

The Iowa County

Iowa State Association of Counties



November 2014

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ISAC History Continued
Scholarship Fundraiser Thanks!



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The Iowa County

November 2014 * Volume 43, Number 11

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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 - Alumni Association

Alumni Association - Stay Involved!

As a new year approaches, many new faces will be appearing in the courthouse, which means many will be leaving the positions they have diligently tended to over the past years. The good news for those that will be parting ways with county government, there is a way to stay connected to your peers and to act as a resource for those new faces.

The ISAC Alumni Association is just that avenue. Established in 1993 by Jack Foresman, former Cherokee County Supervisor, and Bev Anderson-Zieman, former Cherokee County Auditor, the program was approved by the ISAC Board of Directors. The program that continues to thrive today is intended to:

- Help county government solve issues and problems;
- Provide constructive discussion at various meetings;
- Serve on panels in an advisory capacity; and
- Offer experience and wisdom to current county officials.

Annual dues for the 2015 ISAC Alumni Association are only \$25. An application can be found on the following pages, on the ISAC website, or by request of the ISAC staff. All former elected and appointed county employees are eligible to become members.

There are various benefits of joining the ISAC Alumni Association. Members are able to remain in contact and interact with former county peers. They are given the opportunity to attend all ISAC conferences at a reduced registration fee of only \$40. This includes all refreshments and meals and enables members to participate in all conference meetings, both general and affiliate. ISAC events are excellent ways to stay informed and to keep the bond, both professionally and personally, with former peers. As a former county government employee you are also able to add your institutional knowledge and expertise on current issues that the affiliate may be enduring.

By: Mindi Lewis

ISAC Receptionist/
Administrative Assistant




Staying apprised of current county issues and changes that are being made is another valuable benefit that alumni members enjoy. Every member receives a free, one year subscription to *The Iowa County magazine* that is sent to them directly.

During the 2014 ISAC Anniversary Celebration (fall school) that is being held November 12-14 at the Veterans Memorial Community Choice Credit Union Convention Center in Des Moines, each affiliate will be given information on the ISAC Alumni Association that we are asking them to present at their business meeting. Also during the conference, Mindi Lewis, ISAC Alumni Association program coordinator, will be at the registration desk to answer questions about the program and to provide applications.

As the saying goes, "knowledge is power," and you have the power to help county government to continue to thrive. By joining the ISAC Alumni Association you are helping to continue your legacy as a valued member of county government. Please contact Mindi at 515.244.7181 or mlewis@iowacounties.org with any questions you have pertaining to this excellent program.

*** Donating to the ISAC Education Foundation is another great way to continue your involvement while helping a great cause. The ISAC Education Foundation annually awards around \$25,000 in scholarships to the children of current county officials and employees. Tax-deductible donations can be made at any time. Contact ISAC today!



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About the Cover

The little runner in the photo on the cover of this magazine is the eight year-old granddaughter of ISAC Executive Director Bill Peterson. Ellie recently ran and finished the Hy-Vee Kids Triathlon in Des Moines. Exercise is one great way to stay fit and well, but there are many other factors that go into one's overall wellness. The ISAC Wellness Program is a great resource and program to keep you involved and motivated. Contact Mindi Lewis at 515.244.7181 for more information.

Benefits of the ISAC Alumni Association

- Interact and remain in contact with former county peers
- Continue contributing to the future of county government
- Stay updated on current county issues
- One free subscription to *The Iowa County magazine*
- Reduced registration fee to ISAC conferences



Alumni Association

FY 2015

Membership Application



5500 Westown Parkway, Suite 190

Phone: 515.244.7181

Fax: 515.244.6397

Email: mlewis@iowacounties.org

Visit ISAC's website at

www.iowacounties.org

for more information on this program .

www.iowacounties.org

FY 2015 Alumni Association Application

What is the ISAC Alumni Association?

The ISAC Alumni Association was established in 1993 by Jack Foreman, former Cherokee County Supervisor, and Bev Anderson-Zieman, Cherokee County Auditor. Approved by the ISAC Board of Directors, this group is intended to:

- Help county government solve issues and problems
- Provide constructive discussion at various meetings
- Serve on panels in an advisory capacity
- Offer experience and wisdom to current county officials

Who is Eligible to Join?

Anyone who is a former elected or appointed county employee is eligible to join. The dues are \$25 per fiscal year. Members receive a subscription to *The Iowa County magazine* and an invitation to ISAC conferences at a reduced registration fee.

Name: _____

Address: _____

Email: _____

Phone: _____

What county position did you hold? _____

In which county? _____

How many years? _____

\$25 Alumni Association Membership Dues

_____ Additional copies of *The Iowa County magazine* \$25 (1 free copy included with alumni membership)

_____ Amount enclosed

ISAC Education Foundation

The ISAC Education Foundation annually awards around \$25,000 in scholarships to the children of current county officials and employees who have chosen to continue their education. Various events take place throughout the year to raise money for these scholarships, but the foundation also relies on tax-deductible donations. This is a great opportunity to make a contribution to a growing mind that qualifies as a charitable contribution and is deductible for federal income tax purposes.

_____ \$1000 _____ \$750 _____ \$500 _____ \$250 _____ \$100 _____ other

Please make this donation in honor of _____

Please make this donation in memory of _____

_____ Please send invoice _____ Check enclosed

_____ I am interested in discussing/adding the ISAC Education Foundation to my estate plans.

Mail to: Iowa State Association of Counties

5500 Westown Parkway, Suite 190

West Des Moines, IA 50266

ISAC
Iowa State Association of Counties

feature - Scholarship Fundraiser Thanks!

10th Annual ISAC Scholarship Golf Fundraiser a Success!

On Wednesday, August 6, ISAC held its 10th annual scholarship golf fundraiser at the Toad Valley Golf Course in Pleasant Hill. The event, which was hosted by the ISAC Education Foundation Golf Committee, raised around \$24,000 for the ISAC Scholarship Fund! ISAC uses the Scholarship Fund proceeds to award college scholarships to Iowa high school seniors who are children of county officials and employees. ISAC would like to thank the committee members, golfers, sponsors and volunteers for making the event a success. Congratulations to the winners of this year's golf fundraiser, the Marion County Sheriff's team. A full list of our sponsors and donors is below. Also, please note that the 2015 scholarship application is available on the ISAC website and was included in the September issue of the magazine.

A special thanks goes out to all of our sponsors!

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A special thank you to Mark Rathbun, Wells Fargo, for once again being an exceptional event photographer. Someone caught him in a photo - see bottom row, center.



ISAC History: Part II - The Way We Were

By: **Grant Veeder**

Black Hawk County Auditor
and ISAC Historian



As described in Part I, our state association of counties had a history prior to its 1964 incorporation, as statewide, district-wide and affiliate organizations all achieved some sort of internal and external coordination. Interesting differences and similarities between then and now and some surprising facts emerge from a look at each level.

Affiliates: A good example of how little things change comes from the address of the president of the County Auditors' Association, Polk County Auditor John McQuisten, at that body's 1899 annual meeting. Auditor McQuisten recommends taking up issues of public importance with legislative candidates before their nomination and election, so that during the subsequent legislative session "we can be readily distinguished from the ordinary lobbyist." He then lectures the auditors on the realities of the General Assembly: "It is not a body that will suspend all other business and permit you to address them on your chosen subject. On the other hand, you sit around for hours awaiting the opportunity to catch the ear of the members you happen to be best acquainted with, and after securing his sympathy and support, you will then be told that your question belongs to a certain committee....When you have passed through these steps in one branch of the assembly you can go across the corridor to the other and have about the same experience." Since the legislators are so busy with all manner of issues, it makes sense to educate them ahead of time: "The more effective our work is done among the members prior to the opening of the session, the less time will be required after the opening."

Districts: ISAC's District Five may or may not have been the most active of the six districts in the olden days, but it was the best at holding onto records, so much so that earlier histories of ISAC assumed that the whole statewide organization grew out of it. In 1971 Henry County Recorder Helen Virden wrote a "History of the County Officers Association" that talks about District Five's first meeting, held in Keosauqua on February 11, 1932, and the approval of bylaws for "County Highway Officials of the Fifth District." While highways were a paramount issue, other concerns were acknowledged in the committees established, which covered the following: Legislative, Poor Relief, Taxation, Secondary Road Maintenance, Secondary Road Construction, Ways and Means, and Program. And the Program Committee, dear readers, was not the least of these. The Address of Welcome at the first meeting was followed by a vocal solo, a duet, another vocal solo, an instrumental solo, another vocal solo, an instrumental duet, and last but not least, Mary Jeanette Therme on the piano.

Some misinterpretation led Ms. Virden to believe that ISACO was in its infancy as well. She writes, "In 1934 meetings included discussion of a Iowa State Association of County Officers," and that a letter was read from B.B. Dewey, "Chairman of the fledgling Iowa County Officer's Association." On the basis of statements such as these, ISAC staff in the 1990s, with little more than this in the archives and no worldwide web of knowledge at their fingertips, echoed Virden's history in establishing the origins of ISAC. As noted in Part I, ISACO was likely formed in 1901. In 1934, Polk County Supervisor B.B. Dewey was actually the chair of the statewide group's Legislative Committee; the ISACO president was Franklin County Supervisor Frank Henke. Dewey's letter was nonetheless an interesting comment on the issues of the times. In it he says, "I think it is needless to say that a determined effort will be made in the coming session of the legislature to virtually wipe out the functions of County Government, and that it is vital to...form an air-tight organization for the things we believe are right."

Let's return to District Five calling itself the "County Highway Officials of the Fifth District." The highway districts used by the Iowa Department of Transportation (formerly the Iowa Highway Commission) have a strong correlation with ISAC's district boundaries – there are only two, three or four discrepancies per district. For instance, today's ISAC District Six is identical to IDOT District Six except that the latter lacks Black Hawk and Clayton Counties. Secondary roads have been a primary concern of Iowa counties since statehood in 1846, when each *township* elected a supervisor of roads. The Highway Commission became a separate state department in 1913, at which time the Iowa Legislature required each county to employ a civil engineer. Along with the standardization of road-building practices, maintaining the necessary financial support to keep roads and bridges in good repair became a high priority for county engineers, and of course for their boards of supervisors. Our friend B.B. Dewey harped on this at the ISACO annual convention held in Mason City in 1935. He said that Congress specifically designated \$4.8 billion in the Hayden-Cartwright Bill for farm to market roads, "construed in Iowa as secondary roads." But he said the bureau of roads in Washington didn't understand local distinctions. "A secondary road in Washington may be a primary road in Iowa," he warned. "...I have photostatic copies of a plan to build 11 diagonal primary roads out of Des Moines to various parts of the state. All the money will go there if we are not careful."

feature - ISAC History

Statewide: ISAC may have been incorporated in 1964, but it still didn't have the same legal status as the League of Iowa Municipalities (now the League of Cities). As a 1966 *Des Moines Register* editorial pointed out, "State law permits cities and towns to pay dues, out of their general funds, for membership" in the League. The dues paid for staff to assist the League in providing information to the legislature on city issues. "Counties, as well as cities, need a professional staff to study county problems, and keep county officials better informed on laws and issues," opined the *Register*. "This can't be done satisfactorily unless money is made available for hiring staff members and financing research." After years of effort, ISAC reached that important milestone in 1971 with the passage of Senate File 37, "an act to permit counties to become associated with the Iowa State Association of Counties." The new law authorized counties to appropriate tax dollars for ISAC dues (up to a statewide annual limit of \$75,000), and it accorded ISAC with the status of the *only* county officers association that Iowa counties could pay dues to. This gave ISAC the resources and the security to rent offices and to hire its first executive director, Donald Cleveland.

But the language of SF 37 caused some confusion and a new duty for the ISAC board. "The board of supervisors may authorize attendance at schools of instruction by county officers, appointees, and employees *as the schools are called by the association*," said the new law (my italics). Affiliates and districts had been calling their own meetings since as far back as 1894, but after a lengthy discussion, the board of directors determined that the intent of the law was "that ISAC will become the authorized agency for calling schools of instruction and other meetings deemed desirable by ISAC," according to the minutes of July 30, 1971. So for years after the enactment of SF 37, the ISAC board would regularly approve lists of meetings for affiliates and districts, which were then printed in the monthly *County Officer* magazine.

That practice ended with another watershed event, the passage of County Home Rule legislation in 1981. Another privilege that cities already enjoyed, Home Rule wasn't as absolute as the term implies, but it gave counties much greater freedom to govern themselves. Elected officials' salaries, for instance, were no longer set by the legislature. One would think that the situation was relaxed for ISAC as well, but hear these words from the minutes of a March, 1982 ISAC board meeting, in the Legislative Update section: "ISAC DUES LIMITATION. [Executive Director] John Torbert explained to the board that this is the bill that is to do away with ISAC, and explained how this bill came about." The threat was due to the unusual, but not irregular, Government Indemnification Fund, a liability insurance company that was a wholly owned subsidiary of

GIF, Ltd. was an interesting chapter in ISAC's life. Liability insurance became enormously difficult for counties to carry in the Seventies, due to a not-uncommon situation among insurance companies: a downturn in the stock market negatively affected their investment income, so they started shedding their less lucrative insurance lines. Invigorated by its new status, ISAC under Executive Director Don Cleveland started to search for an insurance company that would set up a group plan for ISAC members. Several years of efforts were unsuccessful, so Cleveland, working with attorney (and former legislator) Lee Gaudineer put in motion plans to establish a mutual insurance company, which could be capitalized by pledges from the counties rather than by a big pile of cash. The nearly completed plan took an abrupt turn after the sudden death of a cooperative state insurance commissioner and his replacement by an interim commissioner who wouldn't authorize the mutual company. This led to the creation of a "captive," a self-funded insurance program set up offshore, in this case, in Bermuda. Which in turn led to suspicious legislators.

Eyebrows may have risen when people saw checks from ISAC's insurance company bearing the address of "Washington Mall, Hamilton 5, Bermuda." But the company saved counties considerable sums in insurance premiums before it was driven into voluntary liquidation in 1986. This was brought on in large part by some expensive claims that were due to Iowa courts upholding the concept of joint and several liability. Another insurance company was engaged so that no county suffered a gap in coverage before liquidation. It gets complicated. Please direct your questions to Bill Peterson.

Meanwhile, back at the 1982 board meeting, Torbert's explanation led to a motion to "set up a meeting next Thursday or Friday with the County Government Committee and explain the insurance program," which apparently prevented, for the time being, the "doing away with" of ISAC.

It seems that this article has run off from itself. When you get into this stuff you find so many intriguing subjects: The hospitality room issue. Sponsoring vacation excursions to Spain. The 5% commission for selling magazine advertising. The time when half the county auditors in the state tried to become county assessors. The 1935 meeting in Cerro Gordo County, with its minute-to-minute coverage by the *Mason City Globe-Gazette*, including a poem in honor of county recorders, deserves an article of its own, and maybe one of these days it'll get one.

Government Relations Update

By: **Jamie Cashman**

ISAC Government Relations
Manager



The legislative policy development process is already well under way going into the 2015 legislative session. The ISAC Legislative Policy Committee has convened twice and has made its recommendations for the legislative priorities to be considered by the board and ratified by the full ISAC membership at Fall School. New this year is a change in ISAC's by-laws concerning amendments to the legislative objectives and priorities prior and after Fall School. If a member would like to amend any of the legislative objectives or priorities, it must be submitted to the ISAC Executive Director two business days prior to the General Session. If a member would like an amendment after this date, it must be submitted 10 days prior to the next ISAC Board of Directors meeting.

Key issues that are emerging as potential priorities this year are road funding, mental health and disability services, multi-residential property tax classification, and records requests. Other issues that will be of focus in 2015 are food safety, conservation funding, and bonding for courthouse improvements. Additionally, election reform measures along with clarifying the medical costs for those prisoners detained by counties will most likely be on the 2015 ISAC legislative agenda.

In other legislative news, ISAC has been asked to participate in two interim legislative committees focused on local government issues this year. The first will be held on November 6 on the requirements and practices relating to local government records. On November 7, an interim meeting will be held on state government mandates on local government that are unfunded by the state.

In federal relations, ISAC staff and county officials from across the state have attended stakeholder meetings and engaged Iowa's federal elected officials regarding the proposed change to the definition of Waters of the U.S. On April 21, 2014, the

U.S. Environmental Protection Agency (EPA) and the U.S. Army Corps of Engineers (Corps) jointly released a proposed rule that would change the definition of Waters of the U.S. and expand federal jurisdiction over certain waters.

An expansion of waters covered by the Clean Water Act could have a significant impact on counties that maintain roadside ditches, drainage ditches, and drainage tile, as a few examples. According to the National Association of Counties (NACo) the proposed rule would likely place more county owned or maintained waters under federal regulation and oversight. NACo contends that additional regulations, including required Section 404 permits for ditch maintenance, will be cumbersome, time-consuming, and expensive for counties. Additionally, they point out that counties have a responsibility to maintain ditches and could face liability or legal complications if the federal permit process delays necessary maintenance. The rule could also have a negative impact on conservation efforts already in place in our state.

ISAC stands with NACo in opposing the proposed rule. We are also working with stakeholders including the Governor, Department of Agriculture, Department of Natural Resources, Conservation Districts of Iowa, Iowa Drainage District Association, Farm Bureau, Iowa Association of Business and Industry, Iowa League of Cities, and several other agriculture and business interests.

The EPA and Corps recently announced the period for public comment has been extended to November 14, 2014. You can submit your comments via an online form found at www.regulations.gov. For more information please visit the NACo website at www.naco.org and search for Waters of the U.S.



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Deaf Culture

By: Jackie Olson Leech

ISAC CM&MHDS Specialist



In June, I attended the Iowa Rehabilitation Association's Brag & Steal Conference in Carroll County, where Laura Lord spoke on Deaf Culture. Laura is a Licensed Interpreter, and the President of Comprehensive Interpreting Services, advocating for deaf services, supporting continuing education for interpreters and educating the community on deaf awareness. Laura spoke on the relationship needs between service providers and the deaf individuals they serve, and the importance of understanding Deaf Culture.

Individuals who are deaf don't want to be referred to as disabled or deaf impaired, but prefer to be called deaf. Those who are deaf belong to a deaf community, which have norms, values and traditions, as well as their own language, which is primarily American Sign Language (ASL). Many times, persons who are deaf aren't able to understand or interpret information being presented due to being deaf, and even though some technology has gotten better, it isn't always deaf-friendly. The deaf community is extremely close knit, partially due to learning incidentally, rather than through communication by mouth that goes on around them. Also, isolation from friends and family and the community at large also plays a large role in the development of the closeness of the deaf community.

Many individuals that are deaf can lip read; however, Laura indicated that only 30% of the English language is visible on the lips, therefore the context of the communication is very difficult to interpret. Words that are visible often look like other words, so there is a great deal of opportunity for misunderstanding. She emphasized that speech reading doesn't correlate with intelligence. Try it for yourself to see how the following words look the when reading lips: Show...Sew; Fifteen...Fifty; Friday...Fried Eggs; Bomb...Mop; Pan...Ban...Man; Van...Fan; Dan...Tan; Fight...Find; and Rise...Rice,

Here are suggestions Laura gave for communicating with individuals who are deaf when you don't know sign language:

- Ask them about their preferred mode of communication.
- When writing, keep it specific and context based.
- Don't use words that have two meanings.
- Speak clearly.
- Make eye contact.
- Focus on key words, and precise smaller words (simple is better).
- Use gestures.
- Don't talk and eat.
- Don't turn your back or look down while speaking.
- Don't shout, but may need to speak up for hard of hearing person.
- Don't over enunciate words.

Other forms of communication include Video Relay services (VSR), Video Phone (VP), and Video Remote Interpreting (VRI).

Video Relay services is a free, 24-hour service for an individual who is deaf to place and receive calls with a professional American Sign Language (ASL) interpreter via a videophone and a high-speed internet connection. In addition, the services enable hearing callers to contact deaf or hard-of-hearing individuals. Video phones (VS) are sharp enough to sign or lip-read, like Apple's FaceTime. Video Remote Interpreting is a videotelecommunication service that uses devices such as web cameras or videophones to provide sign language or spoken language interpreting services. This is done through a remote or offsite interpreter, in order to communicate with persons with whom there is a communication barrier. It is similar to a slightly different technology called video relay service, where the parties are each located in different places.

The Americans with Disabilities Act (ADA) requires that an Interpreter be provided when other methods of communicating aren't adequate for the individual's communication needs. If employed, the employer is responsible for the cost of the Interpreter. Otherwise, whatever entity that's providing services to the person who is deaf is responsible for the cost. Interpreters are paid anywhere from \$35 to \$50 an hour, and are able to typically work from an hour to an hour and a half. If more time is required, two Interpreters would be paid to provide the support. Children or family members of those who are deaf should not be used to interpret, as they aren't trained or certified, aren't bound to a code of ethics, and are emotionally involved.

Currently, there is a shortage of Certified Interpreters in the state of Iowa. The Iowa State Registry of Interpreters for the Deaf (ISRID) website, www.iowastaterid.org, includes a list of interpreters, what area they serve, when license were issued, and mailing addresses. Currently, this site doesn't have additional contact information, but she is hoping phone numbers will be available in the near future. Those highlighted in yellow have their temporary license, and may not have as much experience in signing. This site has additional resources, including information on federal laws regarding the ADA, and Individuals with Disabilities Education Act (IDEA). The www.iowacourts.gov website includes a current roster of only eight Interpreters who have received a special certificate and/or passed additional state tests in order to provide services in court settings.

Continues on page 14.

New ETC Governance Structure

In June 2014, a formalized governing structure for the Electronic Transaction Clearinghouse (ETC) was approved by the ETC Board. (See the chart below.) The new ETC Advisory Committee is tasked with a variety of duties:

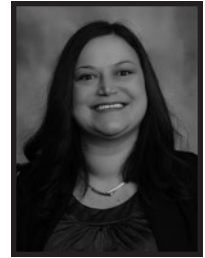
- Manage and direct questions and suggestions from member counties and staff
- Develop an annual work plan for ETC to be submitted to the ETC Board for approval
- Recommend an annual ETC budget to the ETC Board
- Develop recommendations as needed for updates and changes to ETC documents
- Approve work and contracts necessary for projects within the parameters of the approved work plan and budget
- Review and monitor financial statements and reports
- Review financial controls and assist and support audits of all major functions, e.g., finances, programs or organization
- Identify and pursue other sources of financing for ETC
- Identify activities that enable and support secure electronic exchange of health information
- Oversee the development of security, privacy policies and procedures
- Review all proposed changes to system design or operation for compliance with all current governmental rules
- Assist in and recommend policies to protect the confidentiality, integrity and availability of ETC data
- Provide reference information and tools to assist users with security and privacy related issues that are prevalent within the network
- Identify and prioritize areas of opportunity for improvement and management of the requirement, design, and implementation of all projects
- Oversee design of infrastructure and delivery system changes necessary to achieve designation as an electronic health record system and to support ETC initiatives
- Develop operational protocols and guidelines
- Define current baseline performance and targets for improvement
- Work with any ISAC affiliate to assist in technology implementation related to electronic clearinghouse services

To assist with these responsibilities, there are three subcommittees connected with the ETC Advisory committee:

Operations Subcommittee: The Operations Subcommittee, chaired by Brandi Kanselaar, will identify and prioritize areas of opportunity for improvement and management of the requirements, design, and implementation of all projects. This subcommittee is responsible for the analysis and testing of new

By: Andrea Jansen

ISAC Program Support
Coordinator



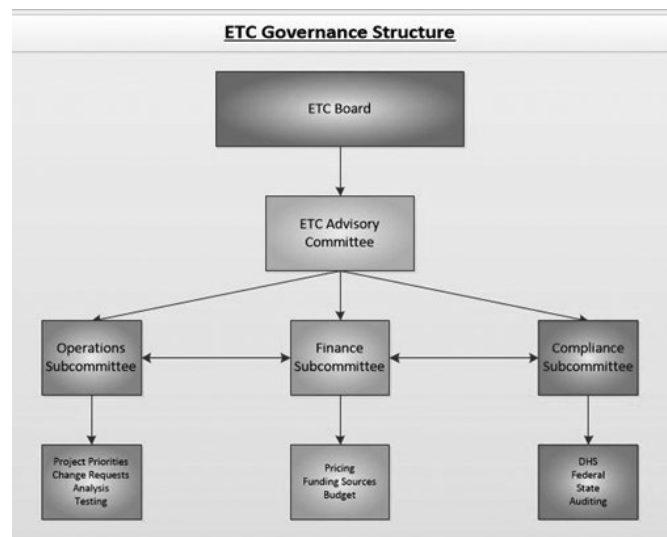
functionality and coding changes. In addition, they oversee the training structure and manage change requests.

Finance Subcommittee: The Finance Subcommittee, chaired by Jill Eaton, will recommend an annual ETC budget to the ETC Board, monitor financial statements, and review financial controls. A very important component of this subcommittee is identifying and pursuing alternative sources of financing for ETC. This subcommittee is also charged with investigating pricing structures for the clearinghouse and its components.

Compliance and Standards Subcommittee: The Compliance and Standards Subcommittee, chaired by Deb Seymour-Guard, will identify activities that enable and support the secure electronic exchange of health information, oversee privacy and security procedures, and review proposed changes to system design or operation for compliance with all governmental rules. This subcommittee will also have the task of working with both state and federal mandates as they pertain to ETC.

Along with the three subcommittees, the ETC Advisory Committee can also create additional workgroups to develop recommendations for specific projects as needed.

The first meeting of the ETC Advisory Committee was held in August, and the group will meet on a quarterly basis at minimum. If you have any questions on the governance structure or on its specific components, please contact a subcommittee chair or Jeanine Scott at jscott@iowacounties.org.



ISAC brief

Where are they Now?

By: Michael Tlach

2009 Top Scholarship Winner



This month, the Where are they Now? program is featuring the ISAC Top Scholarship winner from 2009, Michael Tlach. Michael wrote a letter thanking ISAC and the scholarship supporters for their generosity and help with his college education, below is his letter:



Dear ISAC:

I am writing to thank you for the generous scholarship I received back in the spring of 2009. Many things have changed since I was awarded the scholarship, but I am still very thankful and appreciative of the generosity shown to me.

I graduated Summa Cum Laude this spring from Iowa State University with a degree in Mechanical Engineering. I am currently working for Flint Hills Resources at the

internship took me to the Twin Cities in Minnesota during the summer of 2012. While I enjoyed the work, my time in Minnesota further deepened my desire to live and work in Iowa. This led me to accepting a job with Flint Hills Resources because they have career advancement opportunities without leaving the state.

Now that I am in my post college career I have had time to reflect and appreciate all the assistance I received during my years at ISU, whether it was financial support or career advice. The ISAC scholarship helped lighten my financial burden and get me off to a great college start. The generosity shown to me, makes me hope that someday I will be able to contribute to an individual or groups' success whether that is financially or through career support.

Sincerely,
Michael Tlach

Arthur, IA ethanol plant. During my college career, I had three internships. My first and third internships lasted seven months each and were in Clinton, IA with LyondellBasell. My second

CCMS

Continued from page 12.

The Deaf Services Commission of Iowa (DSCI) website, www.deafservices.iowa.gov, is a great resource to learn more about services and supports for those who are deaf. This site provides a quarterly e-news for info on trainings and services. The DSCI websites also provides employment resources, links to federal programs, accommodations, as well as resources for youth. In addition, there are web links to early hearing detection and intervention programs throughout the state, and the nation. Churches that provide interpreters throughout the state are identified on the site, as well as a list of vendors, and info on the use of hearing dogs. The DSCI has a library available during the weekdays for persons who are deaf, their family members, service providers, or those wanting to become certified interpreters. There are books, videos and DVD's covering a wide variety of topics, with a list of materials on the website. Materials can be checked out in person, by written request, by website, or over the phone.

Laura's presentation provided a good overview of the Deaf Culture, and how to begin developing a positive relationship with someone who is deaf or hard of hearing. The resources she provided to learning more about the Deaf Culture, the services and accommodations available to them were very helpful.

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ISAC Board Retreat - September 11-12

ISAC President Harlan Hansen called the meeting to order and led the Board in the Pledge of Allegiance.

The ISAC Board meeting minutes from June 25, 2014 were reviewed and passed unanimously.

The ETC Board minutes from June 25, 2014 and the ETC Advisory Committee minutes from August 13, 2014 were reviewed for informational purposes.

Brad Holtan summarized the financial reports for the fiscal year ending June 30, 2014 and the month ending July 30, 2014. The financial reports were unanimously accepted.

Brad reported that the 10th Annual ISAC Scholarship Golf Fundraiser was held on August 6 at the Toad Valley Golf Course in Pleasant Hill and netted around \$24,500.

Stacy gave updates regarding the 2014 ISAC 50th Anniversary Celebration (Fall School) to be held at Veterans Memorial Community Choice Credit Union Convention Center in Des Moines on November 12-14. The Board discussed fall school registration and hotels. Stacy reported that all hotels were completely booked the first day. Several members were concerned with how quickly the rooms were reserved. There was considerable discussion. Stacy explained that ISAC is allocated rooms by the hotels based on the final number of rooms that we use. Hotels won't allocate more rooms to us because we don't ultimately sell out all the rooms that are allocated to us because a fair number of reservations are canceled before the conference. The Board consensus was to continue using the same registration system, to create awareness among members that many rooms open up at a later date due to cancellations, and to encourage affiliates to contact their members before cancelling a hotel reservation so that all of the blocked rooms are reserved.

Joan McCalmant, ISAC 2nd Vice President and Legislative Policy Committee (LPC) Chair, reported on the LPC retreat that was held on August 21 - 22. Jamie Cashman reviewed the new legislative objectives that were brought forth during that meeting.

Grant Veeder discussed the Articles of Incorporation/Bylaws/Membership Committee meeting. The Board unanimously adopted the following committee recommended amendments to the bylaws, "If any amendments to the legislative objectives and priorities for the next legislative session are to be proposed at the fall school of instruction, such amendment must be provided in writing to the ISAC Executive Director no later than 5:00 pm two business days prior to the member meeting at the fall school of instruction. If a member wishes to propose an amendment to the legislative objectives and priorities after this deadline, such amendment must be provided in writing to the ISAC Executive Director no later than 10 days prior to a meeting of the ISAC Board of Directors and the adoption of such amendment will be dependent upon approval by the ISAC Board of Directors at such meeting." and "d. Parliamentary Rules. All questions of parliamentary practice not determined by Iowa law, ISAC's Articles of Incorporation, Bylaws or Board Policies shall be decided by Robert's Rules of Order."

ISAC staff was dismissed for an executive session with the Executive Director after which the Board recessed for the day.

Friday, September 12, 2014

Bill Peterson created a report containing suggestions and comments that were obtained by staff who conducted the county survey visits in the fall of 2013. Board and staff members were split into groups to review suggestions and to create action steps. A full listing of action items can be found on the ISAC website, www.iowacounties.org in the full board minutes of this meeting. Staff will continue the program by visiting the 25 least active counties in the near future.

Board members shared issues, concerns, ideas, achievements, etc. with other board members prior to adjournment.

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Walking with Da Vinci

By: IMWCA

When you think about walking, you probably don't think about Leonardo da Vinci. He is credited as the first who made quantitative studies on the problem of friction. Friction, or the lack of, is at the root of most slip and fall injuries. If you go to YouTube and search for "slip and fall," hundreds of videos come up. Most are there to entertain, but to quote the book title from the founder of the National Floor Safety Institute: Falls aren't funny.

This baby-boomer was raised on cartoons where the characters were always getting hurt. Back in the days of Wile E. Coyote vs. the Roadrunner, cartoons contained characters getting creamed, often from a slip, trip and fall (younger readers will have to Google to learn more). The characters all get back up, dust themselves off and come back for more abuse. Not so in real life. When a slip and fall is considered a joke, it reinforces the stereotype that falls are something to laugh about, not to take seriously. When someone is injured, it's really not funny.

The Numbers

According to the Liberty Mutual Research Institute for Safety, U.S. emergency rooms treat about 25,000 severe fall-related injuries every day. The Bureau of Labor Statistics (BLS) reports that slips, trips and falls took the lives of 699 workers in 2013. The BLS also reports occupational injuries were up by 5% and local government had higher fatal worker injury rates, up 10% over 2012. Slips and falls make up about 15% of all workers' compensation claims; however, they account for over 25% of the costs. The Center for Disease Control (CDC) now considers slip and fall injuries and fatalities as a national epidemic.

The Mechanics

Slips occur when there is a sudden, unexpected change between a person's foot and a walking surface. Some common causes of slips include spills, inclement weather (think ice and snow), improper cleaning techniques and unsecured rugs or matting. A trip is different in that it is usually caused by your foot hitting another object causing a loss of balance; for example, things like uneven walking surfaces, objects protruding into your path that are unexpected and a turned-up doormat. The friction study Da Vinci started has become an extensive body of knowledge, with scientific studies measuring the coefficient of friction (COF) of numerous types of footwear walking on countless surfaces. The research has contributed many floor surface improvements, floor care changes and footwear tread innovations.

Distracted Humans

We have all heard about distracted driving. Have you ever watched someone walking while on their electronic device? A study from The Ohio State University found that the number of pedestrian ER visits for injuries related to cell phones tripled between 2004 and 2010—even though the total number of pedestrian injuries dropped during the same period. A University of Buffalo study showed distracted walking results in more injuries per mile than distracted driving. In London, the issue is so common that bumpers were placed onto light posts along a busy pedestrian walk to prevent people from slamming into them.

Footwear

Think of the tires on the car you drive. Years ago, it was common in Iowa to have two sets of tires: one for spring, summer and fall, and a pair of snow tires for winter. The same principles apply to your footwear. Snow and ice call for appropriate footwear, especially when you have to navigate an icy parking lot or enter a warm building with moisture on your soles. A leather sole on ice has no traction. When you hit the warm marble or tile floor in the office with snow-covered shoes, you are likely to become one of those statistics we mentioned earlier. For that reason, office workers should be encouraged to change their footwear when their tasks take them outside in the winter.

What to Do

To start, we all need to pay attention to what we are doing. Beware of distractions and carrying things that keep us from maintaining our balance as we negotiate the icy parking lot or slippery stairs. Put away that cell phone and utilize shoulder bags or carts to keep your hands free and your vision clear so you can see what's ahead.

Wear proper footwear with good tread to provide traction when the weather is bad to help keep your footing firm. Workers whose primary function involves outdoor work have a good idea of what proper footwear is; however, it is always a good idea to remind everyone when winter is around the corner. Just like your tires, the tread on your shoes wear out. As the weather changes, check to see that your footwear is up to the task.

Continues on page 18.

Let us help your employees prepare for and live in retirement

By: Matthew Ring

NRS Retirement Specialist

The rough waters of the retirement market today is enough to shake anyone's confidence. Some providers have chosen to exit the business. Even with a traditional defined benefit plan, your participants' retirement outlook is also vulnerable with inflation, rising health care costs and even the risk of outliving their income. With uncertainty on the rise, you may need a provider who is strong and stable in their financial ratings – a partner with proven experience and a firm commitment to the business. That's what you get with Nationwide.

Here are some reasons why you should add Nationwide as your choice for your employees so that they can benefit from the value that Nationwide brings.

Financial Strength and Stability: We have been a forerunner in developing, implementing and administering government sector defined contribution programs since 1973. NRS administers nearly 8,000 governmental retirement programs across the country with over \$55 billion in plan assets, representing approximately 1.5 million plan participants.

Nationwide Life Insurance Co. (NLIC), as product provider, has also received favorable strength and credit ratings. Here are the current ratings:

Agency	Rating	Rank	Received	Affirmed
A.M. Best	A+ "Superior"	2nd strongest of 16	10/17/02	05/22/13
Moody's	A1 "Good"	5th strongest of 21	03/10/09	05/15/12
Standard & Poor's	A+ "Strong"	5th strongest of 22	12/22/08	08/31/12

These ratings and rankings reflect rating agency assessment of the financial strength and claims-paying ability of NLIC and are subject to change at any time. They are not intended to reflect the investment experience or financial strength of any variable account, which is subject to market risk. Because the dates are only updated when there's a change in the ratings, the dates above reflect the most recent ratings we have received.

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- Our Customer Service Center with more than 90 representatives available during extended hours (8:00 am to 11:00 pm ET Monday through Friday) to take questions and complete basic account transactions
- A Voice Response System that's available 24/7 for automated answers to frequently asked questions
- Our newly redesigned website, NRSforU.com that features robust tools to assist in planning for retirement, tools for education as well as a link to Plan Sponsor-specific information
- Annual Plan Reviews and Plan Sponsor Reports so you always know where your plan stands

Investment Options and Additional Services: Nationwide offers a host of additional plan features and services such as professionally managed accounts, a self-directed brokerage option, loans, and Roth 457. We also offer a Participant Solutions option that provides guidance on household assets outside the deferred compensation plan at no additional charge to you or your employees. Investment options include:

- The Nationwide Fixed Account currently crediting 2.5% for the 4th Quarter 2014.
- Variable investment options that feature a variety of underlying investment options carefully chosen from some of the country's experienced, largest and well-known money managers. The funds offer name recognition and an opportunity to invest in a full range of styles by objectives and risk/return characteristics.

Please understand that investing involves risk, including loss of principal.

I hope you will consider Nationwide as an option for your employees, and I'll follow up with you soon to provide more information and answer any questions you may have. I'd be happy to visit and present more on how Nationwide can be a valuable part of your employees retirement savings program with no administrative costs to you. I will also be available at the ISAC Fall School in exhibit booth 3.

Sincerely,

Matthew Ring, Retirement Specialist

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miscellaneous

Continued from page 16.

Yak Trax are a brand of ice walker that slips over your shoes to provide extra traction on ice and snow. There are many other similar products, including some with aluminum oxide imbedded in the sole that provide sandpaper like grip when worn over your shoes. Consider investing in a pair for use when the weather warrants.

Last but not least, take your time. Similar to winter driving, allow for a little extra time to walk once there is snow and ice on the ground. Slow down, take shorter steps, and keep on the designated walkways. One last tip: carry a small bag of grit, like sand or non-clumping cat litter, in your jacket pocket to sprinkle when you are confronted with an icy spot on your trek. Da Vinci would smile like Mona Lisa if he saw that!

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2014-2015 calendar

November 2014

- 6 CCMS Advanced Case Management Meeting
(Stoney Creek Inn, Johnston)
- 12-14 ISAC 50th Anniversary Celebration (fall school)
(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)
- 17 ISAC Legislative Update Webinar

2015 Conferences/Events

- January 14-15 ISAC New County Officers School
(Des Moines)
- 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 Kelsey Sebern at ksebern@iowacounties.org.

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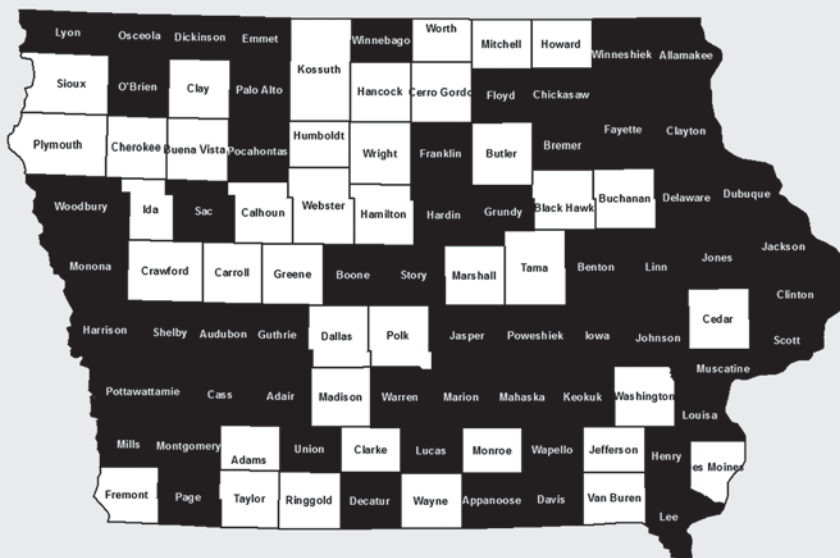
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