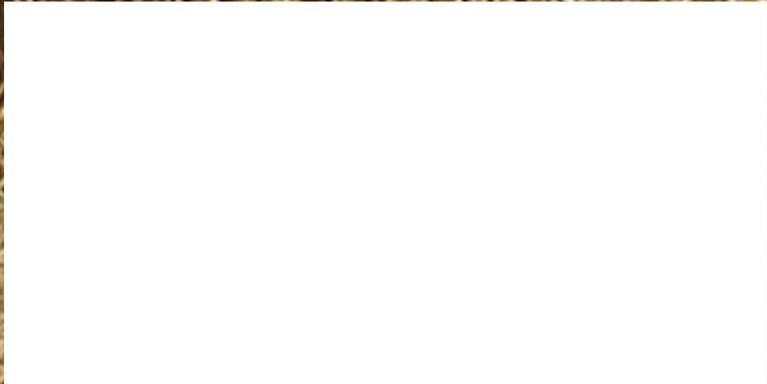


The Iowa County

October 2015

Conservation in Iowa

Fall School Insert



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The Iowa County

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Don't miss the Fall School Insert!

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** The views and opinions expressed in articles authored by anyone other than ISAC staff are those of the authors and do not necessarily reflect the official policy or position of ISAC.

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.

about the cover

Conservation in Iowa

Did you know that Iowa has the dubious ranking of being the least natural state? Prior to settlement, 85% of the state was tallgrass prairie and the balance was healthy woodlands and wetlands. Today, less than 0.01% of our tallgrass prairie remains. Iowa also has the smallest percentage of publicly owned land. These two discouraging rankings mean that Iowans have relatively few outdoor recreational opportunities and are plagued with poor water quality. What a discouraging way to begin an article...

Allow me to pose a different question. Did you know that Iowa has a unique system in which every county has a conservation department governed by local people? In each county in this state, the Board of Supervisors appoints volunteer board members to oversee and manage the county parks and preserves. This volunteer board oversees the operations carried out by professional staff and talented volunteers responsible for caring for Iowa's remaining natural areas and providing local outdoor recreation opportunities to visitors and residents of the county. No other state in the nation can boast such a local approach to conservation. As of the most recent tally (2012 data) the county conservation boards in 99 counties in Iowa collectively manage 190,000 acres on more than 1,800 areas. Iowa's county parks serve 24 million visitors who spend \$850 million annually.

As an employee of the Pottawattamie County Conservation Board for the past 18 years, I've come to realize many benefits of the county conservation system. First, I have the privilege of working directly with our natural areas. As a steward I am

By: Chad Graeve

Natural Resources Specialist,
Pottawattamie County Conservation

responsible for helping heal our few remaining prairies and woodlands. This entails controlling invasive species, conducting prescribed burns (as seen on the cover), harvesting and planting seed, maintaining trails and fences, and sweating – a lot. Second, I have the opportunity to share these wonderful areas with visitors and to help them appreciate the significance and value of these natural areas in today's society. I find it very rewarding to help people connect with their natural environment. Contemporary society has become very disconnected and seems consumed by the artificial world. I am encouraged every time I witness a visitor rediscover the wonder of our natural environment. Finally, I'm employed by an entity that is less encumbered by the bureaucratic nonsense that plagues many larger organizations. This means that the financial resources and personal energy available to do the work actually reach the ground. We're able to have a truly meaningful impact and make real progress towards healing natural areas and providing rewarding recreational opportunities for our citizens and visitors. I've noticed over the years that many of my co-workers are home grown and have a deep commitment to the local community. They are highly motivated to provide quality services to our visitors and to leave the natural areas in better condition than we inherited.

The next time you have a few hours to spare, encourage your family to help us celebrate our 60th year of county parks in Iowa by discovering your local county park and learning for yourself about the valuable work being done in your county.



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About the Cover

Chad agreed to write an article to accompany the amazing cover photo of which he is the subject. I wanted to make sure that readers got a chance to know a little more about the man behind the helmet in addition to his passion for conservation, so I asked Chad the following questions.

When did you begin firefighting and why? I began working with prescribed fire in 1996 as I realized that fire is an important part of natural areas in Iowa. My first out-of-state firefighting experience was in 2000 with six other Iowans – several of whom were employed by county conservation boards. I learned very quickly that firefighting helps develop important skills that benefit prescribed fire practitioners. Our fire program here at home has benefitted immensely from the out-of-state experiences that I and other colleagues have had.

Is your firefighting volunteer or part of your job description? Out-of-state firefighting is something I do on vacation (I get paid for it by the federal government.) and is not part of my job with the county. As a county employee I do assist local fire departments with fire suppression when requested.

What was the fire in Montana and what did it entail? This year's fire assignment in Montana was with a 20 person crew (16 from Missouri and four from Iowa). We worked on two fires (Wildhorse Point and Morrell Complex), and had exciting roles on each fire. Our crew was responsible for cutting handline to halt the spread of the fire, installing hoselays to deliver water to the fire, working with helicopters and air tankers to deliver water and retardant to the fire edge, and assisting with burn-out operations to consume fuel between the main fire and the

By: Rachel Bennett

ISAC Communications and Marketing Manager



control lines. Neither fire was very large, which meant that the number of resources committed to the fires were small. This increased the importance of the role our crew played.

What is your biggest accomplishment in your career as a firefighter? I'm not sure I've really had a 'big accomplishment' but I am very grateful for the opportunity to learn from so many talented fire practitioners, and I find the most rewarding part of my job is being able to do good things for the land. Fire is a small part of my job, but one critical component on the landscape. I appreciate the experiences I've had and the lessons I've learned. I've seen some amazing country out west, and I've been privileged to be a part of a healing process on the land here at home.

A little background on question 3. When Chad turned in his article to me he mentioned that he had just returned from fighting a fire in Montana for 20 days. I will also add that he turned in his article three days prior to the deadline, AND he apologized for the haste in which it was written. I found that email to be a humbling one. Thank you, Chad, and all of you who put your health at risk to keep the rest of us out of harm's way. Stay safe.



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Seven Significant Supreme Court Cases for Local Governments

By: Lisa Sorenen

State and Local Legal Center (SLLC),
Washington, D.C.

That same-sex couples have a constitutional right to marry and the Affordable Care Act remains intact will forever outshine every other decision from this Supreme Court term. But local governments will ignore the rest of this term at their peril. The Court issued many decisions affecting local governments—most of which had unfavorable outcomes. From upsetting sign codes to allowing disparate treatment claims under the Fair Housing Act this is a term for local governments to remember too. Below is a summary of the top seven cases.

Content-Based Sign Codes Unconstitutional

In *Reed v. Town of Gilbert* the Court held unanimously that Gilbert's Sign Code, which treated various categories of signs differently based on the information they convey, violates the First Amendment.

Gilbert's Sign Code treated temporary directional signs less favorably (in terms of size, location, duration, etc.) than political signs and ideological signs.

Content-based laws are only constitutional if they pass strict scrutiny—that is, if they are narrowly tailored to serve a compelling government interest.

While the SLLC argued in its *amicus* brief that Gilbert's sign categories are based on function, the Court concluded they are based on content.

Gilbert's Sign Code failed strict scrutiny because its two asserted compelling interests—preserving aesthetic and traffic safety—were “hopelessly underinclusive.” Temporary directional signs are “no greater an eyesore” and pose no greater threat to public safety than ideological or political signs.

Many, if not most communities, like Gilbert, regulate some categories of signs in a way the Supreme Court has defined as content-based. Communities will need to change these ordinances.

Hotel Registry Searches Need Subpoenas

In *City of Los Angeles v. Patel* the Court held 5-4 that a Los Angeles ordinance requiring hotel and motel operators to make their guest registries available for police inspection without at least a subpoena violates the Fourth Amendment.

The purpose of hotel registry ordinances is to deter crime—drug dealing, prostitution, and human trafficking—on the theory

that criminals will not commit crimes in hotels if they have to provide identifying information.

According to the Court, searches permitted by the City's ordinance are done to ensure compliance with recordkeeping requirements. While such administrative searches do not require warrants, they do require “precompliance review before a neutral decisionmaker.” Absent at least a subpoena, “the ordinance creates an intolerable risk that searches authorized by it will exceed statutory limits, or be used as a pretext to harass hotel operators and their guests.”

In dissent, Justice Scalia cited the SLLC's *amicus* brief, which notes that local governments in at least 41 states have adopted similar ordinances. Eight states also have hotel registry statutes: Indiana, Florida, Massachusetts, Maine, New Hampshire, New Jersey, Wisconsin, and the District of Columbia.

It is likely following this decision that other record inspections done by governments outside the hotel registry context will also require subpoenas.

Fair Housing Act Disparate Impact Claims Recognized

In *Texas Department of Housing and Community Affairs v. Inclusive Communities Project* the Court held 5-4 that disparate-impact claims may be brought under the Fair Housing Act (FHA).

In a disparate-impact case a plaintiff is claiming that a particular practice isn't intentionally discriminatory but instead has a disproportionately adverse impact on a particular group.

The Inclusive Communities Project claimed the Texas housing department's selection criteria for federal low-income tax credits in Dallas had a disparate impact on minorities.

In prior cases the Court held that disparate-impact claims are possible under Title VII (prohibiting race, etc. discrimination in employment) and the Age Discrimination in Employment Act relying on the statutes' “otherwise adversely affect” language. The FHA uses similar language—“otherwise make unavailable”—in prohibiting race, etc. discrimination in housing.

This decision more or less continues the status quo for local governments. Nine federal circuit courts of appeals had previously reached the same conclusion. But, Justice Kennedy's majority opinion contains a number of limits on when and how disparate impact housing claims may be brought.

Reasons for Cell Tower Denials Must Be in Writing

In *T-Mobile South v. City of Roswell* the Court held 6-3 that the Telecommunications Act (TCA) requires local governments to provide reasons when denying an application to build a cell phone tower.

The reasons do not have to be stated in the denial letter but must be articulated “with sufficient clarity in some other written record issued essentially contemporaneously with the denial,” which can include council meeting minutes.

The TCA requires that a local government’s decision denying a cell tower construction permit be “*in writing* and supported by substantial evidence contained in a written record.”

Local governments must provide reasons for why they are denying a cell tower application so that courts can determine whether the denial was supported by substantial evidence. Council meeting minutes are sufficient. But, because wireless providers have only 30 days after a denial to sue, minutes must be issued at the same time as the denial.

Following this decision, local governments should not issue any written denial of a wireless siting application until they (1) set forth the reasons for the denial in that written decision, or (2) make available to the wireless provider the final council meeting minutes or transcript of the meeting.

No Dog Sniffs after Traffic Stops

In a 6-3 decision in *Rodriguez v. United States* the Court held that a dog sniff conducted *after* a completed traffic stop violates the Fourth Amendment.

In *Illinois v. Caballes* the Court upheld a suspicionless dog search conducted *during* a lawful traffic stop stating that a seizure for a traffic stop “become[s] unlawful if it is prolonged beyond the time reasonably required to complete th[e] mission” of issuing a ticket for the violation. Officers may lengthen stops to make sure vehicles are operating safely or for an officer’s safety. A dog sniff, however, is aimed at discovering illegal drugs not at officer or highway safety.

In dissent, Justice Alito suggests savvy police officers can skirt the Court’s ruling by learning “the prescribed sequence of events even if they cannot fathom the reason for that requirement.”

Objectively Unreasonable is the Standard for Pretrial Detainee Excessive Force Claims

In *Kingsley v. Hendrickson* the Court held 5-4 that to prove an excessive force claim a pretrial detainee must show that the officer’s force was *objectively* unreasonable, rejecting the *subjectively* unreasonable standard that is more deferential to law enforcement.

Pretrial detainee Michael Kingsley claimed officers used excessive force in transferring him between jail cells to remove a piece of paper covering a light fixture that Kingsley refused to remove.

The objective standard applies to excessive force claims brought by pretrial detainees because in a previous case involving prison conditions affecting pretrial detainees, the Court used the objective standard to evaluate a prison’s practice of double bunking. And the objective standard applies to those who, like Kingsley, have been accused but not convicted of a crime, but who unlike Kingsley are free on bail.

A standard more deferential to law enforcement applies to post-conviction detainees, who are housed with pretrial detainees, making this ruling difficult for jails to comply with. Following this decision it will be easier for pretrial detainees to bring successful excessive force claims against corrections officers.

Tax on Internet Purchases

In *Direct Marketing Association v. Brohl* Justice Kennedy wrote a concurring opinion stating that the “legal system should find an appropriate case for this Court to reexamine *Quill*.”

In 1992 in *Quill Corp. v. North Dakota* the Court held that states cannot require retailers with no in-state physical presence to collect use tax.

To improve tax collection, Colorado began requiring remote sellers to inform Colorado purchasers annually of their purchases and send the same information to the Colorado Department of Revenue. The Direct Marketing Association sued Colorado in federal court claiming that the notice and reporting requirements are unconstitutional under *Quill*.

The question the Court decided was whether this case could be heard in federal court (as opposed to state court). The Court held yes unanimously. This case is significant for local governments because the Court’s most influential Justice expressed skepticism about whether *Quill* should remain the law of the land.

Conclusion

While this article ends on a high note, overall, this Supreme Court term will require many, if not most, local governments to make some changes to keep in compliance with the law.

Capitol comments

Trust in Local Government

I was recently re-reading the results of a 2014 Gallup poll that found 72% of Americans had a “great deal” or “fair amount” of trust in their local government. This was the high mark for the different levels and branches of government, and has remained largely consistent over the last 40 years. State government received one of the two ratings of trust from 62% of respondents, and represents a recovery from a four-decade low of 51% in 2010. Respondents had a great deal or fair amount of trust in the federal government on international issues (43%) and domestic issues (40%) at much lower rates. When asked the same question about the three branches of government, the responses varied greatly across the judicial (61%), executive (43%), and legislative (28%) branches. Like state government, the executive and legislative branches of the federal government were not nearly as consistent as local government in the trust ratings. The executive branch saw spikes in 2003, 2009, and 2012, while the legislative branch has been declining since 2003. All of these poll results led me to think about why local government would score significantly higher than state government and federal government and why it was much more consistent. While local government in this particular survey is broader and it was a national survey, below are a few observations I’ve made about county government in Iowa that would lend themselves to the results.

First, I believe county elected and appointed officials are competent, caring, and engaged. They are making decisions for their own community and they know the issues better than almost anyone. They want to do what’s best for their county, because they are acting on behalf of their family, friends, and neighbors in a way much different than federal or even state level decision makers. In seeing the large number of county officials that attend conferences, webinars, and meetings held by ISAC, NACo, their affiliate, or other organizations, I can tell how much they care about learning how to better serve their constituents, and I’m sure those constituents can see it within their county as well.

Second, those friends, neighbors, and family members get to see and speak to county officials in a much different way. Constituents are going to trust their government more when they can see the elected and appointed officials in the communities,

By: Lucas Beenken

ISAC Public Policy Specialist



whether it’s at the grocery store, at the high school football game, or in their office that is always accessible to the public. It’s also a lot easier to call up your county supervisor than your Congressperson, as one example, and you would get to talk directly to them immediately. Knowing the person representing you (and perhaps having known them your whole life) provides a level of trust in the business being done on your behalf.

Third, county government in Iowa is far less political than state and especially federal government. While the higher levels of government continue to become more politicized and polarized, county government remains, for the most part, more about working together to serve constituents and finding solutions than about the next election. Of course five offices and the board of supervisors are chosen in partisan elections, many county officials (elected or appointed) are involved in their party’s central committee or help on various campaigns, and perhaps their work is guided by their political beliefs, but the point remains that the top priority is working on behalf of the citizens and in the best interest of the county.

Fourth, constituents can see their local government at work. Whether that’s receiving services directly like registering to vote, renewing their vehicle registration, or receiving a vaccine from a public health nurse. Or it could be seeing what their tax dollars are being spent on, like a re-surfaced road, a sheriff’s deputy patrolling late at night, or a county trail system. While you’re certainly well aware that not every citizen will appreciate every decision you make or every dollar you spend, the openness and honesty with which you do it lends itself to the trust of the overwhelming majority.

In closing I want to offer praise for the work that you do. While the poll discussed was national and not specific to counties in Iowa, I have no doubt your constituents trust you as much if not more than the results discussed. You should feel proud to have that level of confidence from those that you serve. Continue to show them your passion for your work, your smiling face and willingness to help them, your diligent care of their tax dollars, and your desire to make your county better through your service.

National Cyber Security Awareness Month

Every year the President of the United States designates the month of October as the National Cyber Security Awareness Month (NCSAM). The goal is to engage and educate both the public and private sectors on cyber security. Raising the awareness of cyber security is beneficial because it makes us as a nation more prepared for cyber attacks. As the past 12 months have demonstrated, these attacks are not only increasing, but increasing at an alarming rate.

So where do you start and what can you do? The Department of Homeland Security (DHS) has setup a website at <http://www.dhs.gov/national-cyber-security-awareness-month>. Take a few moments now and visit the site. DHS lays out by week the various activities and initiatives for the month.

The first week of October they will focus on Stop.Think.Connect. The Stop.Think.Connect website (<http://www.stopthinkconnect.org/>) has a wealth of information and resources available for download. It even has a partner program that will allow you to incorporate their materials into your website for general distribution to your county citizens. This link (<http://www.stopthinkconnect.org/resources/>) will take you directly to the Stop.Think.Connect. free material.

The banner at the top of the page will take you to the Stay Safe Online website where you can become a NCSAM Champion. Becoming a champion will open up additional access to cyber security tips and best practices. The link to the website is: <https://www.staysafeonline.org/ncsam/champions>.

Here is summary of the remaining weeks of their program:
Week 2 (October 5-9): Creating a Culture of Cybersecurity at Work: Highlights the common threats to which businesses and employees are exposed and provides resources to staying safer online and enhancing their existing security plans.

Week 3 (October 12-16): Connected Communities: Staying Protected While Always Connected: Emphasizes the importance of protecting ourselves when connecting to the Internet while on the go. Provides best practices for using mobile devices and social media, and encourages us to become better digital citizens in our communities.

Week 4 (October 19-23): Your Evolving Digital Life: Highlights the “smart world” in which we live and the importance of educating all citizens on cyber security as more and more of the devices we use – from phones and tablets to homes and

By: *Robin Harlow*
ISAC Innovation and
Research Manager



medical devices – become connected to the Internet. Provides a current snapshot of technology and where we envision technology taking us in the future.

Week 5 (October 26-30): Building the Next Generation of Cyber Professionals: Looks to the future of the cyber security workforce, focusing on cyber security education and awareness in schools at all levels, and emphasizing the need for properly trained cyber security professionals.

Cyber-Tip Links for Cyber Month

There are several websites that will provide you with daily tips about cyber security of which you should take advantage. Here are a few:

Multi-State Information Sharing and Analysis Center’s “Today’s Daily Cyber Security Tips”: <https://msisac.cisecurity.org/daily-tips/>

SANS Security Awareness Tip of The Day: https://www.sans.org/tip_of_the_day.php

You can take the material (there is more than enough free material) from the Stop.Think.Connect. site (<http://www.stopthinkconnect.org/resources/>) and build your own tips of the day program.

Good cyber security practices are set in a foundation that includes assessing, educating, and remedying. Because the bad guys keep evolving, we need to keep evolving. Only through building the above cycle into our personal and work practices will we be able to maintain our defenses.

Cyber Risk Assessments

All counties, regardless of resources, should have a cyber risk assessment performed, and once performed, updated on an annual basis. From a HIPAA standpoint alone, if you are not performing or updating your assessments on an annual basis, you will not be compliant.

Whether you have internal IT resources or you hire an outside party, county management should request that this assessment take place to make sure that you are properly managing your risks. At the end of the day, it won’t be the outside party that

Continues on next page.

technology center

will be held accountable for a lapse in security, but county management.

Comprehensive cyber risk assessment tool should cover the following areas:

- Security Policy
- Security Organization
- Information Asset Classification
- Personnel Security
- Physical and Environmental Security
- Communications and Operations Management
- Access Control
- Systems Development and Maintenance
- Business Continuity Management
- Compliance
- Privacy

The self-guided tools should offer assistance or information that will assist you in completing the risk assessment.

I'm going to briefly describe three assessment tools that are free from government websites or available through your membership in other organizations:

ICAP eRISK Hub: For those counties that participate in the Iowa Communities Assurance Pool (ICAP), you have access to the eRISK Hub portal at <https://eriskhub.com/icap>. You must be an ICAP member and you will need to register on the portal. Once registered you'll get access to tools that will assist in preventing breaches (risk manager tools), managing breaches, cyber coverages (that are provided by ICAP), and a cyber news feed. The site provides at least four different assessment tools: Data Breach Response Preparedness Self-Assessment; Expanded eRisk Self-Assessment; Quick eRisk Assessment; and Security Scorecard.

While in the ICAP eRisk portal take a look around. The site is very comprehensive with too many cyber tools to mention in this article.

Cyber Security Assessment For Everyone (CySAFE): This tool can be obtained by registering at www.g2gmarket.com. This site is provided to distribute the tool free to the county governments. The tool works in three steps:

Step One: Perform the assessment. The assessment consists of 36 security controls across three key factors (cost, time, risk) on a rating scale of 0-5 and will take approximately 60 minutes to complete.

Step Two: Review your results. CySAFE will score each security control and then list the results from highest to lowest priority. This will help you prioritize which security project you need to work on next.

Step Three: Create a Plan. After the results have been reviewed and analyzed, your county will be able to create a plan of action to improve their IT security environment.

Security Risk Assessment Tool (SRA): The Office of the National Coordinator for Health Information Technology (ONC) in collaboration with the HHS Office for Civil Rights (OCR) and the HHS Office of the General Counsel (OGC), developed a downloadable Security Risk Assessment Tool (SRA Tool) to help guide you through the process. This tool is HIPAA-centered and can be downloaded at: <http://www.healthit.gov/providers-professionals/security-risk-assessment>.

When completing the SRA, the user has access to reports (charts, pdf, or excel), glossary of terms, navigator (jump to the various sections), and related information (Things to Consider, Threats and vulnerabilities, and examples of safeguards). The tool appears to be pretty straight forward and plain English. The intended audience for this tool is the staff member who may have other duties not related to IT.

The nice thing about this tool is that the assessment references the actual HIPAA code sections that are in turn connected directly to your Privacy and Security Policy Manual. For those that have HIPAA teams the program allows you to install the SRA on a server which can be accessed by the team members for updating.

A final word of caution: Most of the assessment tools will come with a disclaimer that the information they provide are informational in nature and does not guarantee compliance with federal, state or local laws. So in other words, you still must have a level of understanding, but you must still do the leg work once the assessment is complete. Risk assessment tools must be viewed as a means to an end, not an end in itself.

Lastly, all links in this article along with additional details and links are available on the ISAC website: <http://www.iowacounties.org/programs/costar/helpful-resources/>.

Welcome, Beth

By: *Beth Manley*

ISAC Compliance Officer



My name is Beth Manley, and I joined ISAC on August 4 as their new Compliance Officer. I graduated from Saint Louis University School of Law in December and also got a Concentration in Health Law. I am currently working on my final project for my MS in Health Outcomes Research and Evaluation Sciences degree. My project is measuring whether access to autism care has increased in Missouri since Missouri implemented a mandate that group insurers cover autism care in 2011. I graduated from Drake University in 2011 with a BS in Health Services Management and a BA in Law, Politics and Society. I was also a member of their track team. My main event was the 400 meter dash, but I also ran many other events during my time there. I am excited to be back in Des Moines, and I hope to get involved with the Drake Relays again!

Throughout law school, I worked for the Missouri Department of Insurance as a law clerk in their life and health department. The majority of work I did was evaluating health insurance policies for compliance with state law. After I graduated in December, I worked as a Compliance Analyst for

Centene Corporation, a Managed Care Organization. I enjoyed my time in St. Louis but I wanted to move closer to home and am very excited about my new position with ISAC in Des Moines. I am very passionate about health law and hope to be a helpful asset for ISAC's new HIPAA Program.

As for my personal life, I grew up in Council Bluffs, Iowa. I recently got married, and I am still getting used to my name change. Sometimes I still introduce myself with my maiden name, but I usually correct myself after I say it. I enjoy reading novels and watching Hallmark movies. I'm trying to get back into running so I can participate in the road race at Drake Relays.

I'm excited to be a member of the ISAC team. I look forward to working with everyone at ISAC and each of the counties. Please reach out to me if you have any questions or just want to say hi. You can reach me at 515.369.7005 or bmanley@iowcounties.org.

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ISAC brief

Welcome, Brynn

Hello everyone! My name is Brynn Krekel and I have recently joined the ISAC team as the receptionist/administrative assistant. I am beyond thrilled to be joining such a fun, hardworking and energetic team! Moving forward I am eager to start helping out in any way possible that will aid in the improvements for Iowa and all 99 of its counties. My main goal here at ISAC to make a difference, and I am very grateful to have been given the opportunity to do just that.

Although I was not born in Iowa, I have spent the last 16 years of my life proudly calling Burlington my hometown. My family is absolutely everything to me in this world and I would not be where I am today without their endless love and support. Growing up I was involved in numerous sports such as basketball, softball, soccer, track and cheerleading - Go Grayhounds! Whether it has been the friends that I have made, and still have, or the traveling, playing sports has given me many joys throughout the years. Staying in shape and being active is one of my favorite hobbies. Other hobbies that I enjoy include spending time with family and friends, trying new foods, seeing new movies, traveling, and playing with puppies.

I have recently moved to Des Moines from Iowa City where I attained a BA in Sports Studies and a minor in Communications Studies from the University of Iowa. Throughout my time at the University I participated in many different amazing opportuni-

By: *Brynn Krekel*

ISAC Receptionist/
Administrative Assistant



ties. In the summer of 2012 I was selected for an internship with the Chicago White Sox baseball organization where I was a supervisor of game operations. Every day I met new people and encountered new experiences which happen to be two things that I absolutely love having the chance to do. Last summer, May through August of 2014, I lived in Grand Rapids, Michigan, where I worked with a non-profit foundation as an event specialist called *Will Play For Food*. The foundation's purpose is to help feed children across America and I was incredibly fortunate to be a small part of seeing that vision through. It was truly a surreal experience and I believe that it has led me to where I am today here at ISAC where my yearning to help make a difference continues.

In the months to follow, I am most looking forward to ISAC's 2015 Fall School taking place in November. I am beyond excited to get involved with as many people as I can in order to help get the following year off and running on the best foot possible. Although there are many different aspects of the conference that I am very much looking forward to, I am most excited to potentially listen to any of the 2016 presidential candidates at the forum. If any of the candidates do attend and speak, it will be history in the making and I most certainly plan to be a part of it. For those of you attending, I very much am looking forward to meeting you all!

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ISAC's
Fall School
of Instruction

and ★ Presidential ★ Candidate ★ Forum

Cedar Rapids
November 18-20
2015

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County Risk Management Services, Inc. representing ICAP and IMWCA

Wednesday, November 18

8:00 am - 5:30 pm	ISAC Registration/Information Desk (Exhibit Hall AB)
8:00 am - 9:00 am	Exhibitor Morning Refreshments (Exhibit Hall AB)
9:00 am - 11:00 am	Affiliate Time
11:00 am - 12:00 pm	Exhibitor Lunch (Exhibit Hall AB)
12:00 pm - 2:00 pm	Affiliate Time
2:00 pm - 3:00 pm	Exhibitor Social (Exhibit Hall AB)
3:00 pm - 5:30 pm	ISAC General Session and Presidential Candidate Forum (Grand Ballroom A-C)
5:30 pm - 7:30 pm	Hospitality Rooms (DoubleTree by Hilton Hotel)
7:30 pm - 10:00 pm	ISAC Education Foundation Trivia Night (Exhibit Hall AB)

Exhibit Hall

Learn about new products and services and make valuable networking connections through the various events planned in the exhibit hall. Exhibitor contact information, location and more can be found in your conference app!

Wednesday, November 18

8:00 am - 9:00 am

Exhibitor Morning Refreshments

- Egg and ham/bacon biscuit sandwich with fruit

11:00 am - 12:00 pm

Exhibitor Box Lunch

- Backyard BBQ Buffet - pulled pork, grilled chicken, garden salad, potato wedges, baked beans, corn bread, and rice pudding

2:00 pm - 3:00 pm

Exhibitor Social

- Apple tarts, mini corn dog nuggets, and veggies with dip

Thursday, November 19

8:00 am - 9:00 am

Exhibitor Morning Refreshments

- Danishes, muffins, and fruit yogurt parfait with granola

11:00 am - 12:30 pm

Exhibitor Lunch Buffet and Vendor Drawing

- Brunch Buffet - egg strata, chicken cacciatore, creme brule French toast, mixed greens salad, fruit salad, and mini dessert and pastries

**Please email any special dietary needs to ksebern@iowacounties.org by 4:30 pm on Friday, October 30. After this date we can not guarantee meeting any special dietary needs.

Dance

The ever popular dance floor will be alive once again at the Fall School on Thursday night. Enjoy a night full of fun and music while overlooking Cedar Rapids from the Parlor Ballroom on the top floor of the DoubleTree! Beverages and light snacks will be served during this social event.

Family/Alumni Ticket

For only \$40 a spouse, family member, or ISAC Alumni member can join conference attendees in the refreshments being offered during the conference. Meal tickets can be purchased online with registrations prior to the October 30 registration deadline or at the ISAC registration and information desk during the conference.

ISAC Education Foundation Trivia Night

brought to you by Election Systems & Software
Wednesday, November 18 - 7:30 pm - 10:30 pm

This will be an excellent opportunity to not only support ISAC scholarships, but also to have a great time competing with and against your fellow county officials and exhibitors. Tables are available for purchase with all proceeds going to the ISAC Education Foundation that supports scholarships given to the children of Iowa county officials and employees. Registration includes refreshments and the opportunity to win door prizes and an \$800 cash prize. Contact ISAC to register!



Thanks Trivia Sponsors!

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ISAC

General Session and Presidential Candidate Forum

Wednesday, November 18
3:00 pm - 5:30 pm
Grand Ballroom A-C

Thursday, November 19
9:00 am - 11:00 am
Grand Ballroom A-C

ISAC General Session

This is the bi-annual business meeting of the full membership. Thank you for your attendance and participation!

Legislative Priorities

The 2016 ISAC Legislative Priorities will be discussed and approved during this session. The priorities are available at the ISAC registration/information desk, on the conference app, and on the ISAC website.

Golden Eagle

An individual will be named the 2015 ISAC Golden Eagle and honored during the session. Golden Eagles are honored based on their service to ISAC, NACo and county government.

Excellence in Action Awards

The 2015 ISAC Excellence in Action awards will be given to deserving county employees and officials across the state for innovative county government programs, and projects.

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Presidential Candidate Forum

All presidential candidates have been invited to speak during the forum being held in partnership with NACo and the Counties Connect America initiative. Candidates will be given the opportunity to share their plan for working with county governments to lead our nation.

Make sure to invite all candidates to attend. Candidate confirmations will be emailed to the membership as they are received.

Counties Connect America is a non-partisan initiative aimed at promoting the importance of county government.

Thursday, November 19

8:00 am - 5:00 pm	ISAC Registration and Information Desk (Exhibit Hall AB)
8:00 am - 9:00 am	Exhibitor Morning Refreshments (Exhibit Hall AB)
9:00 am - 11:00 am	ISAC General Session and Presidential Candidate Forum (Grand Ballroom A-C)
11:00 am - 12:30 pm	Exhibitor Lunch Buffet/Vendor Drawing (Exhibit Hall AB)
12:30 pm	Exhibitor Tear Down
12:30 pm - 5:00 pm	Affiliate Time (Meeting room level)
6:30 pm - 8:30 pm	Hospitality Rooms (Double Tree by Hilton Hotel)
8:30 pm - 11:00 pm	ISAC Dance (Parlor Ballroom)

Friday, November 20

7:30 am - 12:00 pm	ISAC Registration and Information Desk (Exhibit Hall Foyer)
7:30 am - 8:00 am	Morning Refreshments (Exhibit Hall Foyer)
8:00 am - 12:00 pm	Affiliate Time (Meeting room level)

Parking

Self-Parking: Guests may self-park in either the Convention Center Parking Garage on 1st Avenue, across from the hotel or in the Five Seasons Parkade Garage, located next to the hotel at the corner of 1st Avenue and 5th Street. Both Garages attach to the Doubletree by Hilton Hotel Cedar Rapids Convention Complex by skywalk on the third level of the garages. The skywalk enters the hotel on the second floor, near the U.S. Cellular Arena. Guests should take the elevator at the end of the Skywalks to the lobby of the hotel and proceed into their event.

Self-Parking Charges: \$.75 per hour (first hour free) with a daily maximum of \$12. Guests pull a parking ticket when they arrive at the garage. Upon departure, guests insert this ticket back into the auto-attendant parking machine and the charge is calculated. Guests may pay the parking charge with cash or credit card.

Valet Parking: Guests may valet park their cars from the front drive of the hotel on 1st Avenue. When assisting guests with their parking, our valet team will also direct them to their destination inside the hotel/convention center.

Valet Parking Charges: \$15 for events, \$22 for overnight.

Conference App

Download the ISAC Fall School App beginning Monday, November 9 and attend an educational webinar on Tuesday, November 10.

Search for 2015 ISAC Fall School on your Apple, Android or other mobile devices.

Seek out ISAC staff during the conference for assistance.

Social media-style platform - create a profile, friend colleagues, post to the news feed, share conference photos

Build your own agenda - including general conference and affiliate programming

Exhibitor information - contact information, booth location, interactive game with prizes

Speaker information - including presidential candidates

Refreshment and meal details, session feedback and surveys, daily conference updates and much more!



Shuttle Service

Wednesday, November 18

7:30 am - 9:00 am
5:00 pm - 10:30 pm

Thursday, November 19

7:30 am - 9:00 am
4:30 pm - 11:30 pm

To ease the hassle and expense of parking on-site, shuttle services will be provided in a loop between the Cedar Rapids Marriott, the Hapton Inn & Suites Cedar Rapids North, and the convention center during the times listed above.

More information and registration at
www.iowacounties.org.

counties in the spotlight

County Courthouse Blueprints

By: Kyle Kuphal

Community News Reporter, Pipestone County Star

This story was first published in the Pipestone County Star.

County officials in Winneshiek County, Iowa were reviewing blueprints for their courthouse recently as part of a renovation project when they discovered a roll of blueprints that didn't belong. A closer look revealed the name 'Pipestone' and 'Pass & Schippel' on the designs.

So Dean Thompson, a Winneshiek County supervisor, looked up the Pipestone County Courthouse online, saw that it matched the blueprints, and contacted Sharon Hanson, Pipestone County administrator, to see if the county was interested in the designs.

The county was interested and the blueprints arrived this month back in Pipestone County - perhaps for the first time in over 100 years.

Architect George Pass of Pass & Schippel out of Mankato created the original blueprints for the Pipestone County Courthouse in 1899. Construction of the courthouse was completed in 1902 and what happened to the blueprints had been unknown.

Hanson said that as far as anyone at the courthouse knows, the county has never had an original set of blueprints. A new set was created during the 1996 renovation work, but those blueprints are far less detailed as they do not include information about the footings and other details not observable by the architects at that time.

Hanson said the county will likely make digital copies of the blueprints and give a set to the Pipestone County Historical Society. In addition to the historical value of the blueprints, Hanson said they will be useful for contractors making updates or repairs to the courthouse.

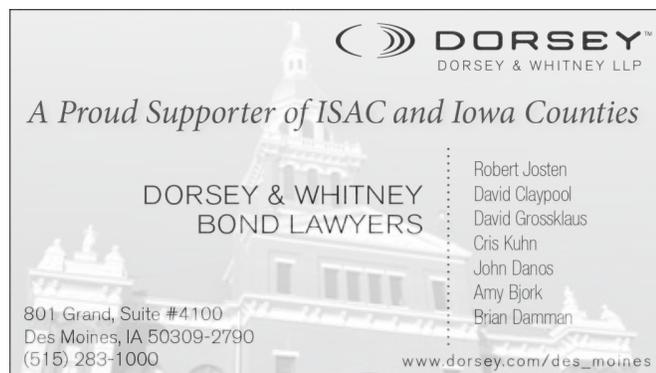
The county might also frame a copy of the drawing of the north face of the courthouse and display it somewhere in the building for public viewing.

As far as an explanation of how the blueprints of the Pipestone County Courthouse ended up in Iowa, "That's a mystery," Thompson said.

The Winneshiek County Courthouse had a different architect and contractor than the Pipestone County Courthouse. Hanson and Thompson speculated that the architects might have shared or borrowed design elements and that perhaps that is how the blueprints ended up in Iowa. But while the two buildings are essentially square, stone structures topped with domes, the similarities are not sufficient to say one looks like the other.

Whatever the case, the plans are back where they belong.

"I think it was great that this county supervisor took the initiative to contact Pipestone County and knew the value of these plans," Hanson said. "We're grateful to have them."



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Come on in, the water's fine!

By: Dave Kubik

Dubuque County Assessor

Starting a Facebook page for your office, is a lot like going to the city pool for the first time. When you go to the pool, are you someone who can't swim and never even gets wet? Are you one of the fearless ones, who sprints from the changing room to the pool and dives in without any fear of what it will feel like? Maybe you're someone who tests the water to see if it's warm enough, before making a slow entrance into the pool.

The decision to enter the world of social media is very similar. There are very few fearless people left as they have already jumped in, and the remainder either won't enter the pool at all, or will test the water before getting in. Our experience has been similar to when you first dive into the water... for the first five seconds the water seems freezing, but the longer you're in it, the more comfortable it becomes.

Social media. It is talked about everywhere. How important it is, how much businesses can benefit from it, how tablets, smartphones and other mobile devices are used as the primary way to connect to it.

OK, we can all agree that it's good for business, but what about for government entities? Does government have anything to "sell" like businesses do? What good would come from opening up a social media presence on the web? For most of us, our fear is that the water will be cold or we can't swim, and we'll get only negative feedback or responses. This is a valid concern. The question for each of us is: Do you step into the challenge (and possible opportunities) that social media presents, or would it be better to keep things "the same way we've always done them." Having ventured into this arena for the past three years, I can say without reservation, that there have been more positives than negatives after starting my Facebook account at www.facebook.com/DubuqueCountyAssessor.

Initially my motivation was my children. Every parent wants to know what's going on in their kid's lives. It doesn't matter if they are three or 30, we want to know. It didn't take me too long to figure out the best way to keep updated on their lives was to get a Facebook account and "friend" them. That's when I started to realize the possibilities that might exist with Facebook and how it might be used by our office. With no IT background, I was hesitant to charge into this endeavor, so I approached our state association of assessors and encouraged them to create a page. (There's safety in numbers right?) The operational differences between 107 assessor's offices concerned them and that idea was left on the table. During a

regional assessor conference, I was discussing this in a small group, when someone suggested, "Why don't you just create a page for your own office?"

But what if the water's cold? What if I can't swim? It's a natural reaction, why would anyone jump into the pool (create a Facebook page) if you aren't trying to sell something? There would have to be a good reason to do that. For me the reason was simple, to inform the public about an upcoming commercial and industrial reappraisal project. I have been involved in the assessment valuation process for over 30 years and the most common statement/complaint is: "How was I supposed to know about that?" Knowing the dialog that would lie ahead at the conclusion of the re-appraisal, I decided now was the time to take a leap of faith and dive into social media.

From that point forward we nudged people towards Facebook for updates on the re-appraisal and on general office functions. Did you know that even non-Facebook subscribers can view Facebook pages if they have access to the internet? Initially Facebook was used to inform the property owner about the data collectors in the field, and their location in the county. In an effort to humanize the people in the field, we emphasized their professional experience, hobbies and where they called "home."

As each stage of the reappraisal progressed (i.e. mailing the requests for income/expense information, mailing of assessment notices and informal protests appointments) we not only explained what lied ahead, we also took time to "sell" the reason it was necessary. Too often we assume property owners know the appraisal functions of our office and the reasons why we ask for information. We took advantage of the Facebook page to share positive public relations information in the way we wanted it conveyed.

I'd like to say that initial step into Facebook was a huge success, but it wasn't, because the "views" were much smaller than I had anticipated. But it wasn't a failure either, and it did provide a great answer when asked "How was I supposed to know about that."

While the primary reason for the page was being achieved, I still needed more content between the reappraisal posts. I'm sure many of you are like me, in the morning when you arrive at work you feel fresh and alert, but by the end of the day, you're exhausted and the pile of paperwork doesn't seem to diminish. The need for the "filler" articles caused me to pause

more, to reflect more on what was going on within the office. This slowing down and reflection on what was accomplished or what our future targets were, provided the perfect fit to fill those voids. We didn't just limit the posts to our office, we told about awards and successful programs or changes in other offices. We shared about our budget and the public hearings, we told about procedures to protest/appeal an assessment and we took time to congratulate others when appropriate. We even informed the public about county property that would be auctioned off.

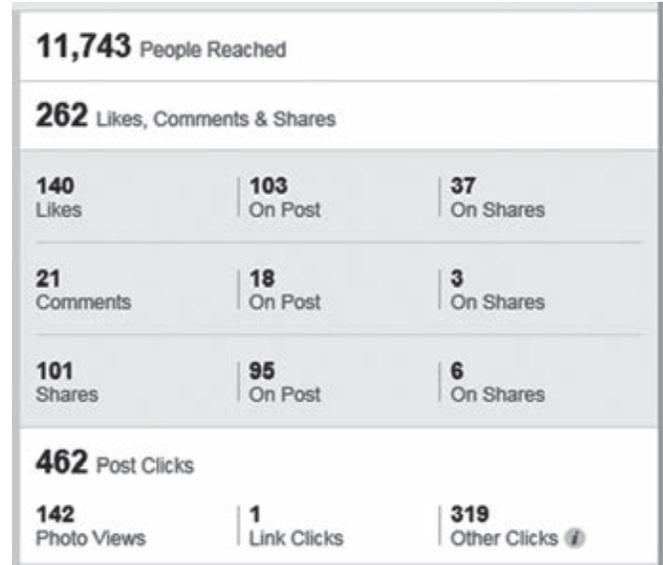
While the initial reason was to inform the public about the reappraisal, the secondary reason was to educate the public. From my perspective, there is a good deal of information to inform the public about, because as a whole, there are a lot of unknowns about property taxes and the assessment process. The timing cycle of the property tax system, a multitude of exemptions and the varied requirements to qualify are large blocks of subject matter. Dispelling long-standing myths is another popular subject. Dialog with the public uncovers other material that can be discussed.

By far and away, the largest generator of subject material is the Statehouse in Des Moines and the Department of Revenue. Both have introduced unprecedented amounts of change into the property tax/assessment process. SF 295, HF 616, and various other smaller bills have changed the landscape of property taxes for some classifications and parcels. One of the clear benefits of Facebook is the ability to describe one part of a large piece of legislation in great detail, leaving the other components to be covered in future posts.

What about negative comments? Yup, there will probably be some. But negative comments are not all necessarily bad. Sometimes negative comments allow people to vent about a bad experience with our office (or the county or the state or the federal government). Secondarily, negative comments sometimes give us a different perspective that we might not have seen previously. One of the good things about Facebook is that it is not anonymous. Those that do comment, have to stand up and own those comments. That appears to minimize the number and intensity of the negative feedback we've received. (We're government employees, and thicker skin is almost a job requirement isn't it?)

Back to some positive information... Did you know that you can "Boost" a post on Facebook? We "tested the water" on this feature when the Business Property Tax Credit (BPTC) was created and have used it a handful of times since then. The last time, we spent \$50 to boost a post on the expanded Disabled Veteran Homestead Credit. The boost was targeted for residents in my county only. The initial \$50 boost and subsequent "shares" by other people caused this post to reach over 11,700 Facebook users. Fifty dollars doesn't go too far in today's world, but in

every instance we boosted a post, we were able to track tangible results directly back to a Facebook post. I think it's some of the best money we've spent.



The last question I have for you is: What have you done recently to **proactively** convey a positive image about your office to the public? I believe that far too often, we arrive at work, do our jobs well, and trust that the public knows what we're doing for them, and appreciate that work. Sure, we all have a website where the data we collect can be seen, but most don't realize the work it takes to collect and maintain that information. In reality, the public probably sees our office and the county as a money hungry entity that just uses up tax dollars. The media tends to feed those thoughts as they only show up when there is controversy or conflict.

The time to be proactive in your public relations campaign is before there are any problems. The time to share how your tax dollars are being spent is now. The time is now to showcase the functions of your office as they happen. The time is now to open your office to the public and show what vital functions you perform. Now is the time to create a positive perspective for your office.

C'mon and jump in... It's only cold for a little while..

miscellaneous

Thank you, Chili's!

We would like to thank Chili's for their generous support of the ISAC Education Foundation that funds ISAC Scholarships. They have already donated the over \$700 that they earned during the event, and they aren't done. As part of the Chili's Give Back Program you can use this voucher and have 15% of your pre-tax purchase benefit the ISAC Education Foundation. This is a great way to thank Chili's for their support and to benefit the children of county employees at the same time. Please visit the Clive Chili's and present this voucher during your next trip to Des Moines.

We thank Chili's for their generous support! Please do the same.



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Lincoln the Lawyer #7: Interesting Stories Part 1

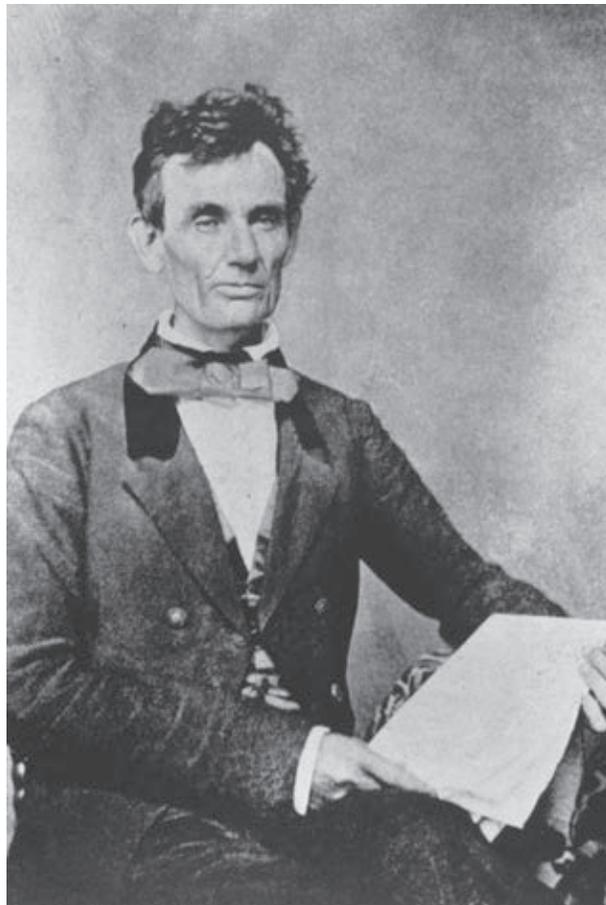
By: Grant Veeder

Black Hawk County Auditor,
ISAC Historian



Many stories related to Lincoln's law career still make the rounds. Like much Lincoln lore, they should be regarded with healthy skepticism. That isn't to say that they're mostly false: Some are well attested, some are probably only mildly embellished, and many contain verifiable facts but betray the mind's susceptibility to suggestion. I'll try to stick mostly to tales that have at least the ring of truth.

Lincoln may have first contemplated becoming a lawyer when he was 18 years old and facing fine or imprisonment on a criminal charge. At that time he resided with his family in Indiana on a farm less than 20 miles from the Ohio River. The river bustled with commerce, and after working several months for farmer and ferryboat operator James Taylor, Lincoln decided to build his own boat to hire out for cargoes. Lacking the financing to capitalize his venture, he soon found himself reduced to carrying passengers to midstream, where steamboats would wait for travelers who hailed them from shore. One day someone beckoned to Abe from the Kentucky side, and he rowed over to find out why. Upon setting foot on the bank, he was rudely accosted by the Dill brothers, who operated a nearby ferryboat. The story goes that they threatened Lincoln with physical violence for infringing on their rights until they started to



wonder if two of them were enough to subdue this uncommonly strong young man. They decided instead to set the law on him. Lincoln agreed to accompany them to the home of Justice of the Peace Samuel Pate (whose house still stands in Hancock County, Kentucky), where to his dismay he learned that there was indeed a law against hiring out to take passengers across the river if a public ferry was available, and the penalty on conviction was "five pounds current money" for each offense. If you couldn't pay you went to prison. I'm not sure what

five pounds current money meant at the time, but a British pound was probably worth more than five 1827 dollars, and Lincoln in his earlier job had been getting six dollars a month plus board. But when Squire Pate read from the statute that it was an offense to "set any person over any river or creek" for pay, he opined that "over" meant "across," and since Lincoln only took passengers to riverboats in midstream, no violation had occurred. *Commonwealth of Kentucky v. Abraham Lincoln* was dismissed.

The relieved teenager lingered to chat with Pate, who strongly advised him to familiarize himself with the law to avoid future embarrassment, and invited him to attend the "law days" at his house. Lincoln did both. In addition to several visits to Squire Pate's court, he thoroughly read "The Revised Laws of Indiana," which included the Declaration of Independence, the Constitution and other official papers. It was probably the first time that he read the seminal documents of American democracy upon which he set so much store later in life.

Lincoln worked hard so that he couldn't be legally ambushed like that again, and he probably wasn't equally mortified by a case until many years later, when he was a prominent and respected lawyer. At least in Illinois. Illinois was in 1855 home to

two major grain reaper manufacturers, Cyrus H. McCormick of Chicago and John Henry Manny of Rockford. When the former sued the latter in *McCormick v. Manny & Co.* for patent infringement, both sides retained nationally prominent lawyers. Since the trial was set for hearing in Chicago, the defense team leader, renowned patent attorney George Harding of Philadelphia, thought it prudent to include an attorney pleasing

Continues on next page.

Lincoln letters

Continued from previous page.

in the sight of the Illinois judge. In Lincoln he found a popular Illinois attorney who didn't insist on exorbitant fees. Harding sent him a \$500 advance on a \$2,500 fee and promised that Lincoln would give the closing argument.

Lincoln was greatly excited and set to work with his typical assiduousness. Then came word that the trial had been moved to Cincinnati, which diminished Lincoln's usefulness in the eyes of the defense team to absolute nil. But Harding didn't tell Lincoln that, and Lincoln's letters asking for depositions and other information went unanswered. Finding his documents elsewhere, Lincoln went to Cincinnati for the September 1855 case, and ran into Harding coming out of his hotel with Edwin Stanton, a rising and humorless attorney who had essentially been retained to take Lincoln's place. Lincoln's hayseed appearance had its usual effect, which he burnished with his suggestion that they should "go up in a gang" to the courthouse. Ignoring him, Stanton whispered to Harding, "Why did you bring that damned long armed ape here?"

Things went downhill from there. During the week the trial lasted, the other lawyers repeatedly snubbed and insulted Lincoln. He wasn't allowed to sit with them before the rail in court and watched the whole proceedings from the audience. He learned a great deal by observing the polished Eastern attorneys, and when the trial was over he told Ralph Waldo Emerson, a business partner of Manny's, that he was going home "to study law." "I am enough for any man we have out

in that country," he told Emerson, "but these college-trained men are coming West...and when they appear I will be ready." But his humiliation was deeply felt. Back in Springfield he told his partner Billy Herndon that he had been "roughly handled by that man Stanton." When Harding had a \$2,000 check sent to Lincoln for his scorned work in the successful case, Lincoln sent it back. When he received it a second time, he relented, and as usual, split the fee 50-50 with Herndon.

And Edwin Stanton? Yes, he's the same Edwin Stanton that Lincoln tapped as secretary of war six years later when his initial appointment, Simon Cameron, proved too incompetent and corrupt. While not Lincoln's first choice to replace Cameron, Stanton came highly recommended by cabinet secretaries Seward and Chase, who admired his high-principled efficiency. To Stanton's amazement, Lincoln ignored his offensive behavior and took the advice of the secretaries. Lincoln's ability to turn the blind eye to a gross personal affront in the cause of the greater good was never better displayed. Stanton continued to be brusque and hardhearted, and Lincoln continued to be folksy and sympathetic, but during the Civil War the two finally worked together as a team. They forged a famously close kinship that continued for over three years, until Stanton stood weeping over the lifeless body of his commander-in-chief and friend.

Maybe next time we can find some stories that reflect well on Lincoln's law career.



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October 2015

- 1-2 Community Services Statewide Meeting
(Polk County River Place, Des Moines)
- 13 CM&MHDS Administrators Meeting
(Polk County River Place, Des Moines)
- 15-16 ISAC Board of Directors Meeting
(ISAC Office)

November 2015

- 5 CM&MHDS Advanced Case Management
(Stoney Creek, Johnston)
- 18-20 ISAC Fall School of Instruction
(Cedar Rapids Convention Complex)

December 2015

- 7-9 ISSDA Winter School
(Embassy Suites Des Moines Downtown)
- 8-10 ICEA Annual Conference
(Ames)
- 16 ISAC Board of Directors Meeting
(ISAC Office)

January 2016

- 20-21 ISAC University
(West Des Moines Marriott)

February 2016

- 11 Supervisors Statewide Meeting
(Embassy Suites Des Moines Downtown)
- 20-24 NACo Legislative Conference
(Washington, D.C.)

March 2016

- 9 County Day at the Capitol
(Iowa State Capitol, Des Moines)

- 10-11 ISAC Spring School of Instruction
(Des Moines Marriott Downtown)

April 2016

- 14 ISAC HIPAA Program Training
(Courtyard by Marriott - Ankeny)
- 28 Smart Connection Conference
(Airport Holiday Inn, Des Moines)

June 2016

- 15-14 ICIT Midyear Conference
(West Des Moines Marriott)

July 2016

- 13-15 ISACA Summer School Conference
(West Des Moines Sheraton)
- 22-25 NACo Annual Conference
(Long Beach, CA)

November 2016

- 30-2 ISAC Fall School of Instruction
(Veteran's Memorial Community Choice Credit
Union Convention Center, Des Moines)

December 2016

- 6-8 ICEA Annual Conference
(Scheman Building, Ames)

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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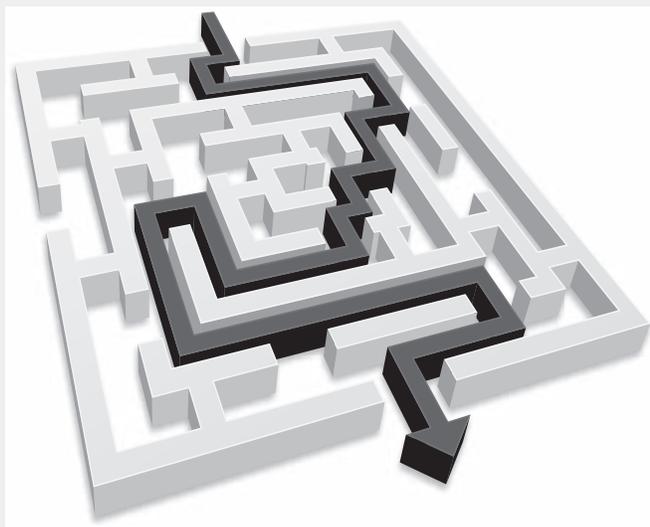
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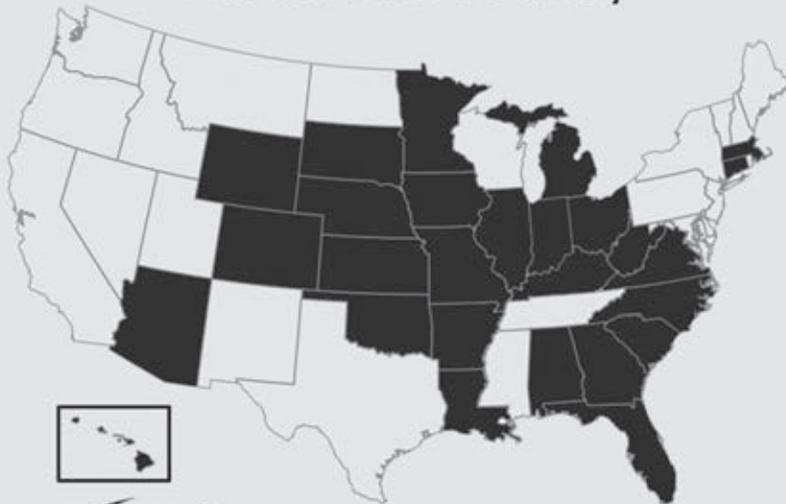
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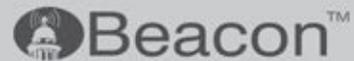
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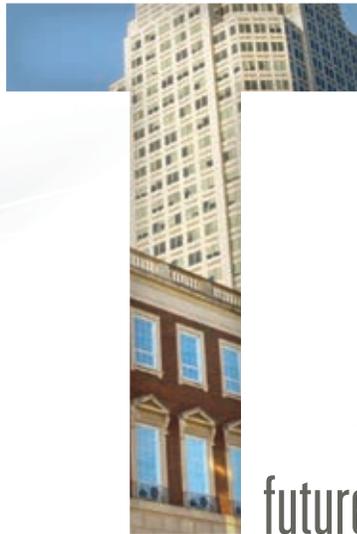


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