

The Iowa County

Iowa State Association of Counties



July 2014

Safeguard Iowa Partnership

ISAC Wellness Program



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The Iowa County

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515.244.7181 FAX 515.244.6397
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Rachel Bennett, EDITOR

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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.

feature

Safeguard Iowa Partnership Provides Connections for Iowa's Counties

The Safeguard Iowa Partnership tag line seems so simple – Together, Helping Iowans. Yet those three words embody the power of ensuring that public and private organizations are connected before, during and after disasters.

Before the Safeguard Iowa Partnership was created in 2007, there was little coordination between private companies, which own 85% of Iowa's critical assets, and public agencies, which have most of the emergency equipment and experience. Now both work much more closely together to make connections in terms of information and resources at the state and county level.



AJ Mumm is the Polk County Emergency Management Coordinator. He has been in a unique position to see how the relationship has grown between county emergency managers and the Safeguard Iowa Partnership because he served as the Chair of the Safeguard Iowa Partnership in 2014 and is stepping down as the President of the Iowa Emergency

Management Association. He also has first-hand experience of the services and resources that the Safeguard Iowa Partnership can bring to a county.

During the floods of 2008, Safeguard Iowa Partnership liaisons worked in Polk County's Emergency Operations Center (EOC). Mumm says those liaisons helped "gather information to provide better situational awareness," in terms of the impact of the disaster. He notes that the information flow is also two-way. "On the flip side," Mumm says, "when we need to get information out, that network runs the other way to get information to tens of thousands of employees."

Private Sector Resources

In addition to information, the Safeguard Iowa Partnership brings a doorway to private sector resources. Mumm notes that during disasters, "primary resources often get very scarce. The Safeguard Iowa Partners have proven themselves to be a go-to organization, a one-stop shop where needs can be requested and delivered." He says that is particularly true during large disasters when key resources can be exhausted at the state level, but can be accessed through the national and sometimes international inventories of Safeguard Iowa Partners.

Mumm's comments were echoed by Dave Wilson, the emergency manager in Johnson County. Wilson said Safeguard Iowa Partnership "is a good partner because it brings resources and tools to the table to which we normally wouldn't have access."

During the spring 2013 activation, Safeguard Iowa Partnership liaisons helped in the Johnson county EOC logistics area. One key mission involved arranging trucking for a large supply of sandbags. With sandbag reserves dwindling, it was important to build a contingency reserve supply. Wilson said when initial plans for transportation fell through, the Safeguard Iowa Partnership liaison found another trucking company that was able to deliver the sandbags to Johnson County. Wilson said some of the sandbags were used by small business owners and to protect lower priority infrastructure and the rest will be ready for the next flood.

Continues on next page.



about the cover

The cover photo was taken on Melvyn Houser's farm near Macedonia in eastern Pottawattamie County. Although his farm only sustained minor damage, the county overall and many in southern Iowa saw extensive damage during the storms on Tuesday, June 3.

Please share cover photos or story ideas with Rachel Bennett at rbennett@iowacounties.org.



Jami Haberl has been the Executive Director of the Safeguard Iowa Partnership since its creation in 2007. She says it utilizes a wide range of companies in the private sector. “We reach out to smaller and medium sized businesses that want to help but don’t always know how to.”

Reaching out to rural counties remains a key focus of the Safeguard Iowa Partnership. Haberl understands the importance of building relationships with local chambers of commerce and economic development agencies. “We are constantly working to raise awareness throughout the state,” Haberl emphasizes. As past Chair, Mumm also pointed to the significance of helping rural emergency managers build relationships with main street businesses.

To find out more and to become engaged in the Safeguard Iowa Partnership, go to www.safeguardiowa.org. Helping Iowa’s counties is a key focus of the Partnership.

Before and After Emergencies

While information and resources are a key service provided during disasters, the Safeguard Iowa Partnership also actively improves the connection between public and private organizations before emergencies through training and exercise activities. The Safeguard Iowa Partnership has arranged, sponsored and promoted a wide range of training activities. It works closely with state and county emergency management trainers to deliver classes that improve the understanding of the roles and responsibilities of private and public organizations during disasters.

One recent example was a cyber-security program that brought together county information technology directors and their private sector counter-parts. Haberl says the discussions were much richer because “all the players were in the room at the same time.”

After disasters strike and recovery efforts are underway, Safeguard Iowa Partnership works closely to ensure that businesses aren’t forgotten and towns can more quickly get back to work. Haberl worked very closely with the Cedar Rapids Chamber of Commerce and other organizations to help the private sector in that devastated town following the floods of 2008. The Safeguard Iowa Partnership also provides contingency training and tools to help business prepare for disasters.



legal briefs

Recent Case: Local Government Meetings and Prayer

By: Kristi Harshbarger

ISAC General Counsel



Do you start any of your county meetings with a prayer? Have you ever had a citizen complain about this practice? Or, have you ever thought about whether this practice is constitutional? Do you have any specific policies or procedures associated with the practice? Well, the United States Supreme Court's recent ruling in *Town of Greece v. Galloway*, tells us if you have prayers at your meetings, it's worth giving your practices some thought (and discussing it with your county attorney). The town of Greece is in upstate New York, near Rochester. Prior to 1999 it began its town board meetings with a moment of silence. In 1999, this practice changed to a prayer given by a local clergyman, following the recitation of Pledge of Allegiance. The clergymen were selected by a town employee calling local congregations and looking for volunteers. The city eventually put together a list of willing "board chaplains" but did not exclude or deny anyone the chance to be a prayer giver. Because most of the local congregations were Christian, all the participating members were Christian from 1999 to 2007. After a complaint, the town invited a Jewish layman and the chairman of a local Baha'i temple to deliver prayers. A Wiccan priestess also requested to give a prayer and was given the opportunity. The town neither reviewed the prayers nor provided guidance on the content. The prayer givers would occasionally request that the audience stand or bow their heads for the prayers.

Two citizens, that attended town board meetings for various reasons, filed the lawsuit against the town for its prayer practice claiming it violated the *Establishment Clause*. The citizens made essentially two arguments: 1) the prayer practice was unconstitutional because it was sectarian and not generic; and 2) the prayer practice was unconstitutional because the setting of a local government meeting coerces participation. Both of these arguments were made to attempt to distinguish this claim from that at issue in *Marsh v. Chambers*, a prior United States Supreme Court case that held the Nebraska Legislature's practice of opening its sessions with a prayer, from a chaplain paid by state funds, constitutional. The Court instead found similarities between *Marsh* and the case at hand, emphasizing a history of having opening prayers at meetings at all levels of government. The Court did say that the activities in *Marsh* and the case at hand could not be found constitutional just because of historical precedent.

The Court also clarified that it did not find the *Marsh* ruling to require generic or nonsectarian language in prayers at government meetings. "[T]he 'content of the prayer is not of concern to judges,' provided 'there is no indication that the prayer opportunity has been exploited to proselytize or advance

any one, or to disparage any other faith or belief.'" Moreover, the Court found any other conclusion problematic. "To hold that invocations must be nonsectarian would force the legislatures that sponsor prayers and the courts that are asked to decide these cases to act as supervisors and censors of religious speech, a rule that would involve government in religious matters to a far greater degree than is the case under the towns' current practice of neither editing or approving prayers in advance nor criticizing their content after the fact." The Court found that while the vast majority of the prayer givers were Christian and the language of the prayers were not always generic or nonsectarian, the practice did not rise to the level of "a pattern of prayers that over time denigrate, proselytize, or betray an impermissible government purpose." Also of important note to local governments, the Court found that "the Constitution does not require [the local government] to search beyond its borders for non-Christian prayer givers in an effort to achieve religious balancing."

On the issue of coercion and whether an unconstitutional amount of coercion may exist when prayer occurs at local government meetings because the public may be more directly involved in local government meetings (as distinguished from the state legislature meetings at issue in *Marsh*), the Court agreed unconstitutional coercion did not occur, but did not have a majority opinion on the exact rationale. There were multiple concurring opinions (meaning all the concurring opinions agreed as to the proper conclusion but may have had differing reasons for the conclusion) and while Justice Kennedy's opinion was signed onto by a majority of the Court on most aspects, a majority did not sign on to the portion of opinion discussing the reasons that coercion was found not to have occurred. In general, Justice Kennedy's opinion held that the principal audience for the prayers was the lawmakers and that even if the members of the public may have been offended by some of the prayers, offense does not rise to the level of coercion. Justice Kennedy's opinion distinguished this situation which involved "mature adults, who 'presumably' are 'not readily susceptible to religious indoctrination or peer pressure'" from *Lee v. Weisman*, where the Court held that religious invocation at a graduation was coercive to the students. The opinion did find that situations with adults could still potentially rise to the level of coercion "if town board members directed the public to participate in the prayers, singled out dissidents for opprobrium, or indicated that their decisions might be influenced by a person's acquiescence in the prayer opportunity."

Primary Election Recap and General Election Preview

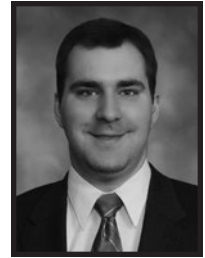
In the May edition of Capitol Comments I previewed the June primary elections, focusing on the partisan control of the legislature and county officials appearing on the ballot. With the primary elections concluded and the nominees selected, we now have a better view of the November contests. In addition to the incumbents and challengers unopposed in the primary that were discussed in May, there were several current and former county officials that won competitive primaries. Johnson County Deputy Sheriff Kevin Kinney won over 76% of the vote to become the Democratic nominee in Senate District 39, where incumbent Senator Sandy Greiner is retiring. Wapello County Supervisor Steve Siegel secured over 69% of the vote and will be the Democratic nominee when he takes on incumbent Senator Mark Chelgren in the fall. At the federal level, former Montgomery County Auditor and current state Senator Joni Ernst took over 56% of the vote in a five-person field for the Republican nomination for U.S. Senate. Senator Ernst will now take on Representative Bruce Braley for the Senate seat being vacated by the retiring Senator Tom Harkin.

At the county level, gubernatorial election years feature races for supervisor, treasurer, recorder, and county attorney. Following the primary elections, the ballots will be mostly set for the November General Election aside from any candidates nominated at convention and individuals running as an independent or third party candidate. According to information available from the Secretary of State, there will be 185 supervisor races on ballots this fall. There will be 99 elections for treasurer and county attorney, and 97 elections for recorder. Marshall and Woodbury Counties each have a combined auditor/recorder, so those elections take place next cycle. There will also be four special elections for auditor (Carroll, Dickinson, Hardin, and Monona), with only Monona County having a contested race with more than one candidate. Lucas and Buena Vista Counties will have special elections for sheriff.

This year 23 supervisors chose not to run for re-election, and 13 incumbents were defeated in primaries. Of the 185 general elections for seats on county boards of supervisors, 81 of the races will have more than one candidate. This includes 46 contests in counties that have adopted plan one, where the supervisors are elected at-large and the top vote-getters fill the seats up for election. In counties under plan two, where candidates must live in a district but are voted on county wide, there are 10 matchups with more than one candidate. Plan three counties will see 25 competitive races, where the candidates are voted on by the district in which they reside. As a point of information, there are currently 44 counties under plan one,

By: Lucas Beenken

ISAC Public Policy Specialist



17 counties under plan two, and 38 counties under plan three. Depending on when the district plan and the number of board members were adopted, a county may have one or two seats up for election from a three member board or two or three seats up from a five member board. Currently 59 counties have three supervisors and 40 counties have five.

Twelve treasurers are not seeking re-election this year, and one incumbent was defeated in the primaries. Of the 99 contests for treasurer in the fall, just seven will have more than one candidate. In the county attorney elections, six incumbents are not running again and two were defeated in the primaries. In the General Election only eight of 99 contests will be contested. This year 17 recorders are not seeking re-election and one was defeated in the primaries. Out of 97 general election races for recorder, there will be competition in 15. It is also worth noting that the primary elections for recorder in Floyd and Winneshiek Counties and county attorney in Decatur and Hancock Counties had no partisan candidates. In each of these positions, the incumbent has been elected or appointed as an independent or no party. For all county elected positions the primary winners will automatically appear on the general election ballot, and the deadline for filing as an independent is August 27.

Legislative Session Final Actions

On Friday, May 30, Governor Branstad took action on all remaining legislation from the 2014 session. Among the nearly two dozen bill signings were a handful of line-item vetoes and two bills that were rejected in their entirety. Of interest to counties was the veto of SF 2363, the supplemental appropriations and bond repayment bill. The governor cited reduced revenue projections and his opposition to the use of one-time dollars for special projects in his veto message. Among other appropriations, the bill contained \$11.2 million for water quality and conservation programs under the Department of Natural Resources, \$5 million for the Resource Enhancement and Protection (REAP) fund, and \$2 million for the Low-Income Home Energy Assistance Program (LIHEAP).

Continues on page 10.

Regionalization

By: ISAC IT Staff

During the 2012 legislative session, the Redesign Policy bill was passed. According to the Iowa Department of Human Services, this community-based and person-centered system will provide:

- Locally delivered services
- Regionally managed system
- Statewide standards

(<http://www.dhs.state.ia.us/Partners/MHDSRedesign.html>)

In December 2013, a work group with members from each proposed region was established to take on the task of how to tackle this large project from a Community Services Network (CSN) system vantage point. This article will highlight the processes and changes that CSN has undergone to accommodate these legislative changes. (It is important to note that both counties and regions have done a tremendous amount of work for regions outside of CSN as well.)

First off, the group discussed desired outcomes and as expected each region had several. The next step was to start prioritizing these items. The following classes of outcomes were determined: Login/security, claims and financials, funding requests, providers, and roles/client access. Based on these classes, the resulting categories were identified:

Architecture

CSN treats each region just as it has handled the County Social Services Region. With changes being made to remove the hardcoded regional values and allow the system to recognize new regions and associated counties without coding changes needing to be done. (What was formerly a county-based system has been changed to an 'entity' based system.) Therefore, each entity has a type (i.e. county, region, case management agency, etc.) and each region is an 'entity' in the system – just as each county and case management agency is an 'entity.' Entities can also 'belong' to other entities. For example, counties within a region 'belong' to the regional entity. This allows us to know when a user logs in under their county, which region they are associated with.

Logging into the System

Users may be set up with a region, a county, or a region and county profile. Users can login as either a region or a county depending on the tasks they are performing. With that being said, users need to be extremely cautious of what they are logging in as while entering data into the system.

Financials

Financials can be tracked based on which entity (county or region) a user logs in under. If a user enters claims logged in as a regional employee, the claims are tracked as regional claims. If they are logged in as a county employee, the claims are tracked as county claims. This applies throughout the system.

Budgeting

It was asked if the system could roll up all individual county budgets into a regional budget. After some discussion, it was decided if this is needed, counties will have the ability to export their budgets and then use Excel to roll up all the county budgets into one regional budget. This could change as the regional financial practices become more streamlined.

After prioritized outcomes were established, it was time for ISAC IT staff to take all of the changes and additions and come up with specifications and tasks to be completed internally. Some of the code and logic that was reviewed and modified are outlined here:

- County/regional profiles
- Extensive GL # research
- Table, code and object structures (changing the underlying structure from county to entity)
- Reviewing all hard coded items and changing those to be dynamic
- Claims processes and procedures
- Host county providers transfer
- Funding request payer transition
- Alerts
- Migration of regional data
- User profiles
- Address/residency functionality updates
- Updating client diagnosis code (from 41 to 40)
- Services administration changes
- Client access screen adjustments
- And more!

After development was completed, we moved into the user testing and data migration phase. This step involved transferring county funding requests to the region as the payer if the region pays mental health and disability services claims, shifting regional authority to the appropriate region under client access, and updating other underlying data points in the system. To test correctly, our testers had to set up their region, the regional mask, and users. We received signoff on initial testing in the early part of May. We also worked with Johnson

Integrated Health Home/ Medical Health Home

(Information for the article was taken from the Magellan website and IL #1385.)

Integrated Health Home (IHH) is the name given to the health home program that is specifically designed for Medicaid-eligible members with serious mental illnesses (SMI) and children/youth with serious emotional disturbances (SED). The Integrated Health Home is a team-based health care model that provides comprehensive, continuous care to the individuals enrolled. The IHH is designed to utilize a team that includes nurses, social workers, peers and family support specialists. The team will assist members with care coordination, health and wellness education, resource direction for adults, and children with mental health challenges and their families. IHH providers deliver the following services using an individual/family-centered, strengths-based approach:

- Comprehensive care management;
- Care coordination using a wrap-around approach;
- Health promotion and wellness prevention activities;
- Comprehensive transitional care;
- Individual and family support services; and
- Referral to community and social support services.

Individuals who are eligible for IHH are Iowa Plan-eligible adult members with SMI, and Iowa Plan-eligible child/youth members with SED. Persons NOT eligible for IHH are persons enrolled in a medical /physical health home, enrolled in a different Integrated Health Home, they no longer have Medicaid eligibility status, they are enrolled in one of the following waivers: intellectual disability, elderly, AIDs/HIV, brain injury, health and disability, or the physical disability waivers, or they no longer meet IHH criteria or they have dis-enrolled from IHH. Individuals can keep all their existing services, such as therapies, medication management, Behavioral Health Intervention Services, and habilitation.

IME has determined that IHH care coordination teams will provide case management for those living with mental health issues, including people who are receiving habilitation services, Children's Mental Health Waiver services and CMI-designation case management. For these members, TCM will NOT be available as a service once the IHH is available in their county. Members who are on the above listed waivers will continue to receive targeted case management.

IHH providers are local agencies that have expertise in serving people with mental illness. They are an accredited/ licensed mental health provider and they have the capacity to

By: Cindy Chappelle

ISAC Case Management
Specialist



serve the targeted population. The IHH program is measuring health outcomes for the management of chronic diseases, ER and hospital utilization for its members, health and wellness goals of clients and they have individualized care plans for the coordination of their care. The IHH teams also engage physical health providers in care planning, and the members are also surveyed on satisfaction.

Medical Health Homes

The Health Home is also known as a medical home. This is a Medicaid program that supports qualified Medicaid providers by offering Health Home services for members with specific chronic conditions. A member eligible for the Health Home program, and who is on a waiver with TCM/CM/SW services, will retain both the Health Home and TCM/CM/SW services. The Health Home is the hub of a patient's care to prevent gaps or duplication of services. The Health Home provides

- Comprehensive care management;
- Care coordination;
- Health promotion;
- Comprehensive transitional care;
- Individual and family support services; and
- Referral to community and social support services.

Persons served are adults or children with at least two "Qualifying Chronic Conditions" which are hypertension, obesity, heart disease, diabetes, asthma, substance abuse, and/or mental health. The care coordinated is, medication adherence, appointments, referral scheduling, understanding insurance, wellness education, health support, lifestyle modifications and behavior changes. There will also be communication with the patient and their authorized family member(s) and/or caregivers, along with the coordination of, or to provide for, mental and behavioral health needs, oral health, long term care, chronic disease management, and/or recovery services, and transitional care.

Iowa Administrative Code 441, chapter 77.47(1)c requires a Health Home to collaborate with TCM/CM/SWs at least quarterly for each enrolled member also receiving case management services. Strategies to prevent duplication of care coordination efforts by the Health Home and TCM/CM/SWs must be developed by the Health Home and documented in the member's file.

Continues on page 10.

capitol comments

Continued from page 7.

The governor also exercised his line-item veto authority on several bills including SF 2349, the Rebuild Iowa Infrastructure Fund (RIIF) appropriations bill. Among the appropriations struck was \$4 million for REAP. This cut and the veto of SF 2363 reduced the historic \$25 million appropriation for REAP to \$16 million. This amount is the same as the current fiscal year, but still only 80% of the fully-funded amount of \$20 million.

This year's \$25 million funding of REAP to mark the 25th anniversary of the fund would have been historic because it would

have not only been more than the standing appropriation, but it would have been the first time it was actually fully funded since FY 1991. Of the dollars appropriated, 20% goes directly to county conservation boards, while much of the rest is used for soil and water conservation projects administered by the Department of Natural Resources. The vetoes, which reduced the appropriation by 36%, took money from programs and projects that are desperately needed and already underfunded.

CCMS

Continued from page 9.

Case management is a method to manage multiple resources. The service is designed to ensure the health, safety, and welfare of members by assisting them in gaining access to appropriate and necessary medical services and interrelated social, educational, housing, transportation, vocational, and other services. Case management functions include:

- Comprehensive assessment;
- Development and periodic revision of a comprehensive service plan, including a crisis intervention plan;
- Activities to help the member obtain needed services;
- Activities and contacts necessary to ensure the health, safety, and welfare of the member; and
- At least one face-to-face contact with the member every three months and at least one contact per month on behalf of the member.

Collaboration can be made by the Health Home or by the TCM/CM/SW. During the collaboration, the Health Home and the TCM/CM/SW will need to share all relevant information regarding the member's situation and needs to gain a better understanding of the member and the division of responsibilities so there is no duplication of service between the Health Home and the TCM/CM/SW.

The Health Home approach can coordinate and manage a persons often complicated and complex care, can help navigate multiple systems, and can assist the individual to be more engaged in their own care, while providing for a wider range of services.

Health Homes current operating Map – April 2014: http://www.dhs.state.ia.us/uploads/Health%20Home_Map_April2014_All%20Counties.pdf

technology center

Continued from page 8.

and Linn counties to migrate client information into CSN effective July 1, 2014.

The final step was to develop training materials and to determine the most effective way to communicate the changes to our 600+ users. It was determined because regions are unique in the ways they are handling finances and responsibilities, training is being controlled internally within each region. Documentation was developed and sent via email with explanations of functionality changes to regional CSN contacts and members of the regionalization project committee.

ISAC IT staff would like to say a big THANK YOU to all of the CSN Users that have helped with this transition. We would not have been able to do so without you, and we are very excited to make CSN even more successful with regions!

If you are unsure of the mental health region in which your county resides, please refer to the map provided at the following link:

http://www.dhs.state.ia.us/sites/default/files/Map-of-Approved-MHDS-Regions_2.pdf

Scholarship Golf Fundraiser

By: *Stacy Horner*

ISAC Meeting/Event Administrator



Registration is now available for the 10th Annual ISAC Scholarship Golf Fundraiser being held on Wednesday, August 6, 2014. The ISAC Education Foundation Fundraising Committee will host the event to raise money for the ISAC Education Foundation, which awards scholarships to high school seniors who are children of county officials or employees. This year's event will be held at Toad Valley Golf Course in Pleasant Hill. Registration forms are located at www.iowacounties.org, and we ask you to submit all forms and non-refundable payment by Friday, July 25. All spots are filled on a first come, first served basis. The \$80/golfer fee includes golf with a shared cart, lunch, beverages, and dinner following golf.

The 18-hole scramble (best-shot) with a shotgun start will begin promptly at 10:00 am with registration at 9:00 am. We will offer a variety of new golf games and events, including mini-golf. Registration for the mini-golf tournament will begin at 12:30 pm and play will begin at 1:30 pm. The \$40 mini-golf fee includes lunch, beverage and dinner. Lunch will be served around 12:00 pm for all fundraiser participants.

There are various sponsorship opportunities listed at www.iowacounties.org. Please contact Brad Holtan at 515.244.7181 or bholtan@iowacounties.org if you have any recommended sponsors in your county or area. We greatly thank you for your past 10 years of support in helping raise scholarship money for the children of county officials and employees. We hope that you continue that support this year and at future committee events.

Schedule of Events:

9:00 am – Golfer Registration
10:00 am – Golf Tournament Begins
12:00 pm (approximately) – Lunch
12:30 pm – Mini-golfer Registration
1:30 pm – Mini-golf Tournament Begins
4:00 pm (approximately) – Dinner (immediately following golf tournament)

Location:

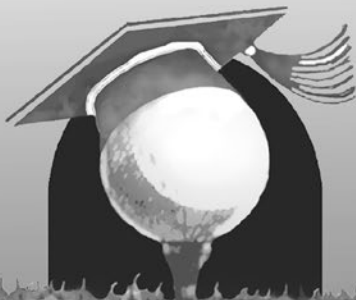
Toad Valley Golf Course
237 NE 80th Street, Pleasant Hill, Iowa 50327
515.967.9575

REGISTER TODAY!

The Tenth Annual

ISAC

Scholarship Golf Fundraiser



August 6, 2014

Toad Valley Golf Course, Pleasant Hill

Golfer and sponsor registration forms are available at www.iowacounties.org.

ISAC Wellness Program

By: Mindi Lewis

ISAC Administrative Assistant



Change, change, change...it seems to be a universal word used by all in the health care world. Whether some view it as a positive or a negative, the change in healthcare fills employers and employees minds on a fairly regular basis. With change also comes the increase in healthcare costs for employers, which are then passed down to employees through their health insurance premiums. And although the ISAC Group Health Plan premium increases are generally below the Iowa average, (approximately 6.76% vs 7% in 2013 and 5.59% vs 9% in 2014*), the ISAC Board of Directors and county members of the health pool work to reduce these numbers and keep premium costs down while still maintaining a sustainable healthcare pool.

One way these costs can be reduced is through the ISAC Wellness Program. The Program is offered to the counties that participate in the ISAC Group Health pool. The Wellness Program is based on an incentive form of motivation. Incentives are given as rewards for healthy lifestyle changes or behaviors. ISAC also offers the county incentives to inspire county leadership to encourage this healthy behavior. These incentives are used in various ways to help employees better understand the benefits of the ISAC Wellness Program as well as to see the importance of what a healthy lifestyle can do for them both financially and physically.

The ISAC Wellness Program and its incentives have been offered since 2011 and vary from year to year as to what activities are required for those participating in the health pool must meet in order to be rewarded these incentives. For example, new in 2014, Wellmark has partnered with WebMD, a trusted brand in health information, to provide a wellness assessment tool. The assessment tool can be used to track, coach, and provide resources like videos and recipes on an individual basis, all the while helping the county member on their journey to this healthier lifestyle and behavior. And to place the icing on the cake, by taking this assessment, which takes 10 to 15 minutes, the member receives the incentive for just logging on and answering a few simple questions regarding their health habits and behaviors.

In 2014 we are offering a wide variety of incentive programs that are approved for the county employees to utilize to receive these rewards and better their health along the way. These programs range from completing a preventative exam, (i.e. mammogram, colonoscopy or other preventative exams that are approved through the ISAC Health Pool program). The Program also provides incentives for those employees who participate in the activity programs held by their county well-

ness committee. These programs tend to focus on a well-rounded variety of eating healthy and adding daily activity to an individuals lifestyle.

For 2014, we have worked by taking the knowledge gained through assessments in the past years by members and have turned it into an action plan to not only help lower healthcare costs for those in the health pool but also raise healthy awareness among the members. Details for the 2014 ISAC Wellness Program are as follows:

- Each county employee covered by ISAC Group Health insurance has the opportunity to receive up to \$250 in gift card incentives by participating in at least five out of the seven programs offered by the county wellness committee. The programs are:
 - Complete a preventive exam with a physician
 - Complete the wellness assessment
 - Complete the wellness activities
 - TAVi Tasty Twist
 - TAVi 6 Degrees
 - Live Healthy Iowa
 - County Walking Path Program
 - Other county program approved by ISAC
- The county can earn between a 2%-5% reduction in the cost of health insurance premiums if at least 50% of eligible employees complete at least five programs and additional requirements on the county level have been met.

The change and cost in health care rise is inevitable. Reasons are varied and can be complex to many. Most changes are out of the control of the ISAC, but there is at least one factor ISAC can offer to help minimize these costs and encourage a healthy lifestyle for our members - the ISAC Wellness Program. We challenge you to take advantage of the wellness program that your county has put into action. The ISAC Wellness Program offers so many benefits, not only physically, mentally but also financially.

**Percentages are approximate because ISAC premiums were calculated in 2013 and 2014 on a fiscal year and the 2014 David P. Lind Iowa Employer Benefits Study, the source for the Iowa average, is calculated on a calendar year.*

Welcome, Kristin

By: Kristin Comstock

ISAC Financial
Administrative Assistant



My personality and values have been shaped by my family and the small town I grew up in, Shenandoah, Iowa. I am proud to say that my parents have been married for nearly 29 years and decided to keep themselves busy years ago with four kids. While growing up, we had a house full considering I have two older brothers and one younger sister. When I was a little girl, I remember how badly my brothers got on my nerves because they were always picking on me. You would usually find me doing my sisters hair or playing Barbies in the playroom to avoid them. When entering middle school, I started to realize that my brothers only picked on me because they loved me. They became so protective over me and always let me know they'd be there for me. As high school approached, I was the nervous little 8th grader who didn't want to show up on the first day of her freshman year. My brother's girlfriend, who was a senior at the time (and who is now his wife), had to walk me through the doors as I began my journey of "growing up."

A lot of people separate their sister from who they consider their best friends, but my sister has always been my right-hand - literally because I actually am left-handed. I remember being so excited at the fact we would be in high school for two years at the same time. Being from such a small town and attending a small school, I also had a very close group of friends. I graduated with just 49 other people, and still keep in contact with nearly all of them. A small school also allowed me to play not just one sport, but four. I played volleyball, basketball, track, and softball, which kept me very busy. My passion for sports and always being a part of a team has filled me with several qualities I will use the rest of my life - being able to work with a team and to lead that team, allowing others to count on me, always being trustworthy, and respecting those around me. Basketball, being my favorite sport, was a big influence on where I decided to attend college.

The next big step of my life was moving away from home to Simpson College located in Indianola, Iowa. Transitioning from my small little town (which was all I ever knew) to two and a

half hours away was tough. I wanted to be home every weekend with my family, but I forced myself to get out and try new things - making myself really "grow up." I also had basketball to keep me busy that is until I tore my ACL twice, which led me to discontinue being a part of the Simpson College basketball team. Although it was heartbreaking to end my basketball career, I began to focus on what really mattered, my academics - and then chose to major in accounting and minor in business management and human resources. I attended Simpson all four years of my college experience and graduated with my Bachelor's degree in May of 2014.

At this time, my job search began to take up my days. I applied for several jobs the last couple weeks of school, but I did have a sense of what I was looking for. I knew I didn't want to be just a number in a big accounting firm because I have always been most comfortable in a small, close group of people. I then received a call from ISAC to come in for an interview, which actually was my very first interview of my job search. During that week I went to a few interviews, but after just walking into ISAC, I knew I wanted to be a part of this team. Everyone was welcoming, and I had a sense of my "small town" feel the second I walked in. When I was offered the job, I didn't have to think twice. Being a part of ISAC for just about a month now, has already led me to the excitement of what my career holds in this business. I am dealing with what I love - numbers and people. I am thrilled to be a part of a close group of employees who are bettering the counties in our state. Dealing with all of the counties in Iowa satisfies my love for the state I have lived and breathed my entire life. I am determined to make an impact and am dedicated to accomplish what is expected of me at ISAC. This mindset leaves me delighted of what my future holds here, and I can't wait to become even more familiar with ISAC's mission "to promote effective and responsible county government for the people of Iowa."



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ISAC brief

Welcome, Daniel

By: Daniel Rees

ISAC Software Developer



My name is Daniel Rees. I joined the ISAC team on June 2 as a software developer. I previously worked for McFarland Clinic in Ames as a Systems Specialist. I spent much of my time handling support tickets as well as assisting the migration process from Windows XP to Windows 7. This included resolving compatibility issues with legacy applications as well determining new needs and requirements for future compatibility.

I graduated from Marshalltown Community College in 2012 with an Associate's Degree in Computer Network Management. There I learned UNIX and Microsoft server administration as well as HTML, CSS, and JavaScript. I also spent some time at the college's helpdesk. I took a co-op position at Fisher Controls in Marshalltown as a Web Application Co-op, where I learned a lot about VB.NET, SQL, and a little bit of some other languages as well. I have created and maintain the website for my church. I enjoy trying out different things; recently I created a Windows application to help simplify commonly used scripts at home.

Outside of IT, I enjoy spending time with my family. I grew up with three brothers and two sisters, so my family is pretty large. I also enjoy playing music (I play the flute and saxophone.) as well as reading the occasional book. On frequent occasions, I will spend evening hours helping my younger brother with his woodworking, or some of the other unusual projects he has started.

I am thrilled to be here with the ISAC team, and I look forward to getting to know everyone. I can't wait to apply what I know as well as learn new and different things. I am thankful for this opportunity and can't wait to see what the future has to hold.

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Secession

Few constitutional subjects from the Civil War get as much popular attention as the question over the legality of secession. Partly this is because current opponents to centralized governmental power see secession as an attractive antidote to the source of their exasperation. Partly it's because the seceding states that were returned to the Union by force still exist among us, and many are the voices that justify the actions of the Confederacy out of loyalty to the Lost Cause. The constitutionality of secession remains under debate because the Constitution does not directly address the subject. The Civil War may have been avoided if the Constitution had only included language like "Don't even think about secession; it is totally illegal," or "States may independently choose to secede from the union of states, if and when they've had it up to here (indicate chin)."

Instead, the two sides in the struggle look to less obvious constitutional clauses that they can interpret to their advantage, or they argue about who formed the United States in the first place: Did the states make the United States, or did the people make the United States? If the states made it, goes the argument, the states can unmake it. The secessionists claim that the states existed prior to the formation of the U.S. government, therefore the states created the Union, therefore the states reserve the right to undo what they did.

This is the state's rights argument. Advocates point to the Tenth Amendment to the Constitution, which says, "The powers not delegated to the United States by the Constitution, nor prohibited by it to the States, are reserved to the States respectively, or to the people." Setting aside the question of how we determine which powers are reserved to the states and which to the people, this amendment, part of the original Bill of Rights, was clearly included as a restraint on a too-powerful central government. There is no question that prior to the Civil War the states had much more involvement in day-to-day life than the

By: Grant Veeder

Black Hawk County Auditor
NACo Board of Directors



fledgling little government in Washington had. Ironically, the efforts of the Southern states to take state's rights to the extreme of secession led to the growth of a massive federal government whose reach into the daily lives of its citizens far exceeds anything contemplated by the Founding Fathers. The Constitution without a doubt reserves broad powers to the states, but they must be interpreted reasonably. Lincoln said the hard-shell State's Righters "reminded him of the fellow who contended that the proper place for the big kettle was inside of the little one."

The seceding states claimed justification for their departure because they felt their constitutional rights were or were going to be violated. The actual violation was the refusal of some Northern states to comply with the language of Article IV Section 2, which required their assistance in the return of fugitive slaves. As the revulsion to slavery grew in the 1850s, an increasing number of states took actions like the "personal liberty laws" that impeded the return of escaped slaves. These steps outraged the South, as did the election of Abraham Lincoln in 1860. Lincoln pledged support for Article IV Section 2, and he frequently assured the Southern states that he would not molest slavery where it legally existed, but the Slave States figured he was lying, and seceded just in case, most of them before he even took office.

Lincoln argued against the validity of secession in his first inaugural address and in his July 4, 1861 message to Congress, covering several bases. He argued from logic: "Perpetuity is implied, if not expressed, in the fundamental law of all national governments. It is safe to assert that no government proper ever had a provision in its organic law for its own termination." He argued from practicality: The seceders and the remaining united states "can not but remain face to face, and intercourse, either amicable or hostile, must continue between them.... Suppose you go to war, you can not fight always; and when...you cease fighting, the identical old questions...are again upon you."

He argued from fairness: "The nation purchased with money the countries out of which several of these States were formed. Is it just that they shall go off without leave and without refunding?... If one State may secede, so may another; and when all shall have seceded none is left to pay the debts. Is this quite just to creditors? Did we notify them of this sage view of ours when we borrowed their money?"

Continues on next page.

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lincoln letters

But just because his arguments make sense doesn't mean they're *constitutional*, right? Lincoln interpreted the absence of constitutional language on secession thusly: "What is now combated is the position that secession is consistent with the Constitution.... It is not contended that there is any express law for it, and nothing should ever be implied as law which leads to unjust or absurd consequences." And like everyone else, Lincoln drew inferences from language only indirectly related to the subject: "The Constitution provides...that 'the United States shall guarantee to every State in this Union a republican form of government.' But if a State may lawfully go out of the Union, having done so it may also discard the republican form of government; so that to prevent its going out is an indispensable means to the end of maintaining the guaranty mentioned, and when an end is lawful and obligatory the indispensable means to it are also lawful and obligatory."

Secessionists like to point out that during the War of 1812, New Englanders discussed the possibility of secession, because their commerce was being destroyed by "Mr. Madison's War." (President Madison was from Virginia.) The end of the war interceded before those plans could mature, but the Southern states liked to ask why it was okay for the North to support secession and not the South. Well, what would politics be like without a little hypocrisy now and then? But if it was wrong for one, it was wrong for both. Differences in a democracy should be solved democratically. Lincoln wanted people in our


democracy to know that "what they can not take by an election neither can they take it by a war."

There are other arguments to consider. There are points made in and about the Federalist Papers and the Virginia and Kentucky Resolutions, the Hartford Convention and the Nullification Crisis. This brief review will satisfy neither group of partisans. Nor does everyone take the Supreme Court decision rendered after the war as final. *Texas v. White* (widely seen as being more about Southern Reconstruction than about secession) questioned the validity of bonds sold by the state of Texas after it claimed it had seceded, or in other words, was a Confederate state ever out of the Union? No, said the Court in a 5-3 vote. Chief Justice Salmon P. Chase, Lincoln's sometime supporter, gave the majority opinion, and wrote this about the origin and perpetuity of the Union:

"The Union of the States never was a purely artificial and arbitrary relation. It began among the Colonies, and grew out of common origin, mutual sympathies, kindred principles, similar interests, and geographical relations. It was confirmed and strengthened by the necessities of war, and received definite form and character and sanction from the Articles of Confederation. By these [the Articles], the Union was solemnly declared to 'be perpetual.' And when these Articles were found to be inadequate to the exigencies of the country, the Constitution was ordained 'to form a more perfect Union.' It is difficult to convey the idea of indissoluble unity more clearly than by these words. What can be indissoluble if a perpetual Union, made more perfect, is not?"

Despite this compelling argument, which Lincoln had also expressed, the battle still rages. Just as with the habeas corpus issue, it appears that the final word on secession has yet to be written.

With secession, we have reached the final constitutional issue from the Civil War that this series will consider. A summary, or epilogue, or whatever, will appear, if not in next month's *Iowa County* magazine, then soon.



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NACo Western Interstate Region Conference

"I can see Russia from my back porch" - Tina Fey

Needless to say, the NACo Western Interstate Region (WIR) Conference held in Anchorage, Alaska was a long ways away, but it was a good and enlightening conference. For those of you who are unfamiliar with the WIR, it is an affiliate of NACo that is composed of the 15 western states. Their issues are somewhat different than the rest of the country because so much of it is federal land overseen by the Bureau of Land Management (BLM) and the National Park Service. More on that later.

The one thing that struck me most about Alaska was how much they embraced and almost revered their Native cultures. They also seem to use some of that local traditional knowledge while working in the natural ecosystem. Both evening events showcased native dances, traditional habitats and even games. Starting from an almost prone position a young boy or girl would leap six to seven feet in the air and kick a suspended sealskin ball and land on the same foot. Quite athletic.

Our Ag and Rural Affairs Steering Committee met the first afternoon. USDA personnel talked about the new initiative, Strikeforce, that is focusing efforts on very poor, rural populations. It is being rolled out in various counties in several states. Iowa though is not one of them. NACo staffer Julie Ufner spoke on EPA's Waters of the U.S. definition. Currently, they have, according to the Clean Waters Act, jurisdiction over the navigable waters. They want to expand that definition to include any waterway, drainage ditch, road ditch, storm sewer, or even someone's driveway. There is a public comment period and NACo has been attempting to extend that for another 90 days. If you haven't already, visit NACo's information at <http://www.naco.org/legislation/Pages/WOUS>. The thing that is so befuddling to me is that NACo seems to be the only national organization that is paying attention to the issue. Talk with your engineers and drainage district trustees. This has the potential to become a very big deal.

Grant Veeder said that the atmosphere at a WIR Conference is much different than an Annual or Legislative conference and he was right. These Westerners, many of them ranchers, are very independent folks and really are infuriated with what they call federal government over reach. They may have some good points, and I don't want to appear biased in any way, I just want to make some observations. I think they want to be good stewards and do what is right for the land, but the regulations they feel they have to meet seem overwhelming. One wants to sympathize with them, and then we get Cliven Bundy, the Nevada rancher who won't pay his pasture rent to the Feds. He

By: Melvyn Houser

Pottawattamie County Supervisor
NACo ISAC Board Representative



then forms his own militia to protect his rights and makes everyone else look bad. I asked a Utah rancher what he thought of the incident. He said a rancher is supposed to get a permit and pay a certain amount per animal per month. If they don't, then the BLM will round up the cattle and haul them off. He had partnered with some other ranchers on a grazing permit. One never paid his share so he and the other guys rounded up the scofflaw's cattle and hauled them off. It's different out there.

We in Iowa may be concerned about the definition of the waters of the US. Out there they are concerned about the Endangered Species Act. One of the general session speakers, a professor of animal genetics says that bad, non-peer-reviewed science is being used by the government to "create" new species that are then considered endangered. This, of course puts more restrictions on grazing, fence building or anything else a rancher may want to do. Some of those restrictions even spill over on to the private property that they own. He says that the government has strict control over the science, and anyone who questions that science is muzzled. Canadian geneticist and environmental activist David Suzuki was on Bill Moyers a couple of weeks ago. He says that the government there is using bad, non-peer-reviewed science to allow energy companies to drill and dig wherever they want. They say not to mix religion and politics. Maybe we shouldn't mix science and politics. Who knows? God knows.

Alaska's Lt. Governor Mead Treadwelle thought that many of the issues they are dealing with could be best addressed by using local traditional knowledge. This is sort of how we do it here in the Midwest. With state and federal guidelines, conservation programs of our most precious natural resource, soil, are delivered by local soil and water conservation districts. Each county's commissioners know the land they serve and do it with local traditional knowledge. It's different out there.

The board meeting had its usual committee reports. Most notably was the bylaws review committee report given by Grant. Several changes were offered up, particularly dealing with elections of NACo officers. These were approved by the Board and will be sent on to the general membership at the annual conference in July. Incoming president Riki Hokama laid down the law so to speak on his appointments to leadership positions. They will not be merely resume building positions. He said that if someone

Continues on next page.

NACo news


was appointed, then they will be expected to do the work that is needed. If not, then he will unappoint them and find another person willing to do the work. That could be disappointing.

Several panel discussions were held talking about how better to connect with county members, increase membership and engage with Congress. The Wisconsin Association of Counties Executive Director Mark O'Connell spoke most passionately on the attributes of NACo and how much it has improved over the past 24 years. I immediately sent Bill Peterson a message to invite this guy to the Fall School. Bill naturally complied,

because Mark and he happen to be very good friends. I'm looking forward to his visit. To round out the meeting, President Langston had Grant read his limerick. It was very good. I don't remember it, but it was good.

The trip wasn't all work. After the sessions closed, Grant, his son Ryan, and Patty O'Connor from Blue Earth County Minnesota, and I took a road trip down Turnagain Arm. We drove through a mountain tunnel and had fish and chips at little village on Port William Sound. We didn't see any whales or glaciers or Russia. But I did get to see the back end of a moose.

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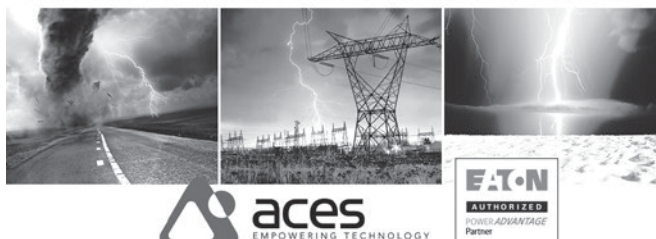
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2014 calendar

July 2014

- 8 CCMS Administrators Meeting
(Stoney Creek Inn, Johnston)
- 11-14 NACo County Solutions and Idea Marketplace
(New Orleans, LA)
- 29-1 Auditors Annual Conference
(Hotel Blackhawk, Davenport)
- 31-1 Supervisors Executive Board Retreat
(Fremont County)

August 2014

- 6 ISAC Scholarship Golf Fundraiser
(Toad Valley, Pleasant Hill)
- 12-15 Records Annual Summer School
(Isle Casino, Bettendorf)
- 21-22 ISAC LPC Retreat
(Hilton Garden Inn, Johnston)

September 2014

- 11-12 ISAC Board of Directors Retreat
(Humboldt County)
- 23-24 CCMS Annual Conference
(Courtyard by Marriott, Ankeny)
- 25 ISAC LPC Meeting
(ISAC Office)
- 28-30 Assessors Annual Conference
(Embassy Suites Des Moines Downtown)

October 2014

- 14 CCMS Administrators Meeting
(Hilton Garden Inn, Johnston)
- 14-15 IEHA Fall Conference
(Best Western, Marshalltown)
- 16-17 ISAC Board of Directors Meeting
(ISAC Office)

November 2014

- 6 CCMS Advanced Case Management Meeting
(Stoney Creek Inn, Johnston)
- 12-14 ISAC Fall School of Instruction
(Veteran's Memorial Community Choice
Credit Union Convention Center, Des Moines)

December 2014

- 3 ISAC Board of Directors Meeting
(ISAC Office)
- 9-11 ICEA Annual Conference
(Ames)

2015 Conferences/Events

- January 14-15 ISAC New County Officers School
(Meadows Events and Conference
Center, Altoona)
- February 21-25 NACo Legislative Conference
(Washington D.C.)
- March 11 County Day at the Capitol
(Des Moines)
- March 12-13 ISAC Spring School of Instruction
(Des Moines Marriott Downtown)
- July 10-13 NACo Solutions and Idea Marketplace
(Charlotte, NC)
- November 18-20 ISAC Fall School of Instruction
(Cedar Rapids Convention Complex)

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 shorner@iowacounties.org.

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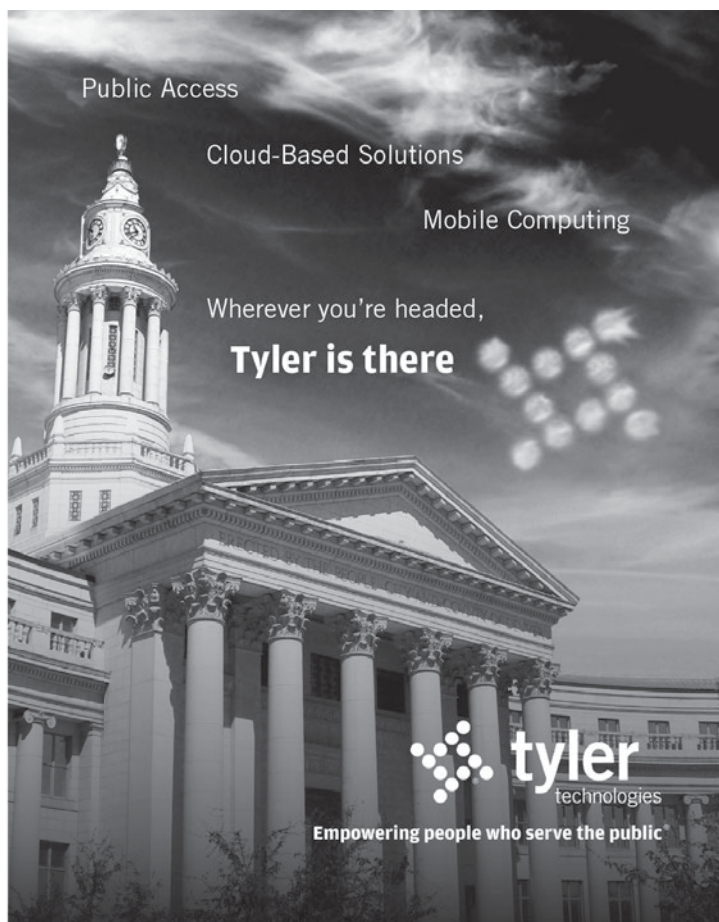
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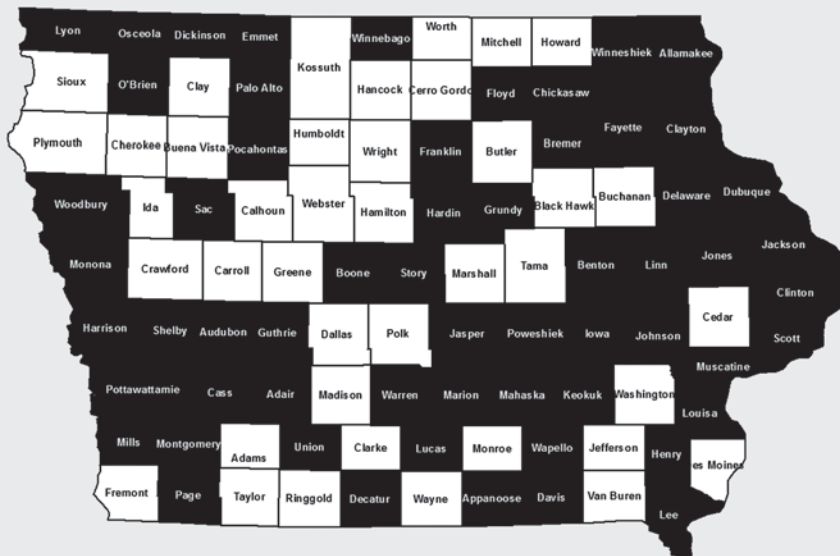
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Michael Hart
mhart@
northlandsecurities.com
515-657-4683



Paul Donna
pdonna@
northlandsecurities.com
612-851-5905



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