you may want to keep this information handy.

**Parting Ponderable:** A guy in a bar leans over to the guy next to him and says, “Wanna hear a good Iowa State Cyclone joke?”

The guy next to him replies, “Well before you tell that joke, you should know something. I’m 6’ tall, 200 lbs., and I am an Iowa State grad. The guy sitting next to me is 6’ 2” tall, weighs 225, and he’s an Iowa State grad. And the fella next to him is 6’ 5” tall, weighs 250, and he’s an Iowa State grad. Now, you still wanna tell that joke?”

The first guy says, “No, not if I’m gonna have to explain it three times.”

# by the numbers

## Election Costs

**By: Jay Syverson**  
ISAC Fiscal Analyst



The caucuses have passed, Super Tuesday is over, and the 2008 presidential candidates in the major parties may soon be decided. The next statewide elections on the calendar are the primaries in June, the school elections in September and the general election in November. With that in mind, this month's *By the Numbers* takes a look at what it costs county auditors to put on these elections.

Iowa Code chapter 47 designates the county auditor as the commissioner of elections in each county. The auditors are in charge of voter registration and shall "conduct all elections within the county." When it comes to paying for elections, counties are responsible for paying the expenses for general elections, primary elections and any special elections called by the governor. The costs of city elections, school elections, or other special elections are paid by the entity for which the election is held. The auditor can charge the other entities for the costs of printing ballots, publishing notices and paying poll workers, but cannot charge the other entities a fee for using the county's voting machines, beyond any actual costs necessary to install the machines and prepare them for use.

From the late 1990s through FY 2005, election costs remained relatively stable. Local election costs, which are reimbursed by the appropriate entities, were always between \$1.4 million and \$2.9 million annually statewide. County administration election costs increased gradually from FY 1998 to 2005, rising from \$6.3 million to just over \$11 million. Election costs tended to be slightly higher in odd-numbered fiscal years, presumably because those years include the general elections. (FY 2005, for example, includes cost for the November 2004 general election.)

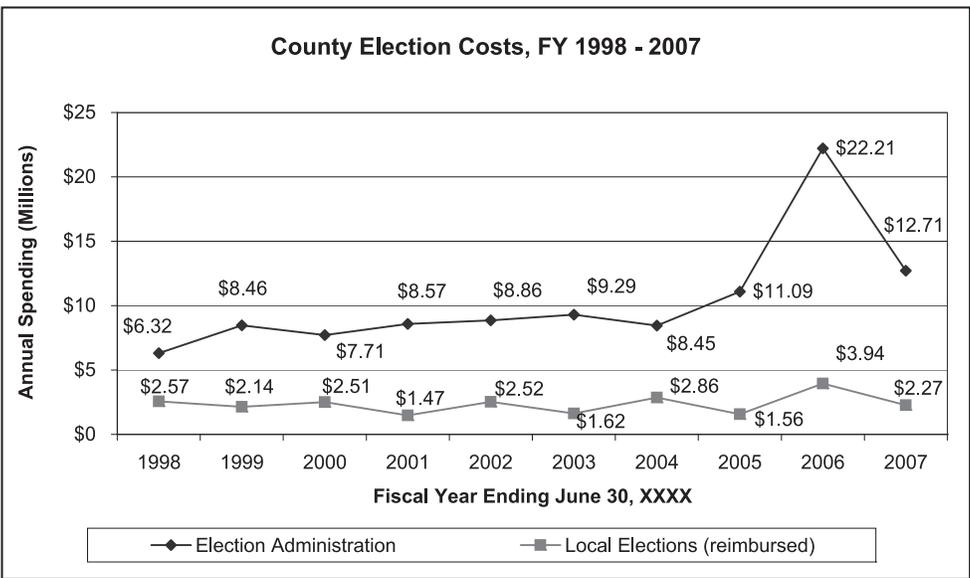
\$12.7 million, but they are still above the trend line of county election costs in the pre-HAVA era.

Most, if not all, of the jump in FY 2006 is likely attributable to counties buying new voting machines. As part of HAVA, the federal government allocated \$29 million to Iowa, \$18 million of which was dedicated to buying new voting machines. In April 2005, the state HAVA committee adopted an allocation schedule to dole out that \$18 million to Iowa's 99 counties. The allocation was based on the number of precincts, voters, and state house districts in each county, adjusted by a base allocation. The smallest allocation was \$72,000, in Audubon County, and the largest was \$1.7 million, in Polk County.

Of course, buying new machines in 2006 was not the end of the story. Many counties bought so-called DREs, which record ballots electronically. There now seems to be consensus that all ballots should have a paper record. But there is some debate whether to achieve that paper record by attaching a voter-verified paper audit trail (VVPAT) device to existing DREs or abandoning DREs entirely and switching to all-paper voting systems (optical scan machines supported by ballot marking devices). At press time, Secretary of State Mauro, Governor Culver, and county auditors are working toward an agreement. County auditors in counties with DREs can only wait to see how the debate shakes out.

(County spending data is from county annual financial reports. HAVA funding data is from the Iowa Secretary of State.)

In October 2002 President Bush signed into law the Help America Vote Act (HAVA). Among its many aspects, the bill required voting equipment used for federal elections to meet certain standards, and set a January 1, 2006 deadline. This required many Iowa counties to purchase new voting equipment, and most of those purchases occurred in FY 2006. In FY 2005, county election costs were just over \$11 million. In FY 2006, a non-general election year (but a primary year), county election costs more than doubled, to \$22.2 million. Costs fell substantially in FY 2007, to



## Abraham Lincoln and the Case of the Mississippi River Bridge

Abraham Lincoln's skill as a lawyer had a dramatic effect on Iowa's early growth. The first bridge across the Mississippi River, three years in the building and completed in 1856, connected Rock Island, Illinois and Davenport, Iowa and was a major breakthrough for western travel and commerce. Riverboat operators previously had a monopoly on the large-scale movement of passengers and goods, and had tried unsuccessfully to block construction of the railroad bridge.

Fifteen days after the bridge's gala opening, a steamboat, the *Effie Afton*, struck one of its piers. A stove on the boat overturned, and the *Effie Afton* burned to the waterline. The bridge caught fire and burned up the next day, prompting riverboats all along the Mississippi to ring bells and blow whistles in celebration.

The owners of the steamboat sued the railroad company that built the bridge, saying it was a hazard to navigation and should be dismantled. The lawsuit, *Hurd et al. v. the Rock Island Railroad*, would be a crucial test between the established river traffic forces and the upstart railroads. Springfield lawyer Abraham Lincoln had experience working for both sides, but in this case, he was one of several attorneys retained by the railroad companies.

In characteristic fashion, Lincoln traveled to the bridge site to get the facts firsthand. He supposedly walked out on the repaired bridge and met a boy from Davenport who turned out to be the

By: **Grant Veeder**

ISAC NACo Board Representative  
Black Hawk County Auditor

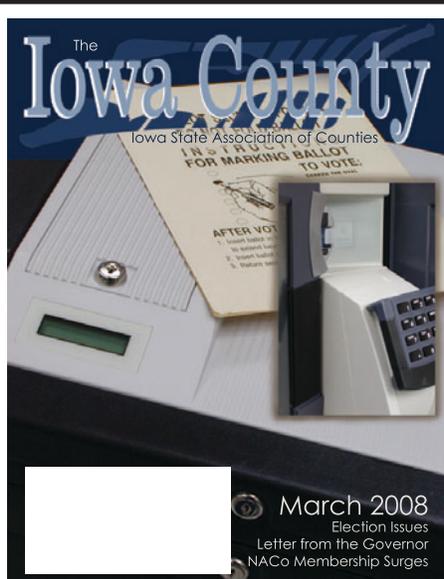


son of the resident engineer on the project. Lincoln and the boy timed a floating log to calculate the speed of the current. Lincoln familiarized himself with details like the dimensions of the bridge, the angle of the piers, the curve of the river, and the depth of the channel.

The trial took place in Chicago in September of 1857. Lincoln displayed an impressive mastery of the pertinent data, and was able to demonstrate that the accident occurred not because the bridge was a hazard but because the *Effie Afton*'s starboard paddle wheel failed. He also stressed the vital importance of allowing railroads to span the Mississippi. He said that east-to-west travel was "growing larger and larger, building up new countries with a rapidity never before seen in the history of the world."

The trial resulted in a hung jury. Further litigation ended when the U.S. Supreme Court set aside the case, making it safe for railroads to build more bridges and advance the settlement of Iowa and points west.

The current Government Bridge is near the site of the original bridge. The Government Bridge was completed in 1896 and is the fourth to cross what is now Arsenal Island from Rock Island to Davenport.



## About the Cover

Story County currently rents a dual system from Premier Election Solutions. The main equipment is an optical scan tabulator that tallies a paper ballot. The handicap accessible equipment component, which is required by the Help America Vote Act (HAVA), is a DRE touchscreen equipped with a voter-verified-paper-audit-trail (VVPAT). Story County has been using this configuration since 2006. Given the changes in Federal and Iowa law, Story County intends to replace the handicap accessible component with the Automark ballot marking device, once this piece of equipment is Federal and State certified to use in combination with the Premier optical scan tabulator. This equipment purchase will take place prior to the 2008 General Election.

-Mary Mosiman, Story County Auditor

Pictures were taken by Rachel Bicego at the Story County Auditors' Office in Nevada. Thank you to Mary Mosiman, Karen McKilligan and the entire Story County Auditor's Office.

# technology center

## Roadmap to Counties E-Gov Future

By: *Robin Harlow*

ISAC Technology  
Project Manager



In October 2007, Iowa State University Extension Office facilitated a brainstorming process to build an interim strategic plan for the County Technology Clearinghouse. The CTC Advisory Board believes that the interim plan reflects the beginning of a journey instead of the end of the road. The plan outlines several goals, objectives, and proposed accomplishments, with the intent that the journey will be long and at times the path obscure. The detail of the plan can be found on the ISAC website.

The Clearinghouse will help bring about improvements in the acquisition and use of information resources in Iowa counties by pursuing these six goals:

**1) Building upon and leveraging the efforts of others:** Without a structure to prioritize needs and develop standards, projects will soon be bogged down in conflicting priorities. A process to move ideas to action will need to exist that will help manage projects within the constraints of time, money, and resources. As we move forward in leveraging data and technology to the benefit of county citizens, we must work together to develop recommended standards that will assist a mobile society.

**2) Building and maintaining partnerships among Iowa counties and between counties, stakeholders and constituents:** Partnerships would allow the requirements of the few (State and Federal) to be met by the power of the many (counties). Building partnerships will help identify, through communication, what we are working on; what they are working on; and finally what we can work together on.

**3) Establishing and maintaining resources to provide standardized e-government services by county government to the citizens of the State of Iowa:** 'Centralized Decentralization' is a term that best describes how the counties can meet local needs, but at the same time, work together to address the gathering and movement of data between themselves, citizens and other governmental agencies. In order to successfully implement this model there needs to be county direct management and a support structure in place.

**4) Constant assessment of county e-government activities, needs, and funding:** Though we surveyed the counties in the summer of 2007, there is a need to build a mechanism that will assist us in determining what level a county is at in terms of its needs and requirements. CTC will then be able to develop individual group plans for those counties in order to assist them in reaching a certain level.

Consistent funding for both the operation of the CTC and county projects will be essential for the success of the plan. Our partners, whether they are service providers, state agencies, or other counties, relish the thought of having a consistent method to address technology opportunities with county governments. Developing a consistent funding source to pay for coordination, research, and implementation of projects is critical and must be addressed as soon as possible.

**5) Developing and providing needed services to assist counties:** Through the Electronic Transaction Clearinghouse (ETC), ISAC and member counties work together to address certain needs. Beginning in FY 2009, BizTalk, the core technology of ETC, will be integrated as part of the new County Community Services Network (County CSN). BizTalk will be the service that will allow county community services to exchange data within the county, with the State of Iowa, and with third party providers. There will be additional applications that benefit from the existing and future ETC resources leveraged across like processes.

**6) Maintaining Operational Flexibility:** It will be important that the CTC have the ability to change as quickly as needs and opportunities arise. This ability will allow the CTC to take advantage of unseen technology and partnerships that we can not imagine today.

### The Challenge Before Us

Along with strong pressure to make government more transparent, accountable, and efficient, counties operate in a world that is becoming more connected. Each office in the county will need the right tools to perform their jobs in this increasingly complex environment. Just as county roads need dump trucks to carry rock, each county department will require their set of tools to meet the every increasing demands of citizens and outside stakeholders.

Harnessing technology to meet a group need while allowing the individual counties to meet local needs is a complex challenge. It is a challenge that counties will need to meet in order to continually offset those forces that believe that citizens' needs are best met by a large featureless entity that may be more interested in meeting its own needs and not those of the county citizen. The CTC Interim Strategic Plan provides us with the road map to begin this journey that will enable counties and county offices to work together to reach a common destination.

## Blu-Ray Technology

**By: Tammy Norman**  
ISAC Office Manager



**Q:** What is Blu-Ray? Is it worth investing in this technology?

**A:** Blu-Ray is a type of optical storage format that was developed by Sony and Phillips. Blu-Ray enables large amounts of high definition video and sound to be stored on a single disc. Blu-Ray gets its name from the type of blue-violet laser that is used to create these DVDs. One of the reasons for the high quality of Blu-Ray is the fact that the process uses shorter wavelengths and is able to store almost twice the amount of data as a standard DVD thus able to store high definition video and audio. Early versions of Blu-Ray DVDs were susceptible to scratches; however, recent developments have improved the quality of Blu-Ray DVDs, enabling them to be more scratch resistant.

Should you purchase a Blu-Ray DVD player? You will need to take a moment to weigh the pros and cons. There is a debate currently going on between Blu-Ray and HD-DVD. These are two versions of the high definition video DVDs and DVD players that are not compatible. (It brings back memories of the VHS versus Beta players debate.) Movie studios have opted to go exclusively with one version or the other. Sony/Columbia, Disney, Fox, Lionsgate, and now Warner have aligned with Blu-Ray. While Universal and Paramount/Dreamworks with HD-DVD. Also, this technology comes at a price. HD-

DVD players cost from \$299 - \$899 and Blu-ray players from \$399 - \$1,200.

There are a couple of combo players out there with a price tag that begins around \$1,000 but they do offer the ability to play both formats. Also, keep in mind the HD-DVDs are approximately \$5 to \$10 more than the traditional DVDs. You will be able to play your current DVDs on a high definition player, so you can keep your DVD collections. Ultimately, you may want to sit out on the sidelines and wait and see which high-definition format wins out or until the pricing goes down for the combo players.

Here is a little good news, if you have a gamer in your household, you may wish to opt to purchase the Sony Playstation 3. It includes with the gaming system a great Blu-ray player. The Blu-ray player included allows for the upconverting of standard DVDs to high-definition resolutions and this all comes at a cost of around \$399.99.

**Website Note:** Check out the ISAC legislative tracking tool by going to: <http://affiliates.iowacounties.org/bills/>. Have a question regarding new technology and would like it addressed in this column? Contact me at 515-244-7181 ext. 315 or via e-mail at [tnorman@iowacounties.org](mailto:tnorman@iowacounties.org). Until next month, keep clicking!

Don't miss it!

# ISAC's 2008 Spring School of Instruction

March 12 - 14, 2008 Downtown Marriott and Renaissance Savery Des Moines

More information? Visit [www.iowacounties.org](http://www.iowacounties.org)

## A Simple Survey

By: **Linda j. Kemp**

ISAC County Case



When I began this project I wanted to remind some and encourage others by revisiting how it used to be. The memories I intended to evoke with my simple survey to administrators and supervisors were the memories of a time in Iowa before case management and the impact of it since that time. So after asking about the longevity of each in this field, I began as follows: **“What significant changes have you noted over the years?”**

**Craig Wood:** “When I started we had caseloads of over 100 but very little paperwork. We were unable to do a really good job because we mostly just addressed crises as a result of the high caseloads; but, at least we got to work with clients instead of paper.”

**Shirley Smith:** “Before case management began, DHS was responsible for processing payment for services for the disabled through a Purchase of Service agreement or a Community Services Block Grant. This was done by pen, paper, and snail mail. Things were simpler then. DHS social workers were required to see their assigned consumers every six months, but many times only saw them annually. The social workers did not know their clients very well, they did the paperwork, processing payment for the services that the providers said they needed. Consumers lived in facilities and group homes, and many spent their days in a workshop if they got out at all.”

**Bonnie Severson:** “Prior to case management the case loads were extremely high. When I worked with the CMI adults my caseload was 90 clients. We mostly put out fires, met with the client quarterly, and attended the annual meetings to determine the goals for the following year, which were pretty much decided by the providers. For placements, we would call the agencies and find out if they had any openings—plugged them into whatever was available. Although, I do remember trying to determine which agency would work best for the client.”

**“What do you see as a significant positive accomplishment personally and/or at the state level?”**

**Donna Wendt:** “Learning, understanding and advocating for people with disabilities. The Waiver programs were by far the best thing that has happened to people with disabilities in the last 50 years.”

**Jan Heidemann:** “There seems to be more of a focus on individuality and trying to use Person Centered Planning in the day to day programs.”

**Deb Schultz:** “I am really excited about the new Consumer Choice Option program.”

**Craig Wood:** “The development of county offices in every county for MHDD services (i.e. the CPC system). When I started, we never knew who to contact in a county. It might be the auditor, it might be one of the supervisors, it might be the director of gen-

eral relief... I have also seen the explosion in community-based services. When I started, Linn County had one group home with 15 people in it. Everybody else was in an institution. Now, we have hundreds in supported community living.”

**Melissa Hill:** “Consumer Choices Options! I feel that it is much more consumer directed and consumer friendly. My personal experience is that people are finally getting what they need due to the ability to be flexible and creative. We can also spend more time with the consumers and the families, coordinating, monitoring and facilitating things that matter to those served. With this option, the funds have been much better spent, but yet we have had less documentation and justification. The other thing that has changed is the open communication and contact with those at Iowa Medicaid, DHS, MBC, etc. It has been great to have them attend our meetings and conferences.”

**Elizabeth Anderson:** “The push to get our clients into the community and out of placements. I have seen many of the accomplishments and the pride from clients who otherwise would have never grown and gained the independence that they have. It is remarkable.”

**Jan Heikes:** “Meeting and greeting former clients of the county care facility who are now my neighbors and friends that are living on their own with minimal supports.”

**Bonnie Severson:** “As a quality assurance specialist, it has been great to see the positive changes in all of the case management agencies through the years. I know everyone hates documentation, but the social histories, assessments, case plans, and narratives are 100% better than when case management first started. I think they are top notch. Other than our narratives, OIG never mentioned anything else being out of compliance. I think that says a lot about how well we are doing.”

In spite of all the paperwork complaints, (and there are many) the purpose of case management has always been focused on the client. Therefore the next question: **“What impact has Targeted Case Management had for individuals and for the system?”**

**Jan Heidemann:** “When I started we had one person on the MR Waiver and many in institutions. We now have nearly 80 on the MR Waiver, no one at Woodward, and only seven at ICF/MR’s. I believe that living in the community is far more attractive to most people. I know for this county, TCM had a huge part in moving folks into the community.”

**Deb Schultz:** “In our small county we take pride in knowing our consumers well. We are the memory for the people we serve. We can spread new ideas, approaches and information from agency to agency so the wheel does not have to be reinvented each time. We ensure that agencies are providing the services that are being paid for, but more importantly, we are monitoring the person’s progress

in an objective manner. We have helped move the power of the system from providers and state to the consumers themselves.”

**Craig Wood:** “I don’t think a lot of families realize what it was like before the widespread use of Targeted Case Management and the development of HCBS services, ARO, and now, habilitation services. Nobody knew who to contact for services, where to go to apply, or what their rights and responsibilities were. I also definitely saw an improvement in provider services for people as a result of TCM requiring progress reports. This is not a slam against providers because they were also in the position of just putting out fires and dealing with the most difficult situations. In the mean time, clients who did not cause problems just did not make progress because nobody had time to work with them.”

**Patti Robinson:** “We are seeing a significant turn around with our consumers. They get linked to services and are moving on. I think our efficiency in linking consumers to what they need has improved. Services are available, and once they have access to them some no longer need our assistance. That is part of what TCM was initially all about. It is exciting to have our staff meetings and hear we have someone graduating from our program. It is bitter sweet because we have developed a bond, but they know they can call us anytime to update us on how they are doing.”

**Angi Tracy:** “The impact is that the clients have been able to maintain living in the community for years before needing to get assistance again or at all. Some get jobs and others are able to maintain living in the community with minimal support.”

**Elizabeth Anderson:** “I have a strong feeling about the need for the consistency that a Case Manager provides. I have seen providers and families come and go. As the case manager I have been able to keep an individual out of the hospital because I know what issues set off symptoms that result in hospitalization. I can report on interventions that have been tried and failed or were successful. I am aware of history and the relationships with peers that cause conflict, and the list goes on. We know the providers, doctors, and family dynamics. We know the details.”

**Shirley Smith:** “Over the years, the consistent complaint within the system has been the ongoing complications of increasing paperwork. I remember when TCM first began in Iowa (July 1989) and the plan was just one page long! Although our time is spent mostly on the paperwork and figuring out how to keep up with the ongoing changes, there is a positive payoff. The most important part of our TCM system is that today, I see our disabled consumers living real lives, making their own decisions in their own communities, and at their own jobs. It is awesome to see people excited about their accomplishments and who have gained confidence in who they are.”

Finally! **“If you could say one thing to case managers across the state, what would it be?”**

**Donna Wendt:** “Thank you for providing an avenue for people

with different disabilities to feel included. Thank you for standing up for their rights and advocating for their needs. Many of the consumers and their families do not know how or where to advocate for themselves to get their needs and desires met. Thank you for listening to the consumers and for understanding that what they say is just as important as anyone else without a disability.”

**Jan Heidemann:** “I have said this a number of times: The only constant is change. Don’t be afraid of it; just learn to deal with it.”

**Deb Schultz:** “Hang in there!”

**Patti Robinson:** “From what I have heard of other states and their TCM services I would say that we are top notch and are there for the consumer. We want to improve on our short comings, we are willing to make changes, and we want what is best for our consumers.”

**Angi Tracy:** “Keep your heads up and do whatever you can for the client. Their lives could be worse without our services.”

**Elizabeth Anderson:** “You are a priceless piece of the system, and our clients are the benefactors.”

**Melissa Hill:** “Many of our presidential candidates have presented themselves as agents of change and agents of hope. They talk about offering optimistic leadership that promotes results, offering courageous service, bold solutions, and vision, being united by our core beliefs. I believe that as case managers we need not stand for just one of these things, but rather exercise all of these things for our consumers. We can only do so by putting in the extra effort, having faith, becoming involved, and forming relationships with key players in the system. In a nut shell, put ourselves out there and go the extra mile. Speak out about what the system has done to us all.... Don’t allow yourself to be sung to sleep.”

**Craig Wood:** “You are the salt of the system. You give it its flavor and keep it from spoiling.”

**Bonnie Severson:** “I know it’s frustrating to deal with all of the paperwork and more and more expectations. Try to keep in mind how valuable you are to the people you work for in helping them reach their goals for independence. You may be the only one in their lives that is an advocate for them and can be the impetus in making their lives better. I hope you will continue to do this excellent work—they need you!!”

There you have it. From those with an average 20 years of experience and from those who have live through, prevailed through, and excelled through many, many changes there is always a purpose for case managers and their hard working supervisors and support staff to continue on. It is a very good thing.

(Many thanks to all who responded with passionate concerns over the increased paperwork and increased requirements for justifying the services for our vulnerable citizens. Our history shows that we can still make a difference for clients. CCMS will continue to advocate for you in this regard.)

# ISAC meetings

## Spring School Update

The Spring School registration is up and running and you can register at [http://affiliates.iowacounties.org/isac\\_mrs/index.cfm?](http://affiliates.iowacounties.org/isac_mrs/index.cfm?)

The Marriott, Renaissance Savery, and Hotel Fort Des Moines are all full and we have made arrangements with the Holiday Inn Downtown, 1050 6<sup>th</sup> Avenue, north of Veterans Auditorium, for additional rooms. The Holiday Inn has rates of \$80/flat and will shuttle you to and from the Marriott or Renaissance Savery. Call the hotel at 515-283-0151 and ask for the block under the Iowa State Association of Counties. This hotel will direct bill the county and is not a smoke free facility.

### Wednesday, March 12

8:00 am – 6:30 pm ISAC Registration (Marriott Exhibit Area)  
9:30 am – 11:30 am ISAC Seminars (Marriott, 2<sup>nd</sup> floor)  
11:45 am – 1:00 pm CCMS Luncheon  
11:30 am – 5:00 pm Affiliate Time  
5:00 pm – 6:00 pm Exhibitors Reception  
6:30 pm – 9:00 pm Hospitality Rooms

### Thursday, March 13

7:30 am – 4:00 pm ISAC Registration (Marriott Exhibit Area)  
7:30 am – 9:00 am Coffee & Rolls with Exhibitors  
9:00 am – 11:15 am ISAC General Session (Marriott, 2<sup>nd</sup> floor)  
11:30 am – 5:00 pm Affiliate Time  
2:30 pm – 3:00 pm Break & Exhibitor Drawing  
5:30 pm – 8:00 pm Hospitality Rooms  
8:00 pm – 9:00 pm Legislative Reception (Renaissance Savery)  
9:00 pm – 12:00 pm ISAC Dance (Renaissance Savery)

### Friday, March 14

8:00 am – 12:00 pm ISAC Registration (Marriott, 2<sup>nd</sup> floor)  
8:00 am – 3:00 pm Affiliate Time

More information on the general agenda and affiliate agendas are online at [www.iowacounties.org](http://www.iowacounties.org).

**ISAC Fall School, November 2008, Coralville** - The block of sleeping rooms at all the hotels that we have contracted with will not be taking reservations until August 1, 2008. Further information regarding hotels and rates will be offered in the following months.

# Welcome Stacy

## Hello Everyone!



I'm happy to have this opportunity to introduce myself. My name is Stacy Horner and I am the new Meeting/Event Administrator at ISAC. My first day at ISAC was on Monday, February 11. I am excited to begin this new phase in my professional career, and I am looking forward to working with everyone at ISAC.

Prior to ISAC, I had served as the Hospitality Manager at the Science Center of Iowa (SCI) since its downtown grand opening in May of 2005. At SCI, I coordinated various types of events, such as corporate meetings and dinners, wedding receptions, and holiday parties. I worked with the clients from start to finish making sure that they had a successful experience.

I am originally from Kansas and attended Pittsburg State University in Pittsburg, Kansas for my undergraduate degree. After graduating with my B.A. in Communication, I then made the move to Iowa where I received my M.Ed. in Higher Education from Iowa State University. My career in event planning first began during graduate school when I served as the Coordinator of Special Events for the Iowa State University Alumni Association.

My husband, Jeff, and I have lived in Des Moines for almost 4 years now. We have a 15-month old daughter, Caitilin. We enjoy family activities together as her energetic personality keeps us on our toes! In my spare time, I enjoy taking walks with Caitilin, reading, scrapbooking, and cooking.

I am very excited about being a part of the ISAC staff and all of the opportunities that ISAC will provide me to grow professionally and personally with my career. I look forward to meeting you all!

## County Officials Attend Leadership Conference

ISAC hosted its biannual Leadership Conference on January 16-17, 2008. About 80 county officials attended the successful conference, which was held in Des Moines. Some of the most popular speakers included:

Kit Welchlin, from the Twin Cities, kicked off the second morning of the conference. Kit used real-world examples to explain how people can improve their leadership skills by developing time-tested communication techniques.

David Landis, former long-time Nebraska state legislator, was the last speaker at the conference. He led attendees through humorous hands-on demonstrations that allowed them to improve their negotiating skills.

Dr. Bill Withers, from Wartburg College's Leadership Institute, gave the after dinner speech on the first day of the conference. He spoke about demographic shifts predicted for Iowa, and how these demographic shifts create unique challenges that Iowa counties must prepare for in the coming years.

The two-day conference got high marks from all those who attended. In his written evaluation of the conference one county official wrote, "Just an excellent program!!"

## SEAT Program

The Iowa State Elections Administrators Training (SEAT) program is a partnership between Iowa State University Extension and ISACA, Iowa Secretary of State, and the Iowa Ethics and Campaign Disclosure Board. This election training and certification program was initiated in 2001. The 2008 SEAT graduates are pictured below, please visit the ISAC website for a list of names.

### Program Goals

SEAT has been established to provide professional training for Iowa's election administrators. The specific goals of the training:

- Enhance the trust of Iowans in the state electoral process by certifying the professional competence of Iowa's election administrators.
- Provide a forum in which Iowa election administrators can share and learn from their counterparts about best practices in the administration of elections.
- Provide an educational curriculum that will increase the knowledge of election administrators about laws and rules affecting the administration of elections in Iowa.
- Provide an educational curriculum that will build the skills of election administrators to effectively engage the voting public and media in the pursuit of conducting well-run elections.

For more background on SEAT

<http://www.ucs.iastate.edu/mnet/iseat/level2.html>



Pictured above are the 2008 SEAT graduates. For a list of names, please visit [www.iowacounties.org](http://www.iowacounties.org).

# counties in the spotlight

## Woodbury County Wins National Award

The National Association of Counties (NACo) recently announced that Woodbury County is one of 10 recipients of its prestigious 2006-2007 Center for Sustainable Communities Awards and earned special recognition as one of three Outstanding Practices Award winners, which carries a cash prize of \$2,500.

The awards, presented every two years by NACo's Center for Sustainable Communities, recognize the most effective and innovative county-led partnerships with the private sector, other governments or community groups in developing economically prosperous, environmentally safe, and socially equitable communities.

The county was honored for its Comprehensive Local Foods System project. Honorees received their awards during a reception in January at NACo headquarters in Washington, D.C. Winners were selected by a panel of independent judges.

"I commend everyone who was involved in developing these outstanding community partnerships," said NACo President Eric Coleman, commissioner, Oakland County, Michigan "It is our hope that the national awards will spotlight your communities' great achievements and inspire others across the country to explore similar strategies to develop vibrant and sustainable communities."

The primary mission of the NACo Center for Sustainable Communities is to provide a forum for county leaders to work with other governments, the private sector, and communities to develop policies and programs that will lead to economic enhancement, environmental stewardship and social well-being — the three pillars of sustainable communities. The center helps local elected officials build sustainable communities by promoting community leadership initiatives, facilitating multi-jurisdictional and public-private partnerships, providing technical assistance and training, and conducting community policy and educational forums.

The sponsors for the 2007 Center for Sustainable Communities Awards Program include: Bank of America, the International Center of Shopping Centers, the Institute for Building Technology and Safety, the National Association of Home Builders, and the National Association of Realtors. NACo, visit [www.naco.org](http://www.naco.org). For more information about the NACo Center for Sustainable Communities, contact Abby Friedman at [afriedman@naco.org](mailto:afriedman@naco.org) or 202-942-4225.

## 2008 Iowa Public Health Conference

The 2008 Iowa Public Health Conference will be held April 1 and 2 at the Scheman Conference Center in Ames. This year's conference, "Prevent, Promote, and Protect," is an outstanding opportunity for public health professionals to hear great speakers and attend networking events that will engage intellectually, philosophically, politically, and academically. The conference intends to challenge the attendees individually and professionally to explore the expanding role in preventing, promoting, and protecting the health of Iowans. The intended audience for the conference includes public health administrators, environmental health specialists, nurses, dietitians, family and consumer science specialists, social workers, pediatricians, boards of health, boards of supervisors, family physicians, dentists, dental hygienists, health educators, statisticians, epidemiologists, laboratory scientists, mental health professionals, veterinarians, substance abuse counselors, parents and others interested in assuring the health of individuals, families and communities. Students in public health, health education/promotion, or other allied health sciences are also welcome.

Please visit [www.iowapha.org](http://www.iowapha.org) to learn more about the conference, to view the conference brochure, and to ultimately register for the conference. For more information contact Sara Patkin at [m spatkin@yahoo.com](mailto:m spatkin@yahoo.com) or 515-963-8664.

## classified ad

### County Engineer

Black Hawk County (Waterloo), Iowa is seeking a full-time County Engineer to oversee the administration, planning, design, construction, and maintenance of 767 miles (217 paved; 550 unpaved) of roads and 287 bridges. Successful candidates must be licensed as a professional engineer by the State of Iowa and have a Bachelor's degree in Civil Engineering with at least six years of county engineering experience, including experience with IDOT project development. This position develops and implements a 5-year road construction program, administers an annual budget of over \$5 million, and supervises a staff of 40+ employees. A complete job description can be viewed at [www.co.black-hawk.ia.us](http://www.co.black-hawk.ia.us) Position is open until filled, but please apply early as recruitment may close at any time. For consideration, please submit a cover letter with salary history along with application and/or resume. Application form can be downloaded at [www.co.black-hawk.ia.us](http://www.co.black-hawk.ia.us) and sent to:

**Black Hawk County**, Human Resources Department, 316 E. Fifth Street – Courthouse, Waterloo, IA 50703  
*An Equal Opportunity Employer*

# associate member highlights

## The Schneider Corporation

Known throughout Iowa as the GIS provider of choice, The Schneider Corporation announces that it is planning to introduce additional services to better support Iowa clients and communities.

“Schneider continues to expand services to meet the growing and changing demand of our client base,” says Jeff Corns, Vice President, “Listening to our clients, we are expanding our engineering, planning, and survey services to a market we are privileged to serve.”

### GIS Experts

Schneider has been providing GIS services in Iowa for the past 17 years and has provided solutions to clients in 45 counties and over a dozen cities. Since 1991, Schneider has had an office in Ames and has remained active in many Iowa community and professional organizations.

Schneider has also been offering a Users’ Conference in Iowa for more than 10 years with the goal of educating and equipping clients to better benefit their organizations and communities. The conference attracts attendees from Iowa, as well clients from many other Midwest states. Through these types of activities, Schneider has become a nationally-recognized firm that is often asked to supply expert staff members to speak nationally about trends in the industry.

### The Schneider Way

By taking an approach of helping a client through every aspect of community growth, Schneider is unlike any firm in the industry. With a high value on exceeding customer expectations, Schneider operates with the belief that the only way to gain a client’s trust is to deliver a solution or product that makes them successful, on budget and on time.

By listening, caring, communicating, and following through, Schneider continues to establish new relationships with clients who trust them.

“Our assessor’s office has enjoyed working with The Schneider Corporation since 1997,” said Kathy Sands, Woodbury County Assessor. “Their staff provides fast, friendly and efficient service, which is always a major concern. Working with Schneider has meant great service and products, plus a lot of fun!”

### Saving Time and Money

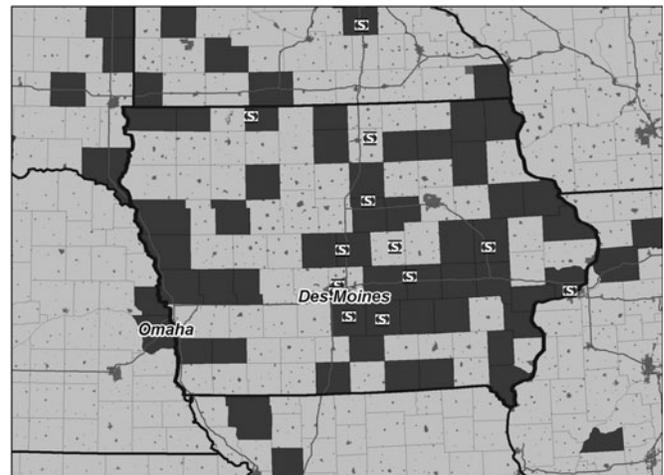
Schneider places a high value on offering ways for organizations to run more effectively. In addition to a suite of desktop applications for GIS data in the geogear™ product line, Schneider has developed a nationally-recognized web portal solution, beacon™,



which allows clients to put their GIS and property data online, which is accessible 24/7 to the public and internal users. This has minimized office traffic for organizations which use beacon by an average of **16 hours per day**.

### Expanded Services

Schneider has assembled talented professionals in a variety of disciplines to best serve counties and municipalities. Schneider expects to offer expanded services such as road, bridge and infrastructure planning and engineering, asset management, field inventory and inspection. Schneider has over 45 years of experience providing these services in other areas across the Midwest and is well-positioned to exceed the needs of clients throughout Iowa by leveraging that expertise.



This map shows Schneider’s Iowa clients.

For more information about Schneider’s services and products, contact Sarah Underhill at 866.973.7100 ext. 6320 or [sunderhill@schneidercorp.com](mailto:sunderhill@schneidercorp.com).

Please visit us online at <http://www.schneidercorp.com>.

## Enhancing Your Administrative and Leadership Capacity

County and city governments often advance staff internally into positions that involve administrative responsibility. In order to be successful in these positions it is essential that a person understand the legal and practical dimensions of handling personnel matters and becoming part of the leadership in their respective units of government. To assist staff in meeting the challenges of administration Iowa State University Extension, Office of State and Local Government Programs is offering a series of courses designed to enhance administrative capacity. The courses are offered as part of the annual Municipal Professionals Institute offered by ISU and the Iowa Municipal Finance Officers Association. While originally being specifically targeted toward staff members that are new to administrative positions, the courses are now open to all county or city staff members who wish to enhance their knowledge and skills in public sector administration. Three separate courses will be offered July 21-23, 2008 at the Gateway Hotel in Ames. Courses:

**July 21, 2008- 8:00am-6:15pm A100: Effective Human Resource Management System: (9 hours) Cost: \$200.00** Maintaining an effective administrative operation and avoiding legal action and labor disputes requires both the skills of managers as well as a working knowledge of proper legal processes. This course will prepare participants by providing practical tools and applications of human resource management. Specific topics covered in the course include: Interviewing and Hiring; Evaluation and Discharge; and Required Records Management and Employment Laws affecting human resource management.

The Instructors are Matthew S. Brick, Jack Lipovac, and Kevin J. Pokorny. Matthew Brick is a partner with the Des Moines law firm of Brick, Gentry, Bowers, Swartz, Stoltze & Levis, P.C. His practice is based upon general civil litigation with a focus on labor, employment, and environmental matters. Matt advises employers on employee discipline, general employment policies and contracts, and union-related matters, such as unfair labor practice charges and negotiating collective-bargaining agreements. He received a J.D. degree with high distinction from the University of Iowa Law School and a B.S. degree with honors from the University of Iowa. Jack Lipovac has over 25 years of experience as a human resource consultant. He is president of HR-OneSource, a human resource consulting firm which performs a wide range of services for both public and private employers, including counties and cities. He represents employers at PERB/NLRB hearings and civil rights investigations, develops personnel policies and job descriptions, and provides advice and training to employers on all aspects of human resources. Jack has a Masters Degree in Human Resources and is a certified Senior Professional in Human Resources (SPHR). Kevin J. Pokorny, is the owner of Pokorny Consulting in Des Moines, Iowa, he brings 28 years of expertise in delivering training on such topics as employment law, sexual harassment, diversity and respect in the workplace, behavioral-based interviewing, emotional intelligence, teamwork, critical thinking, and coaching. Kevin also serves as a conference speaker, workshop presenter, meeting and project facilitator, facilitator of management team retreats, and a management coach.

**July 22, 2008- 8:00am-5:15pm A110: Enhancing Administrative Management Skills: (8 hours) Cost: \$150.00** This session will focus on enhancing the effectiveness of local government managers; it will utilize the principles and information outlined in the International City/County Management Association publication – *The Effective Local Government Manager* – Third Edition. The session will review leadership styles, ethics, community dynamics, and relationships with elected officials, long range planning, management practices, policy implementation, productivity, program evaluation, relationships with other governmental entities and organization.

The instructor is Patrick Callahan who is currently City Manager for Anamosa. Pat previously operated his own consulting firm specializing in providing counties and cities with assistance on cable franchise renewal process, management studies, salary surveys, and related studies and projects. In addition to consulting, he worked for the Institute of Public Affairs at The University of Iowa where he conducted goal setting and provided management assistance to local governments. He also served as Manager in Maquoketa, as Administrator/Utility Director in West Point and as City Planning Director/Assistant to Director of Public Works in Fort Madison. He holds a Bachelor of Arts Degree in Political Science from Loras College and a Master of Arts Degree in Public Administration from The University of Iowa.

**July 23, 2008- 8:00am-5:15pm A120: Administrative Leadership: (8 hours) Cost: \$ 150.00** In order to become an effective administrator at the municipal level it is essential to also understand the critical role leadership plays in administrative management. This course is designed to enhance the knowledge of participants about leadership and to hone the skills needed to become an effective leader. Specific topics covered in the course will include: Personal assessments; Leadership styles; Communication; Conflict resolution; Team dynamics; and Power bases.

The instructor is Paul Greufe. Paul has his own human resources consulting firm, prior to that he was Assistant County Administrator and Human Resources Director for Scott County. At Scott County he was responsible for coordinating human resource activities for recruitment, training, compensation and benefit administration, safety, complaint resolution, labor relations, including serving as chief negotiator for Scott County in collective bargaining with five bargaining units. His undergraduate degree is from Drake University and he holds a Masters Degree from St. Ambrose University. He has taught a variety of Management and Human Resources courses and seminars at St. Ambrose University, Clarke College, the University of Iowa, and Iowa State University.

Registration can be completed by going to [www.ucs.iastate/mnet/oslgp/home/html](http://www.ucs.iastate/mnet/oslgp/home/html). Select *Programs for Municipal Professionals*, click on *Municipal Professionals Institute*, and click on *Registration*. Find the courses listed as A100, A110 and A120, if you wish to register for all three sessions the combined price will be reduced by \$50.00 to \$450.00. If you have any questions contact Paul Coates at (515) 294-1844 or email at [paulc@iastate.edu](mailto:paulc@iastate.edu).

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**Editor's Note:** For consideration of materials to be published in *The Iowa County* magazine, please submit before the first Friday of the previous month. (Materials for the April magazine are due on/before March 7.)

Thank you! Rachel



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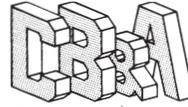
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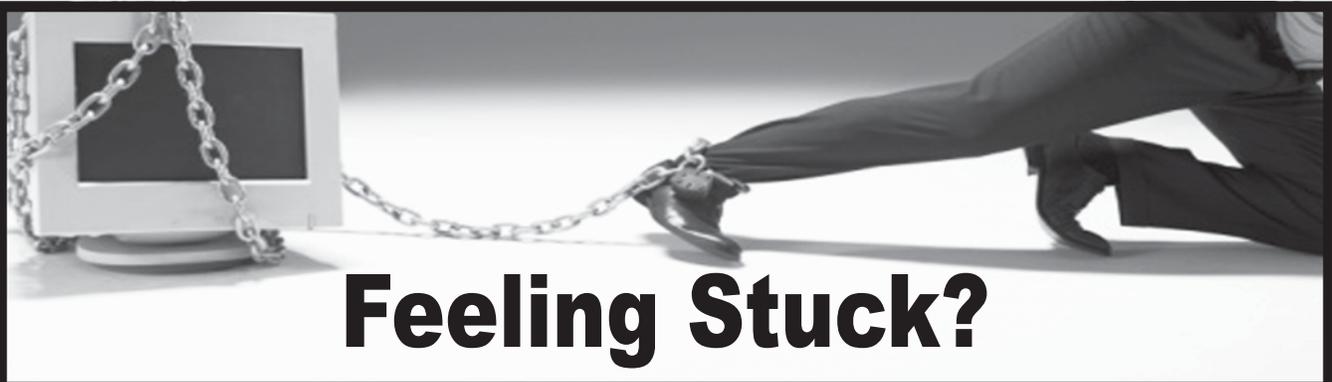


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# calendar

## March

- 1 - 5 NACo Legislative Conference  
(Washington, D.C.)
- 7 Community Services Legislative Review  
(ISAC Offices)
- 11 Supervisors' Executive Board  
(Downtown Marriott, Des Moines)
- 11 CRIS Board of Directors  
(Downtown Marriott, Des Moines)
- 12 CCMS Board of Directors  
(Downtown Marriott, Des Moines)

## 12-14 ISAC Spring School of Instruction

## April

- 8 CCMS Administrators  
(Holiday Inn Airport, Des Moines)
- 9 CCMS Cost Report Training  
(Holiday Inn Airport, Des Moines)
- 9-10 Environmental/Public Health Conference  
(Tentative)
- 10 CCMS Support Staff  
(Holiday Inn Airport, Des Moines)
- 17 CCMS "East Support Group"  
(Coral Ridge Mall, Coralville)

- 17/18 ISAC Board of Directors  
(ISAC Offices)

## May

- 8 CCMS Advanced Case Manager  
(Holiday Inn Airport, Des Moines)
- 13-15 Treasurers' Statewide Meeting  
(Carroll)

## June

- 5 CCMS Supervisors Training  
(Holiday Inn Airport, Des Moines)
- 11 ISAC Scholarship Golf Fundraiser
- 18-20 CCMS "Fundamentals"  
(Holiday Inn Airport, Des Moines)

## July

- 11-15 NACo Annual Conference  
(Kansas City, MO)
- 17 CCMS "East Support Group"  
(Coral Ridge Mall, Coralville)
- 25 ISAC Board of Directors  
(ISAC Office)
- 30 - 1 Auditors' Summer Conference  
(Clear Lake)

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 2008, 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 Stacy Horner at (515) 244-7181 or [shorner@iowacounties.org](mailto:shorner@iowacounties.org).



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