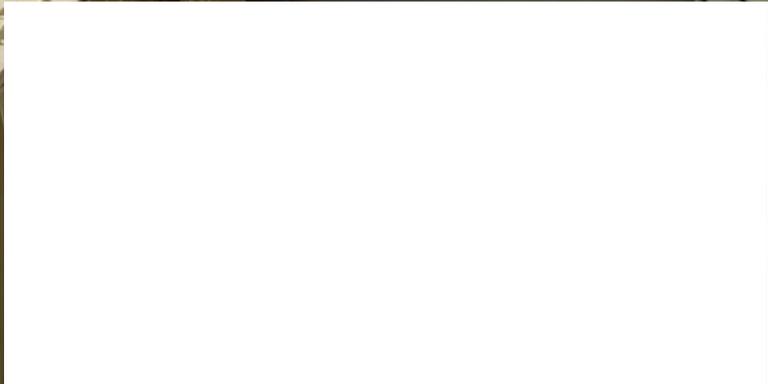




The Iowa County

Iowa State Association of Counties

September 2012
NACo Annual Conference



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The Iowa County

September 2012 * Volume 41, Number 9

The Iowa County: The official magazine of the Iowa State Association of Counties
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ISAC members are elected and appointed county officials from all 99 counties. *The Iowa County* (ISSN 0892-3795, USPS 0002-150) is published monthly by the Iowa State Association of Counties, 5500 Westown Parkway, Suite 190, West Des Moines, IA 50266. Periodicals postage paid at Des Moines, IA 50318. POSTMASTER: Send address changes to rbicego@iowacounties.org. Subscriptions: \$25 per year.

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ISAC's Mission:

To promote effective and responsible county government for the people of Iowa.

ISAC's Vision:

To be the principal, authoritative source of representation, information and services for and about county government in Iowa.

NACo Annual Conference Report

NACo's annual conference for 2012 was held July 14-17 in Pittsburgh, Allegheny County, Pennsylvania. If you picture Pittsburgh as a grimy, rundown, post-industrial crater, you may be as pleasantly surprised as I was if you go there. It's rather charming, actually, with impressive old downtown architecture and a commercial vibrancy that local leaders attribute at least in part to intergovernmental cooperation.

As usual, the conference anointed a new president, in this case our neighbor Chris Rodgers of Douglas County, Nebraska (see more on page 5). But another transition took place that was anything but usual. NACo Executive Director Larry Naake announced his retirement last fall, and in Pittsburgh the Board of Directors approved as his replacement 41-year-old Matt Chase, who is currently the executive director of the National Association of Development Organizations (NADO). (This is the national organization to which your regional council of governments (COG) belongs.) Mr. Chase will commence his new duties on September 17 (see more on page 7). NACo will miss Larry, who in his 21 years at the helm guided the organization from near-insolvency to a position of financial strength and widespread respect.

Among this year's general session speakers was former Supreme Court Justice Sandra Day O'Connor, who talked up her successful iCivics project. The iCivics website (www.icivics.org) has a number of videogames aimed at getting middle school students interested in and educated about government, since civics is seldom taught in school anymore. "At that age the brain is fully formed and hormones haven't totally kicked in," she said, "so the kids are actually willing to learn." One of the games is "Counties Work," which was developed with NACo's involvement, and which makes the player solve conflicting county government dilemmas in order to win.

Another speaker was former *Miami Herald* humorist Dave Barry, who says his city has a new slogan: "Come Back to Miami – We Weren't Shooting at *You*." Less hilarious but equally interesting were political writers Mark Halperin and John Heilemann, who cowrote *Game Change*, a no-holds-barred look behind the scenes at the Obama, Clinton and McCain campaigns for the 2008 presidential election. I bought the book at the conference, and it is so compelling that I had to pry it away from my wife, Kim, who started reading it before I did, so I could read it on the airplane home.

By: *Grant Veeder*

Black Hawk County Auditor
ISAC NACo Representative



It seems there will be another presidential election already this November, which I find hard to believe. I guess I've missed most of the melodramatic advertising by watching old movies and TV reruns on Netflix (which is where most of that nonsense really belongs). Halperin and Heilemann made some remarks on this year's candidates, to wit:

(1) Mitt Romney is a surprising choice for a party that is Southern, Western, angry and evangelical, but he benefited from the weakest field of Republican candidates in memory. His main challenges from here on out are picking a good running mate, making a good acceptance speech, performing well in about three debates, and making the election a referendum on the last four years. After witnessing the Sarah Palin phenomenon in 2008, he'll probably decline to choose a colorful VP pick and go with someone that people can picture as president. Halperin thinks a likely choice is Ohio Governor Rob Portman, who is so bland that "he makes Romney look like Lady Gaga."

(2) Barack Obama is rather austere and withdrawn for a politician, so he's no good at slapping backs and twisting arms. But he's a fourth-quarter player, and when the chips are down he brings his A++ game. Although Obama's stimulus and healthcare programs may be viewed more approvingly when they are better understood, for now they are broadly unpopular, so he has to make the election a choice between himself and Romney rather than a vote on his record. Obama needs to take Romney's greatest apparent strengths, his success at Bain Capital and his Massachusetts healthcare plan, and "hang them around his neck like an anvil."

Looking further down the road, Halperin and Heilemann say that those best positioned for the Democratic presidential nomination in 2016 are Vice President Joe Biden and Secretary of State Hillary Clinton. They think Biden, who will be 74, and Clinton, who will be 69, may consider themselves too old to run, but they point out that Ronald Reagan was 69 when he ran in 1980.

Continues on page 5.

Chris Rodgers Elected NACo President

The membership of NACo recently elected Douglas County Commissioner Chris Rodgers as NACo president during the association's 77th Annual Conference and Exposition in Pittsburgh, Allegheny County, Pennsylvania.

First elected as Douglas County Commissioner in 2004 and reelected in 2008, Rodgers has been active in NACo since 2005. He was first elected as a NACo officer in July 2010 and has served in various leadership positions since, including chair of NACo's Finance Committee and vice chair of the Justice and Public Safety Steering Committee.

Rodgers has served as NACo's executive committee liaison to the Information Technology Committee and Rural Action Caucus Steering Committee, and as a member of NACo's Financial Services Center Advisory Committee, the Large Urban County Caucus, and the Next Generation NACo. He is also a member of the new Cybersecurity Task Force.

After being installed as president on Tuesday, July 17, Rodgers told NACo membership assembled during the Annual Conference that the initiatives he has chosen were inspired by his experience in NACo. The initiatives are: Smart Justice, Cybersecurity and Next Generation NACo.



"I am deeply honored to lead this great organization," Rodgers said. "Counties across the country are still facing many difficult challenges to maintain the level of services citizens expect and depend on. It is through strong national organizations such as NACo that we can ensure that the voice of America's counties is heard loud and clear in Washington, D.C."

In Douglas County, Rodgers' priorities include improving the local public health system, strengthening community corrections programs, and reforming the juvenile justice system. He is past chair of the Board of Commissioners, and served as chair of its Child and Youth Services Committee. He is a member of the County Board of Health and the appointed county commissioner representative on the Nebraska Juvenile Justice Coalition. He previously served as an assistant to Omaha Mayor Mike Fahey and an elected member of the Metropolitan Community College Board of Governors. Rodgers worked as a senior community service associate at the University of Nebraska at Omaha and director of its Transportation Project.

Continued from page 4.

Former Iowa Governor Tom Vilsack spoke to us for at least the third time since he's been the U.S. Secretary of Agriculture. As I have come to expect, he was the most polished and effective speaker on the program. Is he going to run for president again in 2016? I wouldn't bet against it. He'll be 65.

Who will be president when NACo meets in D.C. next March? Will the Congressional stalemate on the deficit (and most everything else) be better or worse? What will the ramifications be for America's counties? Regardless of who is in power in Washington, NACo needs your involvement to get a seat at the table and advance the local point of view. As another one of our speakers put it, if you're not at the table, you're probably on the menu.

NACo Technology Summit and Application Store

By: **Ashley Moore**

ISAC Program Support Analyst



On Friday, July 13, 2012 in Pittsburgh, Allegheny County, Pennsylvania counties came together to share their latest ventures in technology. The summit included 176 attendees, which comprised 102 county officials representing 71 counties, two city officials, three federal officials, five state association representatives, two non-profit representatives, and 62 corporate representatives.

The topics discussed this year included Technology-Based Economic Development, Reducing Costs by Modernizing Legacy IT Applications, NACo Application Store, Faster Better Cheaper Government, and Cloud Services. During the summit counties discussed their individual needs or struggles and the technology used to fulfill or overcome it. The summit provides counties an invaluable tool in our current economy by promoting the importance of shared costs and shared services. One of the hot topics this year included the progress made on the NACo Application Store project. A product of the collaborative efforts of NACo and Oakland County, Michigan, the NACo Application Store has been developed and is now moving into its testing stages. Pilot counties have been identified and testing is underway. The store will provide counties with a catalog of application information that is being used in government offices around the country.

The intent of the project is to provide counties a way to share data about applications they have used in the past and to research applications that they plan to use in the future. Once the application store goes live, it will be accessible to all NACo members. After logging in, users can search for existing applications or add a new one. The basic search allows users to type the name of the application in the name field and click search. Users also have the option to perform advance searches to narrow down the number of results. The results screen will display a list of applications that match the user's query. The results screen includes several characteristics of the returned applications which the user can then select the application of interest to open the record and display a completed list of the application details. Also included with the application information is option to store contact information. The contact associated with the application can be reached to discuss any questions your county may have regarding the application.

To add an application to the app store the user will simply select the option to "Add Application." On the add screen users can enter the application name, description, the departments of those who will benefit from using the application, the lifecycle (including: development, needs replacement, operational), the classification (for example: accounting, communications, document management), the vendor who created the software, how the application is being hosted (including: internal or external), whether or not the application is web based or being shared with other governments, and the contact information.

Continues on page 7.

The screenshot displays the NACo Application Store web interface. At the top, there is a navigation bar with a menu icon, the text "NACo Application Store", a quality indicator, and a user profile for "Welcome Phil Bedellini" with a "Log Off" link. Below the navigation bar, there are two main sections: "Search Applications" and "Add Your Application".

The "Search Applications" section includes a search box for the application name, a dropdown menu for classification (set to "Select One..."), and a text field for organization. A "Search" button is located at the bottom of this section.

The "Add Your Application" section contains a text area for adding application information, with a note that the process is quick and a link to get started.

Below these sections is a "Search Results" table with the following data:

Name	Lifecycle	Classification	User Dept	Vendor	Hosting	Web	Shared	County / Organization	Contact
Absentee Ballot	Operational	Collaboration	Airport, Animal Control, Clerks, Human Resources	none	Internal	Yes	No	Macomb County, MI	
AC Plus	Operational	Court Management	Airport, Animal Control, Clerks, Human Resources	Yes	Internal	Yes	No	Oakland County, MI	
Access Oakland Fulfillment System	Operational	Accounting and Billing	Airport, Animal Control, Clerks, Human Resources	N/A	Internal	Yes	Yes	Oakland County, MI	
ACPlus	Operational	Public Safety	Airport, Animal Control, Clerks, Human Resources	RescueConnection	Internal	Yes	No	Livingston County, MI	

Matt Chase Appointed Executive Director of NACo

NACo recently announced that Matthew D. Chase has been named the association's Executive Director. The announcement came as thousands of the country's local government leaders gathered in Pittsburgh for NACo's Annual Conference and Exposition.

Mr. Chase, 41, will assume the Executive Director role at NACo on September 17, 2012. As Executive Director, Mr. Chase will serve as the spokesman for NACo and America's counties; advocate before federal policymakers with aligned organizations and partners; and promote counties and county issues to the media on behalf of NACo's more than 2,400 members. He will also direct the operations, initiatives and staff of the association.

"I am thrilled that Matt has accepted the offer to become our Executive Director. His talents will enhance our efforts to represent counties in Washington and continue to improve the connection between NACo and our local county elected officials," said Lenny Eliason, NACo Past President and Athens County Commissioner. "Matt's experiences at the National Association of Development Organizations (NADO) have prepared him to succeed at NACo and keep the shine on our 75-year legacy as the representative of county officials nationwide. Matt has big shoes to fill replacing our retiring director, Larry Naake."

"It is a great honor to be joining the NACo team. The association and its membership of county officials are essential leaders in preparing America for a better future," said Mr. Chase. "NACo has an incredibly talented group of leaders, members

and staff who are dedicated to improving the quality of life, public services, and economic conditions across the country. I look forward to furthering the association's proud legacy of advancing the goals of our nation's counties."



Mr. Chase joins NACo from NADO, which represents the nation's local government-based regional planning and development organizations. He has served as NADO's Executive Director since 2003 and was previously the Director of Legislative Affairs and Deputy Executive Director. He began his career with the Professional Managers Association. He holds a bachelor's degree from Hartwick College, and a master's degree in political management from The George Washington University.

"I personally want to thank Larry Naake for his 21 years of service to NACo and the extraordinary leadership he has provided to our organization and local governments across the country," said Eliason. "Larry guided NACo through some very difficult times and has built it into a very successful organization. We will miss his leadership and wish him well in the next chapter of his life. I know that Matt is looking forward to building upon the strong foundation that Larry has built and is eager to lead all of the talented and dedicated staff of NACo to fulfill our important mission."

Continued from page 6.

The NACo Application Store will be hosted by G2G Cloud Solutions. G2G was developed by Oakland County, Michigan to provide a safe environment for government entities to share technology and exchange data with minimal costs to its users. To learn more about G2G Cloud Solutions please visit www.g2gcloud.com.

The next Technology Summit is scheduled for March 1, 2013 and will be located at the Washington Hilton in Washington, DC. Please check the NACo website for more details, www.naco.org.

legal briefs

Calhoun County Court Case

By: *Kristi Harshbarger*

ISAC Legal Counsel



On June 29, 2012 the Iowa Supreme Court issued its opinion in Chicago Central & Pacific Railroad Company v. Calhoun County. The issue at stake was whether the drainage district (the Calhoun County Board of Supervisors was acting as the drainage district trustees in this case) or the railroad was required to pay for repairs to a tile line that was built by the drainage district at the place where the tile line intersects the railroad track. The railroad had made and paid for the repairs, but then billed the district for the cost of repairs. The district disputed its responsibility to pay, and the case proceeded to court. The district court ruled in the drainage district's favor by applying Iowa Code §468.11, which requires railroads to pay for repairs to culverts under the rails, by finding that the tile line came within the meaning of the term culvert in the statute. The railroad appealed and appellate court affirmed the district court's ruling. The railroad again appealed to the Iowa Supreme Court. At the request of Calhoun County, ISAC's litigation committee determined this case had applicability to counties statewide and filed a friend of the court brief in support of Calhoun County with the Iowa Supreme Court and collected funds from other interested counties to assist with the county's legal costs.

The Iowa Supreme Court also ruled in favor of Calhoun County and found that the railroad was required to pay for the repairs. The opinion, however, based the determination on an issue that had been brought up at the lower court levels but not addressed in the lower court opinions – and that issue was whether the drainage district could even be sued by the railroad for money spent on repairs. Based on previous case law interpreting Iowa's drainage district statutes, the court found there are only "limited circumstances in which a drainage district is subject to suit and that the legislature has sharply

restricted the circumstances in which the affairs of a drainage district are subject to judicial action." Moreover, the court found that "[o]ur cases have consistently held that a drainage district is not susceptible to suit for money damages . . . and it can only be sued to compel, complete, or correct the performance of the board or the district." Thus, the court found that the railroad should have requested the district to make the repairs to the tile line, and if the drainage district refused, the railroad could have brought an action to attempt to compel the drainage district to complete the repairs. The court rejected the railroad's claim that the repair was an emergency situation when the railroad could still run trains through the spot but had to reduce the train speed, stating that "[t]his may have been inconvenient and increased [the railroad's] fuel costs, but it does not rise to the level of an emergency that would convince us to set aside well-established precedent and upset the system the legislature has established for building and maintaining drainage improvements." The court held the drainage district laws were designed to put the specific repair decisions in the hands of the drainage district trustees, and that by choosing to take on the repairs the railroad took on the risk that it would not be reimbursed for the expense.

Because the court decided the railroad did not have the ability to sue the drainage district for the reimbursement of costs in the first place, the court found it unnecessary to even consider the issue of whether the tile line should come within the term culvert as used in Iowa Code §468.11. Which means the issue of whether a railroad would be responsible for the costs of repair for a similar tile line where the railroad has not voluntarily taken on the repairs may still be undecided law.



About the Cover

The cover picture was taken by ISAC staff member Ashley Moore during the NACo Annual Conference. The Andy Worhol Bridge, also known as the Seventh Street Bridge, spans the Allegheny River in downtown Pittsburgh. It's the only bridge in the U.S. named for a visual artist and was named for Worhol in 2005 as part of the 10th anniversary celebration for the Andy Worhol Museum. Worhol was a Pittsburgh native and leader of the Pop Art movement in the late 1950s. You probably know him best for his Cambell's Soup can painting and colorful Marilyn Monroe prints.

I'm always looking for interesting photos for the cover of the magazine and interesting feature stories, please contact me at rbicego@iowacounties.org.

The Recession: Where We Go From Here

By: *Mary Beth Mellick*

ISAC Fiscal/Public Policy Specialist



In 2011, Iowa Workforce Development (IWD) released a report titled, "Iowa's Workforce and the Economy 2011," detailing the recession of 2007-2009 and Iowa's road to recovery. The report picks up at the end of 2010, when the economy was beginning to rebound, and provides data that suggests optimism for Iowa's future. As the report points out, however, given the duration and magnitude of this past recession, the recovery period will be lengthy, and not without a few bumps along the way.

The report describes the latest recession as the longest since the great depression of 1929-1933, eclipsing the 1973-1975 and 1981-1982 recessions by two months. It was also longer than the previous two recessions combined. The report cites a Federal Reserve study of the past three recessions that found that employment, income, spending, stock prices, home values, and wealth all fell much more sharply during the past recent recession than after the downturns of 2001 or 1991. What made this recession worse was the financial crisis being the underlying cause, which was different from previous recessions.

Unemployment

By the close of 2010, Iowa's economy started looking up as consumer spending increased, jobless claims were down, and businesses were once again investing heavily in equipment and software. Despite this upward trend, job growth continued to lag. "After hitting bottom in December 2009, Iowa's nonfarm employment had only gained 15,400 jobs by the end of 2010. Iowa had lost 50,500 jobs throughout the recession, which represented 3.3% of the state's nonfarm employment. In contrast, the national economy lost about 5% of its nonfarm jobs due to the recession."

The setback in job growth proved apparent, as 73 of Iowa's counties experienced an increase in their unemployment rate in 2010. The report indicates, however, that the delay in job growth isn't surprising since the unemployment rate is a lagging economic indicator and can get worse after the economy shows signs of improvement.

Another contributing factor to the slow job growth is the small business market. Small businesses rely more heavily on bank loans than do larger businesses, but gaining access to credit in the current economic climate is challenging. Small businesses have also experienced weak sales, contributing to a lack of hiring.

The unemployment rate across Iowa differs based on geography. According to the report, historically, "The counties located in southeast Iowa generally represent the area of the state that has chronically high unemployment (Lee, Henry, Jefferson, Wapello, Davis and Van Buren), while the counties located in the northwest corner of Iowa tend to have the lower unemployment rates (Lyon, Sioux, Plymouth and Cherokee). In addition to the northwest counties, Johnson and Story counties also have low unemployment rates."

In regard to the state's unemployment compensation trust fund, Iowa's was well below the national average in 2010, which enabled the fund to remain solvent during a period when over 30 states had to borrow from the federal government in order to pay benefits. The fund balance, however, is the lowest in more than 20 years. "The benefit payout began to decline during the second quarter of 2010, and the fund stabilized. If the benefit payout continues to decline, the trust fund will remain solvent. If the state experiences a 'double-dip' recession before the fund can rebuild, borrowing may be necessary."

A double-dip recession is a recession that kicks in before the recovery from the previous recession begins. Iowa has not experienced a double-dip recession thus far. IWD issued a status report on the trust fund in December of 2011, stating that the balance partially rebounded during 2011 and added, "If benefits remain at current levels, the trust fund will begin to rebuild and will be sufficient to trigger lower contribution rate tables in the future. However, the fund is still in a rebuilding process."

Housing Market

While Iowa's housing market began showing signs of stabilizing between 2009 and 2010, home sales decreased slightly during that time period. The report cites the following statistic from CoreLogic, a real estate analytics firm: "Nearly one-quarter of U.S. homeowners with a mortgage (11 million borrowers) owed more than their homes were worth as of June 30, 2010." This factor, along with high unemployment and tight credit, makes the housing rebound a slow process. (Since publication of the report, Iowa's housing market has showed signs of improvement.)

Continues on page 11.

Psychopharmacology: research for depression

By: Linda Kemp

ISAC Case Management
Specialist



I recently attended a workshop on psychopharmacology. The presentation involved diagrams of how the cells in the brain communicate, how the drugs affect the function, and familiar words like dendrites, dopamine, norepinephrine, serotonin, and reuptake were spoken as if everyday language. What's happening in the brain and why is at the heart of research and the development of drugs that target the process deemed responsible for the illness.

It is exciting to have the technology to allow scientists and doctors to understand how the brain functions at a cellular level. To understand what happens in a normal brain and what doesn't happen in an unhealthy brain is fascinating. Introducing a chemical into the body that targets the problem seems to be a logical answer but not without consequences to whole body wellness. Anyone who works with individuals with severe and persistent mental illness knows that the entire body, the entire person is in distress. While the right drug can have significant positive results, unpleasant side effects and seemingly unrelated physical conditions persist.

At the conclusion of this workshop the presenter discussed the future. What new direction is the research taking the pharmacological industry? Cortisol. She said lots of research is being done around cortisol.

What is cortisol, how does it affect the body, and how does it relate to a mental illness? To begin, I read a short article by Elizabeth Scott, M.S. (About.com, part of the New York Times Company) who explains the following regarding this hormone and its intended function: Cortisol is an important hormone in the body, secreted by the adrenal glands and involved in the following functions and more:

- Proper glucose metabolism;
- Regulation of blood pressure;
- Insulin release for blood sugar maintenance;
- Immune function; and
- Inflammatory response.

Normally, it is present in the body at higher levels in the morning, and at the lowest at night. Although stress isn't the only reason that cortisol is secreted into the bloodstream, it has been termed "the stress hormone" because it's also secreted in higher levels during the body's 'fight or flight' response to stress, and is responsible for several stress-related changes in the body.

Higher and more prolonged levels of cortisol in the bloodstream (like those associated with chronic stress) have been shown to have negative effects, such as:

- Impaired cognitive performance;
- Suppressed thyroid function;
- Blood sugar imbalances such as hyperglycemia;
- Decreased bone density;
- Decrease in muscle tissue;
- Higher blood pressure;
- Lowered immunity and inflammatory responses in the body, slowed wound healing, and other health consequences; and
- Increased abdominal fat, which is associated with a greater amount of health problems than fat deposited in other areas of the body.

Cortisol secretion varies among individuals. People are biologically "wired" to react differently to stress.

So how does this hormone affect the illness known as depression? In a book entitled [Psychopharmacology: Straight Talk on Menal Health Medications](#), the author, Joseph Wegmann, R.Ph., LCSW, notes the following:

"I believe the wave of the future in managing anxiety and depression will likely focus on the association between stress hormone secretion and the wide range of resulting physiological responses. Two of these stress hormones are corticotropin-releasing factor (CRF)—also known as corticotropin-releasing hormone (CRH)—and Substance P. Both of these coordinate responses to stress. They are released through the hypothalamus; excessive secretion can lead to possibly debilitating states of anxiety and subsequent depression. ...Similarly, increasing attention is being paid to the stress hormone cortisol. Cortisol overproduction has been linked to changes in blood sugar levels and blood pressure, fat redistribution (especially accumulation around the middle), immune system compromise,...and the shrinkage of brain cells."

Continues on page 11.

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The function of the brain cannot be separated from the functions of the entire body. While the drugs that have effectively targeted a particular function within the brain have been true life savers, researching the reason why it is not functioning the way it should or knowing what other bodily functions are affecting the brain or knowing the simple genetic factor that produced the “wiring” in the brain—now that is exciting. Paying more attention to the body as a whole and not just the brain is a life enhancing possibility when looking at mental health medication research. Currently a drug that works for one person but does not for another unfortunately prompts the hit-and-miss prescriptions and the days or weeks of enduring trial and error while the “right” drug or combination of drugs provides the promised relief. Knowing or recognizing underlying factors is crucial to prescribing the right treatment. Understanding the connection to other physical health problems so common in those with mental illness and finding medications that affect those issues will be amazing. Simply understanding the role cortisol secretion plays in depression can help people who suffer with depression and anxiety understand why they need to make those lifestyles changes that negatively

affect those secretions. How would understanding why affect the stigma associated with depression? Just understanding and recognizing the genetic “wiring” of individuals would answer so many questions. The future is exciting to contemplate.

Wegmann writes this: “I can imagine a day when a clinician, faced with a client who has major depression, will be able to order a gene scan that will predict response to a certain medication. Advances in neuroscience will clarify the underlying pathology of mental disorders thereby paving the way for taking the guesswork out of what medications will work for whom. This will ease the burden on medication prescribers considerably. Gone will be the days of vague and undifferentiated diagnoses that rely too heavily on client self-report.”

Clarifying the underlying pathology—for those who suffer with depression and anxiety or any other debilitating mental illness, knowing the “why” and treating the “why” of the illness would be a true lifesaving blessing.

capitol comments

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Farmland

Obviously a strong farm economy was a bright spot leading into 2010, with farmland values climbing 93% between 2004 and 2010. (This trend may soon end however, as the drought threatens Iowa’s farmland values.) The highest land values were reported for northwest Iowa at \$6,356 per acre; the lowest land values were reported for south central Iowa at \$2,690 per acre. Based on a 2007 Census of Agriculture data, agriculture-related jobs account for over 50% of employment in 20 Iowa counties.

Occupational Outlook

As mentioned previously, the future of Iowa’s economy is looking brighter, but the recovery will be slow and not without a few bumps, including the residual effects of unemployment. The report points out that as the number of unemployed increase, so do the number of underemployed. College gradu-

ates who are unable to find jobs in their elected fields are forced to accept lower-skilled or temporary work. Additionally, workers who lose their jobs that require only a high school education or less may find that their relatively low-skill jobs could be gone due to automation or overseas competition.

On a more positive note, according to IWD’s 2008-2018 occupational projections, the state is expected to grow from 1,762,260 in 2008 to 1,934,875 by 2018. This is an increase of 172,615 jobs, which represents growth of 9.8%.

Not surprisingly, as the state’s aging population increases, the demand for health-related services increases; jobs in health care are one of the state’s fastest-growing occupations. The fastest-declining occupations, which include postal service mail sorters, order and file clerks, etc., are declining as a result of automation.

Enhancement Process in CSN

By: *Andrea Jansen*

ISAC Program Support
Coordinator



In my last article, I discussed the support suite and how it functions between users and ISAC staff. In this article I will go over the enhancement portion of the ticketing system and how these tickets are managed.

Enhancements are ideas or suggestions that users send in, usually via the ticketing system, to develop the Community Services Network (CSN) further. These ideas are important contributions to CSN and help the system evolve and continue to be user friendly. Currently, enhancements are tracked and stored in the support suite/ticketing system. The processes of having a support ticket become an enhancement ticket are as follows. First, a user submits an idea and immediately it is determined if an emergency fix is needed. An emergency fix is needed if the issue is inhibiting a user from progressing or completing job functions, when the system is not functioning correctly, or if there is an overall systemic issue that needs to be addressed. Emergency fixes are prioritized and worked on immediately. If the issue is not an emergency fix, it is broken down into categories to determine what needs to be accomplished for that particular ticket. Some examples include: projects, discussions (either amongst the IT team or with the user group) about the topic, or if it is an enhancement.

Once a ticket is established as an enhancement, it is then categorized by best practice groups (administration, client record, claims, financials/reports, and providers/rates) and is held by IT team members within the support suite. The next step is prioritizing them. While that is a simple statement, it is really a big task because of the variety of processes and users that utilize CSN. For example, a county may have a need for a specific feature in CSN but that may not be a need for the any of the other counties. So to start this process, we took the approximately 80 enhancements and transferred them into six surveys which corresponded with each of the best practices groups. All user group members were invited to take these surveys and were able to rank enhancements by identifying if they thought an idea was a: high priority, priority, low priority, or if it was not applicable for their county. When this was completed, the highest priorities were identified within each category. Next the individual enhancements were ranked amongst each other. This occurred by assigning numerical values based on the category they were in with a one through six (this was another survey and claims ranked the highest) and then multi-

plying this by the number of users that thought that enhancement was a priority. For example, if a claims enhancement received five priority votes it would then be multiplied by the priority of the overall group (six) which is equal to 30. This is the final ranking of the enhancement based on both category ranking and priority ranking.

Total Priority Votes= 5
Rating of Category= 6
 $5 \times 6 = 30$

After these were calculated, the user group discussed the enhancements that were ranked the highest. Overall, they came up with the top 11 enhancements that they felt should be prioritized which took the list from 80 down to 11. This is a more reasonable number of changes to focus on and makes this project much easier to manage.

One thing you may be asking yourself is - what about tickets that did not get selected or that did not make the top of the list? These tickets are stored in the support suite and as enhancements come into the system they will then be reprioritized and the process will start over again. One of the things that we are working on moving towards is storing the enhancements outside of the ticketing system. As you can see, we did a lot of organizing and managing outside of our current system and we would like to get a better management tool to help control this process comprehensively.

One thing that is important to note is that as these are discussed, the concepts and ideas fluctuate and mold into solution that will be implemented into the system. It is one thing to name a problem and another thing to identify a solution to a problem. This can sometimes be many conversations and white board sessions to get down to the bottom of what the solution is. So with that, we would like to say thank you to all of the user group members out there! Without them, CSN would not be the system it is today and we appreciate all of the hard work that you all have put into the system. If you would like to be a part of the user group or have any questions about anything in this article please do not hesitate to email me at ajansen@iowacounties.org or csnsupport@iowacounties.org.

Top 10 Reasons to Attend the Fall School

There are many reasons for county officials to attend the 2012 ISAC Fall School of Instruction, but here are our Top 10.

1. Visit the newly renovated Veterans Memorial Community Choice Credit Union Convention Center. It's a great new space for our conference!
2. Help select ISAC's top priorities for the 2013 legislative session.
3. Participate in your affiliate meetings and presentations.
4. Visit the exhibit hall to learn how new products and services can assist your county.
5. Make valuable networking connections throughout various conference events.
6. Find out who will receive the 2012 ISAC Golden Eagle.
7. Participate in the ISAC Steps to Wellness program.
8. Find out the 2012 ISAC Excellence in Action Awards winners.
9. Participate in the Exhibitor Learning Center.
10. Learn from and socialize with hundreds of your county colleagues and friends in the same place!

By: *Stacy Horner*

ISAC Meeting/Event
Administrator



Please bookmark the fall school webpage at <http://www.iowacounties.org/fallschool.htm>. It is updated often with the latest conference information you will need to prepare for the conference, including: hotel reservation instructions; conference agendas; exhibit hall information and much more!

Registration for the 2012 fall school opened on Wednesday, August 29. Please remember that you must register for the conference on the ISAC website before you are able to reserve your hotel room through the Iowa Housing Bureau. Advanced conference registration closes at 4:30 pm on Tuesday, November 13; however, the ISAC hotel room blocks will only be available until 4:30 pm on Friday, November 2. We strongly encourage you to pre-register for the conference. It greatly helps the ISAC staff to plan accordingly for meals and materials. This keeps the conference registration rates as low as possible, which in turn saves money for your county. Please contact shorner@iowacounties.org if you have any questions. We look forward to seeing you in November!

Save these Important Dates!

ISAC's
Fall School
of Instruction
November 28-30, 2012

New Location!

Veteran's Memorial Community Choice Credit Union Convention Center
Des Moines, Iowa

Wednesday, August 29 (8:30 am)
Fall School Registration Opens

Friday, October 12 (4:30 pm)
Affiliate Agendas and Conference
Program Information Due

Friday, November 2 (4:30 pm)
Fall School Housing Bureau Deadline

Tuesday, November 13 (4:30 pm)
Fall School Pre-Registration Deadline

ISAC brief

Judy Miller

On July 16, 2012 Pottawattamie County Treasurer and ISAC Board Member Judy Miller passed away. Judy will be greatly missed by all of us at ISAC. We will remember her for her kindness and compassion and the intelligence and experience she brought to the Board.

Judy was born October 23, 1938 in Council Bluffs to the late Frank S. "Mike" and Mabel (Durick) Gilman. She graduated Abraham Lincoln High School in 1956. After graduating high school, Judy married Nathaniel Bruce "Nate" Miller. They were blessed with three children. Judy was a secretary for First Church of the Nazarene, worked in the Pottawattamie County Treasurer's Office and in 1974 ran for the office of Pottawattamie County Treasurer winning the election. Judy

served as the Pottawattamie County Treasurer from 1975-2012. She was a member of First Church of the Nazarene; National Association of County Treasurers and Finance Officers, serving as president in 2000; ISAC, serving as a board member; National Association of County Officers, serving as a board member; Altrusa; and was elected into the Abraham Lincoln High School Hall of Fame in 2006.



miscellaneous

The Importance of Annual Retirement Plan Checkups

- An ounce of prevention is worth a pound of cure.

There's much truth to that familiar adage by inventor Ben Franklin. It's easier to prevent a problem rather than fix it after the fact. You buy insurance to protect your family, home and cars, and you're encouraged to have a regular policy review to make sure your coverage is just right. The same could be said about your deferred compensation account. You proactively invest today for your financial future, but how often do you review the progress of your account?

Assets may shift over time

Nationwide recommends conducting an annual account checkup, paying particular attention to how asset allocation percentages may shift over time. That's because some investments may grow (or lose) earnings faster than others, causing some classes to be over-represented versus the original investment strategy.

Left uncorrected, the account can take on more risk than you may be comfortable with, or become too conservative to potentially achieve the anticipated goals over the long term. Regular account reviews can identify these shifts and allow you to

bring your portfolio back to its original asset allocation mix — a process known as rebalancing.

Your life may shift over time

Even if your portfolio has remained the same, your personal situation may have changed. Regular checkups also give you a chance to review your investment strategies and adjust for how market conditions or other factors have evolved over time.

Make it easy to remember your annual review

Because so many unexpected events can happen each year, many experts suggest account reviews tied to annual events. While any annual event would do, tax time and during your employer's open enrollment are two timely periods to follow. Not only are you in that "frame of mind," you'll mostly likely have at hand the data necessary to make informed decisions.

Ask your Nationwide representative for assistance

Your Nationwide representative can help you with an annual plan review at any time. Call us today today at 1.877.NRSforu (1.877.677.3678). We are ready to assist you.

Continues on page 20.

ICIT Tech Team Initiative

Greetings from the Iowa Counties Information Technology Association (ICIT). My name is Joel Rohne, and I wanted to give everyone an update on ICIT's Tech Team initiative. The Tech Team's main goal is to be a resource for Iowa counties that need assistance with technology issues. These can be a wide range of topics: networking, computers, servers, GIS, budgets, and hiring. I have asked the Project Managers to give a brief synopsis of the counties we have visited so far so you can get an idea of some of the benefits of having a team of county IT and GIS professionals visit your county. The Tech Team is also available for disaster situations. If a county is having a disaster and needs assistance the Tech Team is available to respond to that event.

Project Lead Micah Van Maanen, Sioux County IT Director:

The first ICIT Tech Team was formed in November 2011 to perform a technology assessment at Emmet County. Emmet County had requested assistance from ISAC in procuring a vendor to perform a technology assessment. Robin Harlow, ISAC Technology Manager, then worked with the County Strategic Technology Advisory Resource (Co-Star) and ICIT to get funding and organize a team to perform the assessment.

The team worked at Emmet County on December 7-8 and provided a final report to Emmet County on December 16. The final report included a summary of all findings and recommended resolutions along with a two phase plan on addressing the technology challenges facing Emmet County.

To Emmet County's credit, the Board and Department heads were very open to putting that plan into action even though it required some extra expenditures and adjustments. Recently Emmet County completed the first phase of the plan and they are well into the second phase, which includes the creation of a part-time IT position.

This project was a resounding success and benefited both Emmet County and the ICIT Tech Team members who were involved in the project.

Project Lead James Nehring , Hardin County IT Director:

Our second project was for Winnebago County. At the county's request, a Tech Team was sent to conduct a review of their current infrastructure, processes, and support services. After

By: Joel Rohne

Worth County GIS/IT Director



the onsite assessment was completed, officials were presented with the final report outlining the team's findings and a number of recommendations for the county to consider as they look at how technology will be used to serve the citizens of Winnebago County.

Following our onsite visit, the county's management team immediately began working together on ways to streamline, collaborate, and maximize their IT investment. Currently, department heads are working diligently with the Board of Supervisors to create a more formalized IT Department. Centralizing the IT budget, prioritizing major projects, and looking at options for IT staffing are just a few of the initiatives currently under way by the dedicated staff of Winnebago County.

Project Lead Gabe Johanns, Franklin County IT Director:

The third Technology Assessment performed by the ICIT Tech Team was done at the request of Floyd County. Floyd County had budgeted to hire a full time IT Director, however with changes in the Board of Supervisors those line items and monies were eliminated. The county department heads felt that their technology needs were not being met in an efficient manner without the oversight of a dedicated and skilled IT manager, and wanted an independent and impartial review performed. They also expressed an interest

in evaluating their GIS systems and practices; making this ICIT Tech Team's first GIS assessment.

The team that was brought together contained dedicated IT and GIS personnel, plus members with both IT and GIS skills. The evaluation was completed without any major issues, and the report is being compiled at this time.

I believe every team member learned something about how other counties operate their technology resources and how they could not only help a fellow county, but also bring that knowledge back to improve their own county.

ICIT is dedicated to assisting all of the counties in Iowa with their technology needs so please contact me at joel.rohne@worthcounty.org or another ICIT member and we can start finding solutions to your technology needs.



Iowa Counties: Saying YES to EMS

Question of the Decade: Do your solid waste facility managers want to tailor their environmental programs to the specific needs of your community, garner state grant funding and free consulting services, improve outcomes, cut costs and even receive exemptions from some state regulations?

If so, then the Environmental Management System (EMS) is the next step toward greater sustainability, operational efficiency and cost-savings. By signing onto EMS, your landfill managers will be joining the ranks of other counties – from Polk and Linn to Clay and Cass – that have chalked-up proven results after three years of trailblazing Iowa’s unique EMS program.

What Exactly is EMS?

“Iowa’s EMS is a voluntary management program for solid waste planning areas. Some participants use computer software specifically designed to track and measure environmental program results and compliance. EMS encourages responsible environmental management while prompting good stewardship and continuous improvements,” says Brian Tormey, Land Bureau Chief for the Department of Natural Resources (DNR).

Tormey, along with a representative committee of solid waste managers, spearheaded the introduction of EMS; a groundbreaking piece of legislation offered as an alternative to the state’s Comprehensive Planning that controls solid waste planning areas and permitted facilities. Iowa is the first state in the nation with an EMS voluntary law – HF 2570 – unanimously passed by the Iowa Legislature in 2008.

Why EMS?

There’s a simple reason EMS appeared on the radar screens of solid waste managers, the DNR, and state legislators: Comprehensive Planning, first adopted in the early 1990s, was starting to show its age.

Beyond environmental compliance regulations, Comprehensive Planning was largely based on the annual 25% landfill diversion reduction requirement for each solid waste agency area and many agencies weren’t getting credit for all the good environmental work they were doing, often unfair to many of the smaller, more rural agencies.

Sara Bixby, South Central Solid Waste Agency’s Director, serving Lucas, Marion, Monroe and Poweshiek Counties, explained the limitations of Comprehensive Planning.

By: Beverly Rivera Davis

Metro Waste Authority

“EMS is a chance for us to take the next step. We’ve complained about Comprehensive Planning for 20 years now. It didn’t meet some of our needs for actually making positive environmental improvements that didn’t directly relate to diverting the amount of waste that goes into the landfill.”

EMS: Single Hits vs Home Runs

With EMS, solid waste agencies opt out of the Comprehensive Planning program and even some state regulations by developing, implementing and receiving credit for all of their environmental programs, specifically related to six areas of focus that are measured and tracked with EMS software:

- Yard waste management
- Household hazardous waste collection
- Water quality improvement
- Greenhouse gas reduction
- Recycling services
- Environmental education

The key to a successful EMS program is continuous improvement and measuring results. Starting out by focusing on small, but continuous improvements is where it’s at, according to Laura Fiffick, DNR’s pilot consultant for the EMS program.

“EMS is not about hitting home runs, it’s about going for the single hits every day that over the long haul add up to big results,” says Tom Hadden, Executive Director of Metro Waste Authority.

EMS in Action

From Metro Waste Authority’s steel and glass downtown Des Moines headquarters, Hadden manages the state’s largest solid waste facility and experienced firsthand the benefits of EMS. As one of the six original EMS pilots, he’s a stalwart supporter of the new program now being offered to all Iowa counties by DNR.

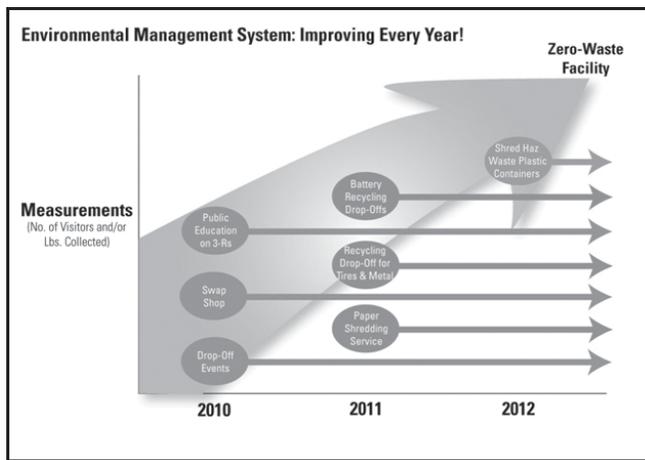
“The best way to explain EMS is by actually showing how we added programs to our Metro Hazardous Waste Drop-Off with the ultimate goal of creating a Zero-Waste facility,” said Hadden

According to Hadden, several years ago their Metro Hazardous Waste Drop-Off (MHWD) was still receiving high amounts of material they couldn’t recycle or reuse resulting in more waste being incinerated.

Through EMS, the Metro Waste Authority team began making small, but continuous – and measureable – improvements

at the MHWD. Their activities included:

1. Public education on 3-Rs (Reduce, Recycle and Reuse)
2. Swap shop (Reuse)
3. Drop-off events
4. Battery recycling drop-offs
5. Recycling drop-off for tires and metal
6. Paper shredding service
7. Shredded hazardous waste plastic containers



EMS Results

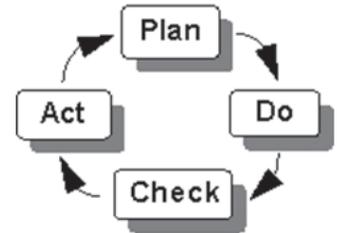
“Over three years of EMS, what resulted was a 78% increased use of our Metro Hazardous Waste Drop-Off facility as we continue working toward and nearly attaining a ZERO WASTE facility. We know what the results are because with EMS’s software program, every project is measured by quantifiable results,” says Hadden.

Hadden is one of the many solid waste county managers who have started and measured new environmental programs that range from Scott County’s certified E-Waste de-manufacturing facility that reduces electronic waste to Clay County’s Wood Chipper loan-out program that reduces open burning and improves air quality. The creativity is limitless based on a community’s priorities and needs.

EMS Bennies

The benefits of starting and maintaining an EMS program go far beyond receiving state grant funding, webinars, free on-site consultants and management software. “After implementing EMS, the participants documented multiple benefits including improved employee morale, cost effectiveness and operational efficiencies, so EMS went well beyond just environmental compliance,” says EMS consultant Fiffick.

Starting an EMS program includes the plan, do, check, and act cycle (graphic inserted) and Fiffick recommends starting small because the metrics can be challenging when first setting up the program. However, Wendy Wittrock, Environmental Control Director for Cass County says, “The first year can be overwhelming, but now that we’re in our third year, EMS has proven to be a far better environmental management system for our community, where we are now getting credit for all the good environmental improvements that we are making. We now know what works based on the numbers.”



Kick-Starting EMS Program

Laura Fiffick outlined the elements included in an EMS phase I start-up, which includes a \$20,000 quick grant (new applicant grant funding due on August 1.)

- Gap analysis
- Fenceline (scope of EMS)
- Team selection
- Environmental policy statement
- Environmental impacts
- Legal and other requirements
- Objectives and targets
- Action plan
- Identifying key resources and additional needs
- Communication/training/awareness
- Monitoring and measurement
- Assessment
- Reevaluation and modification

“Starting small is really the way to go, but you can’t shortchange the metrics, probably one of the biggest pains of the system, but that’s how you know you are doing better,” says Fiffick.

EMS is the new IT word for Iowa counties looking to improve their bottom line and leave a lasting environmental legacy for generations to come.

For more information on EMS, contact, Leslie Goldsmith at 515.281.8499 or Leslie.Goldsmith@dnr.iowa.gov or check out DNR’s website on EMS:

<http://www.iowadnr.gov/InsiderDNR/RegulatoryLand/SolidWaste/ComprehensivePlanning/SolidWasteEMS.aspx>.

preferred vendor highlights

PONI *Lite* - A Jail Planning Process

Step 1 - Recognizing the Need (The “Crisis”)

The state jail inspector has told you, “You’re living on borrowed time,” or out-of-county housing cost for inmates is breaking the county budget or your sheriff has told you the jail is so outdated that it’s increasingly becoming a more severe liability risk to house inmates. The first questions you find yourself asking; is the problem really as bad as it sounds?; can we just remodel?; do we need to build something new?; and should we just close it down and house inmates out of county? Whatever the scenario, as a duly elected member of the county board of supervisors (BOS) you find yourself in the position of having to deal with the jail and you realize you are ill-equipped to do that. Where do we start, what questions do we ask, and who should we hire?

These are common questions faced by many county officials tasked with oversight of the county budget, including the county jail, and is the reason why Steve Davis, HMN Architects, developed a 5-step process, called PONI *Lite*, patterned after the National Institute for Corrections’s (NIC) well received four-day Planning of New Institution (PONI) program in Aurora Colorado.

The PONI *Lite* program five-steps include;

Step 1: Recognizing the Need - The “crisis”

- Needs Assessment - How big does this need to be?
- Go! or No Go!

Step 2: Space Programming - What’s needed?

- Considering the Options - Looking at possible solutions.
- Go! or No Go!

Step 3: Public Awareness Campaign - Educating the public

Step 4: Design - Schematic design, design development, construction documents

- Bidding - Preparing to go out for bid
- Construction - Building the solution

Step 5: Transition Occupancy - What to do before inmates move in

- Post Occupancy - A one year follow-up

The five-Step PONI *Lite* process has been used successfully used by many small to medium sized counties, to successfully address their jail issues. Just because you decide to address the jail issue doesn’t necessarily mean you’re committing to building a new jail. That may not be the answer to your jail issues. As with NIC’s PONI process, the PONI *Lite* process is set up with a couple go/no-go decision points along the way. Maybe your existing jail could be remodeled. Maybe you don’t need as many beds as you, or your sheriff, thinks. Maybe there are alternatives to incarceration you could implement to reduce your bed number. Maybe your bed needs are so low that housing out of county makes the most sense. As you go through the process these options will be considered and explored so you can make the most informed decision possible on how to proceed.

In the event building is your best option the PONI *Lite* process sets you up with the best opportunity to get public support behind the proposed solution. One of the keys to this is to form a diverse Jail Committee made up of; one or two supervisors, sheriff and jail administrator and respected/concerned citizens, to go through the process with you. As they participate in understanding the need, evaluating the options and coming up with the final solution, they have buy-in that can then be taken to other voters. It’s no longer the BOS or sheriff pushing for the jail, it’s fellow tax payers saying, “We don’t like this any better than you, but this is the best solution for our county, and we’re behind it.”

Step 1 - Needs Assessment

The Jail Committee can be tasked with the first action of recommending, to the BOS, a jail planner to provide a “Needs Assessment,” researching the county’s history of inmate housing and making projections of what the bed needs will be 10-15 years out. Note, the first hire for a county is not necessarily the architect but an independent jail planner. Some architects will say they can provide that service in-house, but many counties have found those projections to be called into question when citizens ask, “Why does the jail need to be that big?” The response is, “Because the architect said so.” It can have the appearance of being very self serving, which can hinder your efforts to garner public support.

preferred vendor highlights

In addition to determining the future need for inmate beds, a complete evaluation of the existing jail needs to be done. This evaluation should take into account compliance with current Jail Standards, Building Codes and the Americans with Disabilities Act (ADA). A county may elect to hire an architect to do this work, but they don't have to. Most jail planners are experienced with and equipped to do a facility evaluation as part of their Needs Assessment services.

Again the point is to educate the Jail Committee as to the reality of the current situation and to be prepared to answer the public at large as to what the condition, cost and consequences are of the existing jail. It's not enough to just say the current jail is junk, even though it may well be, you need to have reasoned evidence to support that claim.

At the conclusion of these services you will have answered several questions:

- What's the future look like for our inmate population? How many beds are we going to need?
- What's the condition of our current jail, as it relates to current Jail Standards, Building Codes and ADA?
- Is it possible/feasible to remodel or expand the existing jail to meet current standards?
- Do we need to build a new jail?

At the end of this first step in the five-step PONI *Lite* process, the county can make a "go/no-go" decision based on the findings to date. And you've not necessarily had to hire an architect yet.

And so the process goes, each step building on the previous step and as the project moves along the Jail Committee, BOS and sheriff become better informed and gaining more buy-in to the final solution.

PONI *Lite* was developed to educate small and medium sized counties about the steps in the jail planning process. In addition to the architectural component, we'll have an independent jail planner, speaking to the services they provide and a financial representative, speaking about financing options available to Iowa counties. Typically we look for a county to host the meeting, then other counties, with interest, are invited to come. We ask that at a minimum the sheriff and one BOS member attend. What PONI provides in four days, PONI *Lite* can give an overview of in four hours, or less.

We have found that when counties have a proven plan to follow, the jail planning process can be successful.



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miscellaneous

Summer Draws to a Close

As summer comes to a close in Iowa and fall descends upon us, it allows all of us an opportunity to reflect upon the path so far this year and take stock of what we would like to see occur before the year comes to an end. Unfortunately, reflecting on the economic path of 2012 continues to demonstrate a meandering recovery.

Domestic economic indicators continue to indicate weaker growth. The situation in Europe continues to simmer as Spain and Italy saw their borrowing costs soar during the month.

Interest rates fell in the month as the 10 year U.S. Treasury bond hit several new lows before ending the month at 1.47%. Fixed income markets performed well during the month led by corporate bonds in general and financial institutions in particular.

After appreciating 4.1% in June, the S&P 500 Index rose 1.4% in July, leaving the Index up 11% in the first seven months of the year. Despite the strong performance, investors remain cautious due to continuing economic challenges in the U.S. and Europe.

Short rates were relatively stable during the month. The Federal Reserve extended Operation Twist which should keep short rates from falling. The focus will remain on the Fed as the market continues to debate whether they will engage in another round of quantitative easing which could push short rates lower.

Currently, and for some time now, interest rates have been at all-time lows. Banks face obstacles such as the collateralization of deposits. This requirement may make it difficult for many local banks to handle the sizeable deposits of your county. Although

By: Amy Mitchell

IPAIT Public Fund Services and Administration Director



the Iowa Public Agency Investment Trust (IPAIT) is sensitive to the commitment to your community and the relationships you have with a local bank, we have the capacity and desire to take any and all of the funds presented to us. Having a portion of your funds in IPAIT may also help to alleviate some of the collateralization burden on your local bank. In these times of lower yields, IPAIT remains dedicated to the safety and liquidity of your invested funds.

Remember, GASB 45 is now in effect. If you have not yet considered how to fund your liability, consider IPAIT! IPAIT has expanded investment options to help you meet this liability. Please let us know if you'd like more information about the IPAIT GASB 45 Trust.

Summer may be in the rearview mirror now all too quickly. As fall arrives and the temperatures finally cool, many of us look forward to football season. Seize the moment before it passes and kickoff the remainder of your year right by calling IPAIT today. You can reach us by phone at 1.800.872.4024. We look forward to speaking to you! Also, please visit the website at www.ipait.org.

Best Regards

Amy Mitchell
Director, Public Fund Services and Administration
800.872.4024
amitchell@miles-capital.com

miscellaneous

Continued from page 15.

The use of diversification and asset allocation as part of an overall investment strategy does not assure a profit or protect against loss in a declining market.

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employment

County Engineer

Osceola County is seeking qualified applicants for the position of County Engineer. Position requires registration as Professional Engineer in the state of Iowa. Registration as a Land Surveyor in Iowa is preferred, but not required.

The county engineer is responsible for the overall planning, direction, coordination and control of the County Secondary Roads Department, including the effective, safe and efficient construction, maintenance and engineering of all county secondary roads and related services in a manner designed to achieve the best possible quality of workmanship and materials at the most reasonable possible cost in meeting the needs of county residents and taxpayers for a network of good secondary roads. Duties also include: zoning administrative officer; water drainage administrator; and may include weed commissioner. This position may be assigned other duties of a public works nature as the need arises.

Please find more information at www.iowacounties.org or contact Barbara Echter at bechter@osceolacoia.org. Applications and resumes must be received by 4:30 p.m. on September 21, 2012.



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**Please Call Vice President
Larry Burger in our Iowa Office**

Suite 608 • 531 Commercial St. • Waterloo, IA 50701
(319) 291-2077 • FAX (319) 291-8628

Suite 4100 • One North LaSalle St. • Chicago, IL 60602
(312) 346-3700 • FAX (312) 346-8833

2012/2013 calendar

September 2012

- 13-14 ISAC Board of Directors Retreat
(Hotel Winneshiek, Decorah)
- 27 ISAC LPC Meeting
(ISAC Office, West Des Moines)
- 30-3 Assessors Annual Conference
(Holiday Inn Airport, Des Moines)

October 2012

- 12 Fall School Program Deadline
- 17-18 CCMS Fundamentals Training
(Courtyard by Marriott, Ankeny)
- 23 CCMS Administrators Meeting
(Stoney Creek Inn, Johnston)
- 25-26 ISAC Board of Directors Meeting
(ISAC Office, West Des Moines)

November 2012

- 1 CCMS Advanced Case Management Meeting
(Hilton Garden Inn, Johnston)
- 2 Fall School Housing Bureau Deadline
- 13 Fall School Pre-registration Deadline
- 11-14 County Attorneys Fall Training Conference
(Dubuque)
- 28-30 ISAC Fall School of Instruction
(Veteran's Memorial Community Choice Credit Union Convention Center, Des Moines)

December 2012

- 4-6 Engineers Statewide Annual Conference
(Scheman Center, Ames)
- 13 ISAC Board of Directors Meeting
(ISAC Office, West Des Moines)

January 2013

- 8 CCMS Administrators Meeting
(Hilton Garden Inn, Johnston)
- 23-24 New County Officers School
(The Meadows Events and Conference Center, Altoona)

February 2013

- 6 Statewide Supervisors Meeting
(Courtyard by Marriott, Ankeny)
- 27-28 CCMS Fundamentals Training
(Courtyard by Marriott, Ankeny)

March 2013

- 2-6 NACo Legislative Conference
(Washington, D.C.)
- 14-15 ISAC Spring School of Instruction
(Des Moines Marriott Downtown)

April 2013

- 9 CCMS Administrators Meeting
(Hilton Garden Inn, Johnston)

May 2013

- 2 CCMS Advanced Case Management Meeting
(Stoney Creek Inn, Johnston)

June 2013

- 6 CCMS Supervisors Training
(Hilton Garden Inn, Johnston)
- 19-20 CCMS Fundamentals Training
(Courtyard by Marriott, Ankeny)

Future ISAC Conferences

ISAC Spring School of Instruction
(Des Moines Marriott Downtown)

- March 14-15, 2013
- March 13-14, 2014

ISAC Fall School of Instruction

(Veteran's Memorial Community Choice Credit Union Convention Center, Des Moines)

- November 13-15, 2013
- November 12-14, 2014

Please visit ISAC's online calendar of events at www.iowacounties.org and click on 'Upcoming Events.' A listing of all the meetings scheduled for 2012-2013, 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 or would like to add an affiliate meeting to the ISAC Calendar, please contact Stacy Horner at 515.244.7181 or shorner@iowacounties.org.

 <p>Great Plains Government Finance Officers A s s o c i a t i o n</p> <p>Professional Development for Everyone Involved in Local and State Government Finance</p>	<p>GP GFOA Conference October 4-5, 2012 Omaha, NE</p> <ul style="list-style-type: none"> • Up to 12 Continuing Professional Education Credits • Topics include: Accounting Policies, Capital Assets, GASB Update, Federal Budget Issues & Impact on State and Local Governments, Fraud and Segregation of Duties in a Small Office, Refinancing Tax Exempt Bond Issues, Pension Issues & Reporting, Performance Management, and more.
	<p>www.greatplainsgfoa.org</p>

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