

The Iowa County

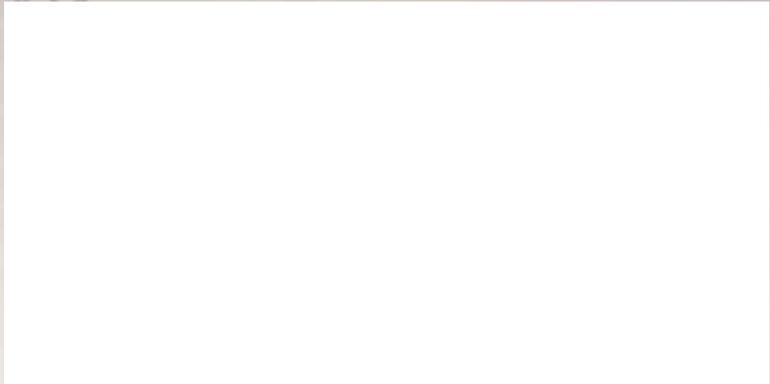
promoting effective and responsible county government

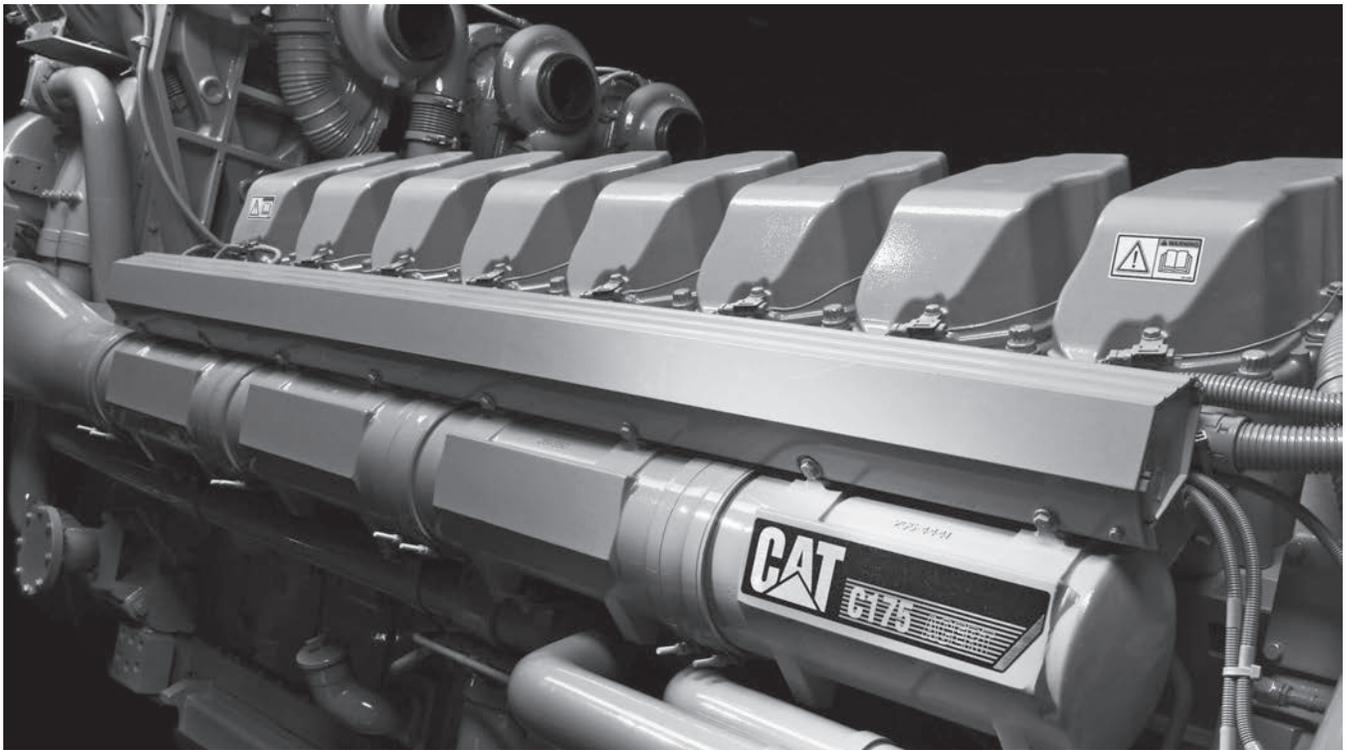


the principle, authoritative source of representation, information and services for and about county government in Iowa

July 2016

ISAC Member Benefits





Permanent or portable generators

POWER WHEN AND WHERE YOU NEED IT.

Disasters happen. Ice storms, tornadoes, floods, and more can knock out the infrastructure that your citizens depend on.

You can be prepared for unexpected power outages with a backup Caterpillar® generator set. Ziegler Power Systems sells and rents portable and permanent backup emergency power solutions to protect your critical facilities and components.

- Police Stations
- Fire Stations
- Government Offices
- 911 Call Centers
- Waste Water Treatment Plants
- Lift Stations

Whether you are planning for contingencies or looking for immediate emergency assistance, Ziegler is ready to lend a hand with the equipment and expertise you need.

Altoona, IA
1500 Ziegler Drive NW
800.342.7002



www.zieglercat.com

The Iowa County

July 2016 * Volume 45, Number 7

The Iowa County: The official magazine of the Iowa State Association of Counties
5500 Westown Parkway, Suite 190
West Des Moines, IA 50266
515.244.7181 FAX 515.244.6397
www.iowacounties.org
Rachel Bennett, EDITOR

Features

ISAC Member Benefits

Welcome <i>William R. Peterson</i>	4
Legislative <i>Jamie Cashman and Lucas Beenken</i>	5
Legal <i>Kristi Harshbarger and Beth Manley</i>	6-7
Meetings/Education <i>Kelsey Sebern</i>	8
Communications <i>Rachel Bennett</i>	9
Information Technology <i>Various Staff</i>	12-14
Online Tools <i>Various Staff</i>	12-14
ISAC Programs <i>Various Staff</i>	15-17
Corporate Opportunities <i>Rachel Bennett</i>	18-19
NACo	20-21
Employment	11
Calendar of Events	24



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

ISAC OFFICERS

PRESIDENT

Joan McCalmant - Linn County Recorder

1ST VICE PRESIDENT

Peggy Rice - Humboldt County Auditor

2ND VICE PRESIDENT

Lonny Pulkrabek - Johnson County Sheriff

3RD VICE PRESIDENT

Eric Stierman - Dubuque County Treasurer

ISAC DIRECTORS

Deb McWhirter - Butler County Assessor

Shane Walter - Sioux County Community Services

Matt Cosgrove - Webster Conservation Director

AJ Mumm - Polk County Emergency Management

Danny Waid - Hamilton County Engineer

Joe Neary - Palo Alto County Environmental Health

Joel Rohne - Worth County IT

Kathy Babcock - Chickasaw County Public Health

Wayne Clinton - Story County Supervisor

Burlin Matthews - Clay County Supervisor

Cara Marker-Morgan - Fremont County Supervisor

Elizabeth Ledvina - Tama County Veterans Affairs

Tim Huey - Scott County Zoning

Melvyn Houser - Pottawattamie County Supervisor

(Past President and NACo Board Representative)

Darin Raymond - Plymouth County Attorney (Past President)

Grant Veeder - Black Hawk County Auditor (NACo Board)

ISAC STAFF

William R. Peterson - Executive Director

Lucas Beenken - Public Policy Specialist

Rachel Bennett - Communications and Marketing Manager

Jamie Cashman - Government Relations Manager

Kristin Comstock - Financial Administrative Assistant

Katie Cook - Administrative Assistant/Receptionist

Jonathan Covalt - Network Administrator

Deb Eckerman Slack - CM&MHDS Manager

Kristi Harshbarger - General Counsel

Robin Harlow - Innovation and Research Manager

Brad Holtan - Finance and Administration Manager

Andrea Jansen - Program Support Coordinator

Beth Manley - Compliance Officer

Tammy Norman - Office Manager

Laz Schreck - Project Manager/Data Analyst

Chris Schwebach - Software Developer

Jeanine Scott - Information Technology Manager

Kelsey Sebern - Meeting/Event Administrator

Molly Steffen - CM&MHDS Specialist

Gina Wernimont - Administrative Analyst

Dylan Young - Senior Software Developer

** 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.

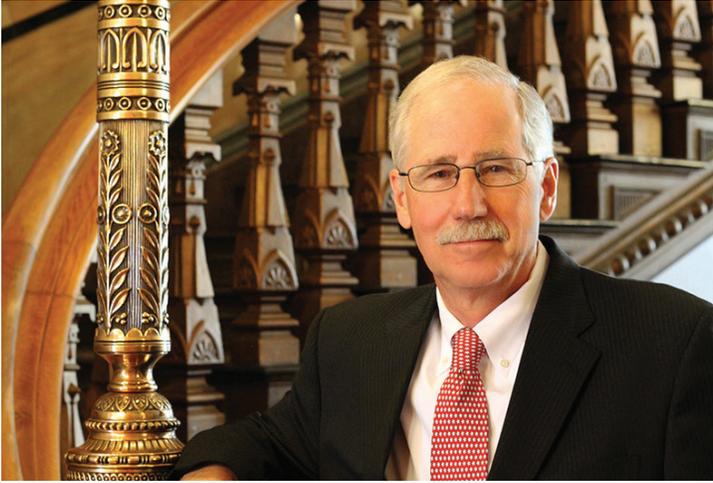
ISAC's Mission:

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.

ISAC Member Benefits



William R. Peterson

ISAC Executive Director

bpeterson@iowacounties.org

Bill is employed by the ISAC Board of Directors to represent ISAC and to manage all association operations designed to achieve ISAC's vision and mission. He is responsible for hiring and directing the association staff members who are instrumental in performing the many functions that allow the association to be successful and responsive to the member's needs. Bill focuses on issues related to association governance, management, taxation and finance, and home rule authority.

ISAC employee since: 1979

providing the resources necessary for the work to get done. It then falls on the association's staff to carry out and implement these decisions and to report the results to the governing body. Finally, because this is a circular process, responsibility for evaluation and review of the results also falls on the Board. Oh, and one last thing I should mention, ISAC board members are all volunteers! That's right, they volunteer on your behalf to make sure your association is the best it can be.

While it is important for the Board to know and understand the activities of the association, it is also important to keep the members informed as well. ISAC does publish an annual report each year after completion of our annual audit. This document is made widely available during our annual conference each fall. We also provide information in our monthly magazine and on our website. What we haven't done for several years though, is provide a behind the scenes look at all our programs and services – and the association staff who are working to provide them. This issue of the magazine is almost exclusively devoted to providing that information. It is my hope that you will take some time to review this issue and hopefully get a better understanding of what is available to you as a member of your association.

In conclusion, I want to thank you for being great members, and I also want to again share with you the set of core values that the association staff has adopted. These values guide us every day as we seek to carry out ISAC's vision and mission. Those values are as follows:

1. We will be member focused.
2. We will strive for personal and business excellence.
3. We will respect others.
4. We will work as a team.
5. We will be personally honest and ethical in all we do.

Pursuing your "Mutual Concerns"

You may recall from reading Grant Veeder's series of articles about the history of ISAC in 2014-2015, Iowa county officials have been organizing into groups since the 1890s. Those early organizations appear to have had two primary purposes – education and joint political action. This idea of creating "associations" to accomplish joint goals goes back centuries. Any group that comes together to discuss "mutual concerns" is an association. For ISAC, a pivotal point occurred in 1964, when several associations of Iowa county officials formally incorporated into the Iowa State Association of Counties. Today, ISAC has grown into an organization that includes sixteen affiliated associations – all with mutual concerns related to county government services and operations. Prioritizing those mutual concerns and determining which services to provide as an association falls to the Board of Directors.

Currently, the ISAC Board of Directors is made up of 20 individuals that were selected by their affiliated associations to participate in the organization's decision-making process. This representative group provides the knowledge base about the varied aspects of county government, and it is this knowledge that allows them to provide overall guidance to the organization's staff. The synergy of a knowledgeable governing board coupled with a professional staff is critical for an association to be effective. Because the Board has an understanding of what members need, they are in the best position to make decisions about what programs and services provide the best solution.

The Board also has the responsibility of identifying and

ISAC Member Benefits - Legislative



Jamie Cashman
Government Relations Manager
jcashman@iowacounties.org

Jamie directs ISAC's government relations program and lobbies on behalf of ISAC before the Iowa legislative and executive branches of government. He serves as the staff liaison to the auditors, community services, conservation directors, emergency management, environmental health, public health, and sheriffs affiliates.

ISAC employee since: 2013



Lucas Beenken
Public Policy Specialist
lbeenken@iowacounties.org

Lucas covers issues related to tax and finance, infrastructure, county administration, zoning, and veterans affairs. He serves as the staff liaison to the assessors, engineers, information technology, recorders, treasurers, veterans affairs, and zoning affiliates.

ISAC employee since: 2013

The ISAC Government Relations Team is your voice at the Capitol and throughout the year on the issues that matter most to Iowa counties. The team works from a set of legislative top priorities, objectives and policy statements that are developed by the ISAC Legislative Policy Committee and approved by the Board of Directors and the full membership. Each government relations team member also serves as a direct staff liaison to each of ISAC's 16 affiliates. In addition to advocacy on your behalf, ISAC employs a number of tools to keep our members informed and involved. Having a membership that is active in the legislative process is imperative to the success of the county agenda.

- Online tracking tool helps all county officials follow the legislature.
- Weekly email newsletter, the ISAC Update, provides breaking information throughout the session.
- Legislative comment form allows members to quickly voice opinions, questions and concerns.
- County Day at the Capitol brings all members together with a united message and exhibits the services that counties offer.
- Annual summary of legislation provides a breakdown of how each bill will affect you.
- District legislative meetings bring ISAC staff to you.
- Informational webinars offer more information in a convenient format.

ISAC Member Benefits - Legal



Kristi Harshbarger
General Counsel
kharsbarger@iowacounties.org

Kristi handles all in-house legal work including drafting and reviewing contracts for ISAC and serving as an educational resource for the membership.

ISAC employee since: 2011



Beth Manley
Compliance Officer
bmanley@iowacounties.org

Beth manages ISAC's HIPAA compliance, runs the ISAC HIPAA Program (page 17) and serves as a HIPAA and IT security compliance resource for the membership.

ISAC employee since: 2015

The ISAC Legal Team is always happy to help, but it is important to understand the difference between our role with a county and your county attorney's role with your county. On our website you can find ISAC's Legal Information Policy, which outlines our charge from ISAC's Board of Directors on these matters. We can all work together to help resolve legal questions efficiently.

- *Affiliate work.* Both organizational and statewide questions. An example of organizational affiliate work: I previously helped the IT affiliate file organizational documents with the Iowa Secretary of State to become an incorporated association. An example of a statewide question is providing advice to the treasurers on how to handle an entity purchasing properties in a tax sale when the entity was in a dispute with its bank and a receivership had been established.
- *"Where do I find it" questions.* For example, you might call and ask me what Iowa Code Section contains the oath for county officers. Or you might call and ask what recent Iowa Supreme Court case dealt with steel wheel ordinances. Or perhaps you may need help finding a specific Attorney General or an Iowa Ethics and Campaign Disclosure Board opinion.
- *Questions referred to us by your county attorney.* It's impossible for any attorney – me, your county attorney, or otherwise – to be well-versed in everything counties have to deal with, because you just do so much! Depending upon your county attorney's interests and work load, there may be certain types of questions that you ask them about, and they direct you to ISAC. In those circumstances, calling me can be an inexpensive way to have additional guidance. Our services are included in your county's dues to ISAC, unless it's something extremely time-consuming (for example, we update the supervisors' manual but charge the affiliate for that time). In the event there would be additional charges for my work, we'd tell you that ahead of time, and it's extremely rare this happens.
- *Updates and resources of general applicability.* All counties need to have HIPAA Policies in place. We have sample policies available on our website. All counties need to be aware of law changes that might impact them – we provide updates on those changes, such as the new Department of Labor rules on overtime that we have summarized for you on the next page.

ISAC Member Benefits - Legal

In addition, there is a process for ISAC to become directly involved in a lawsuit if your county is involved. The process begins by making a request through ISAC's litigation committee. The county is still represented by your county attorney (or outside counsel that has been retained by the county), but if the case is something in which many counties may be interested, there are various ways that ISAC can provide support – through monetary assistance with the county's legal costs, filing a friend of the court brief, etc. You can find ISAC's Litigation Policy on our website.

We enjoy talking to members and researching the law, so please contact us and let us know how we can assist you!

legal briefs

As was previously mentioned, ISAC's Legal Team can help you by keeping you apprised of changes in the law. A recent change we want you to know about is that in May 2016 the Department of Labor published final rules regarding updates to the regulation of employee overtime pay. The Department of Labor issued a Notice of Proposed Rulemaking in July of 2015. The National Association of Counties (NACo), ISAC and nearly 300,000 other organizations and individuals made comments on the proposed rules. The comments from ISAC and NACo focused largely on giving counties more time to budget and plan for changes that could increase the number of employees eligible for overtime pay. The final rule did make some changes from the proposal, but will still likely increase the number of employees eligible for overtime pay. The new rules will go into effect December 1, 2016.

What you need to know: If you have any employees that are salaried employees not currently receiving overtime pay that make between \$455 per week/\$26,600 per year (the previous salary minimum for exemption) and \$913 per week/\$47,476 per year (the new final rules' salary minimum for exemption), they will likely now qualify for overtime pay. You will need to make sure you track their time for overtime purposes and pay them accordingly after December 1, 2016.

Two other things to note: 1) the final rules did not make any changes to the "duty test" part of the rule. So even if you have a salaried employee that is making more than \$913 per week (\$47,476 per year), they still need to be performing duties that qualify them for exemption or else they need to receive overtime pay. See more information about the duty requirements for exemption here (although remember the salary thresholds listed at this link will be outdated as of December 1, 2016): https://www.dol.gov/whd/overtime/fs17a_overview.pdf; 2) the salary threshold minimums will be updated every three years (the first update will occur in January 2020) and will be based on the 40th percentile of wages of full-time salaried employees in the lowest wage Census region. New salary levels will be announced 150 days before effectiveness.

The full language of the final rule can be found here: <https://www.federalregister.gov/articles/2016/05/23/2016-11754/defining-and-delimiting-the-exemptions-for-executive-administrative-professional-outside-sales-and>.

You should work with your HR officer and your county attorney to make sure you are properly categorizing exempt and non-exempt employees under the new rules. If ISAC can do anything to assist, please contact us!

ISAC Member Benefits - Education

ISAC offers a variety of educational opportunities. We host two statewide conferences each year that offer a variety of general educational material for county officials and employees in all offices and departments. There is also time dedicated to each affiliate group. Networking with your colleagues from across the state and taking the time to meet with all the exhibitors and sponsors are also great perks.

ISAC also holds many smaller events. These include varying topics like HIPPA training, cyber security, and education for newly elected officials as they enter office. For the first time this year, ISAC offered six district leadership institutes that discussed effective leadership and responsibility for growing and nurturing employees. For more information on all of the trainings and events ISAC offers, please visit our website and click on the Meetings and Events tab.

Webinars are also offered throughout the year. These online, educational trainings allow members to attend at their own desks! Also, if you cannot make the date and time of the webinar work, ISAC records each webinar and places it on our website following the presentation. Future webinar dates and topics and all recordings are under the same Meeting and Events tab.

If you have any questions, please feel free to reach out to me.



Kelsey Sebern
Meeting/Event Administrator
ksebern@iowacounties.org

Kelsey coordinates all ISAC and CM&MHDS meetings. Some of these meetings include ISAC Fall and Spring Schools of Instruction, board meetings, affiliate meetings, ISAC University, New County Officers School, Smart Connections, the CM&MHDS Annual Conference and many more.

ISAC employee since: 2014

Dorsey & Whitney

We are a proud supporter of ISAC and Iowa Counties.

Dorsey's attorneys provide specialized legal services for county financing, economic development and public health.

- Robert Josten
- John Danos
- Cris Kuhn
- Amy Bjork
- Emily Hammond
- Brian Damman
- Dave Claypool



801 Grand, Suite #4100 | Des Moines, IA 50309-2790 | (515) 283-1000

dorsey.com

Put our *integrated county* software *to work* for you.

www.tylertech.com

CONTRACTORS. INNOVATORS. OVER ACHIEVERS.

THE Samuels Group

Waterloo 319.232.6443
Des Moines 515.288.0467

Construction Management
Owner's Representative
General Contracting

www.samuelsgroup.net

ISAC Member Benefits - Communications

ISAC communications utilizes a wide range of tools in order to keep the membership, legislators and the public informed about county government.

The ISAC website, www.iowacounties.org, is an enormous resource. Not only does it contain general information about ISAC and our conferences, but it also includes a number of tools and resources. Their benefits are explained below and on the following pages.

The Iowa County magazine (this monthly publication) is produced specifically for Iowa county officials. We strive to keep the magazine full of pertinent information that will be of benefit to all county officials and employees. The magazine is mailed to over 2,100 departments, offices, legislators, libraries, etc. and is also available online in a PDF version. Past issues, including a searchable index of those issues, can also be found on the website under the Member Resources tab.

Within the past couple of years we've expanded the tools we are using to communicate our and your message. Videos, social media and the conference apps have all been new and effective tools.

Several other publications are also useful resources including: the ISAC Annual Report, the ISAC Summary of Legislation, the ISAC Legislative Priorities, and various news releases. All of these are on the website as well.

And yes, we compose and I hit send on every one of those emails that come from rbennett@iowacounties.org. I am not spam, so please always reply to my emails with questions or suggestions on how we can continue to keep you informed and effective leaders in your communities.



Rachel Bennett
Communications and Marketing Manager
rbennett@iowacounties.org

Rachel is the editor of this magazine and all ISAC publications and communications. She maintains the website, conference apps, and social media sites. Rachel serves as graphic designer for the association. She also manages the Preferred Vendor Program (page 18) and is the contact for companies wanting to promote their services to county officials.

ISAC employee since: 2007



SPEER FINANCIAL, INC.
INDEPENDENT PUBLIC FINANCE CONSULTANTS SINCE 1954

Registered Independent Municipal Advisors



40+ Years
Experience
In Iowa
Public
Finance

Larry Burger, Vice President
lburger@speerfinancial.com

We're on Your Side!



9 Years
Experience
In Iowa
Public
Finance

Maggie Burger, Vice President
mburger@speerfinancial.com

Iowa Office:
531 Commercial Street, Suite 608, Waterloo, IA 50701
Website: speerfinancial.com Phone: (319) 291-2077

ISAC Member Benefits - IT

The Information Technology Team helps counties become more effective and efficient through technology solutions. This is currently done through a variety of avenues.

The Community Services Network (CSN) is a web-based system for which we operate, manage, and support all aspects. Currently, all 99 counties and 14 regions use CSN to manage services for those in need of community services. In addition, the system assists many county case management, general assistance, substance abuse, mental health advocate, and veterans assistance programs. There are approximately 400 users, 200,000 client records and 9,000 provider records, and these numbers are growing! We also maintain a portal for community services providers to report outcomes on clients and provide clearinghouse services to and from a variety of payers and providers across the state.

We provide support to various internal applications and websites that directly assist our members as well. The new conference and meeting registration tool is an example of a recently developed application. Consultation and web hosting are additional services we offer to our members, and we are always available to help provide insight on technology solutions. Please contact any of us with inquiries.



Jeanine Scott
Information Technology Manager
jscott@iowacounties.org

Jeanine manages ISAC information technology services including the Community Services Network (CSN). She is the staff liaison for the Iowa Counties Technology Services (ICTS) Advisory Committee.

ISAC employee since: 2013



Andrea Jansen
Program Support Coordinator
ajansen@iowacounties.org

ISAC employee since: 2011



Dylan Young
Senior Software Developer
dyoung@iowacounties.org

ISAC employee since: 2013

ISAC Member Benefits - IT



Gina Wernimont
Administrative Analyst
gwernimont@iowacounties.org

ISAC employee since: 2015



Laz Schreck
Project Manager/Data Analyst
lschreck@iowacounties.org

ISAC employee since: 2016



Chris Schwebach
Software Developer
cschwebach@iowacounties.org

ISAC employee since: 2016

Employment

County Engineer

Van Buren County is seeking qualified applicants for the position of County Engineer. Position requires registration as Professional Engineer in the state of Iowa. Salary negotiable based on qualifications/experience. Anticipated hire date is not later than August 1, 2016. Van Buren County is an EOE. A full job application is available from jfinney@vbcoia.org, accessing through www.vanburencoia.org/engineer, or at the Van Buren County Auditor's office, 406 Dodge Street, Keosauqua, Iowa. Applications and resumes must be submitted by July 15, 2016. For additional information: 319.293.3129 or jfinney@vbcoia.org.

ISAC Member Benefits - Online Tools

Research Tools

A resident of your county calls you up asking how your county's levy rates compare to the neighboring county's levy rate for the last five years. Or, they want to know what the percentage of county levies make up the total property tax bill and how this percentage has changed over a period of years? Where would you start?

Outside of making several phone calls, or manually pulling the information from several different state websites, there wasn't a way for a county official to dig deeper to into the mountain of numbers to answer a question or research each county's numbers.

The past several years ISAC has been building a financial repository of the county financial and budget reports. Today, the repository contains roughly five million records from FY 2008 to FY 2016. In the last year we have worked on ways to put this data to work in a couple of ways.

Late last summer, we shared elements of the data with Biswa Das an ISU Assistant Professor in the Community and Regional Planning. He has produced both the Customized Annual Fiscal Conditions Reports for all 99 Counties (<http://igfi.extension.iastate.edu/countyReports>) and the Fiscal Health Index (*The Iowa County magazine*, January 2016). Biswa's insights and research assist us in understanding what the data might be telling us.



Robin Harlow

Research and Innovation Manager
rharlow@iowacounties.org

Robin manages the association's data and research. He is the staff liaison for the County Strategic Technology Advisory Resource (CoSTAR). This board's mission is to be the technology resource for the counties of Iowa and their partners.

ISAC employee since: 1996

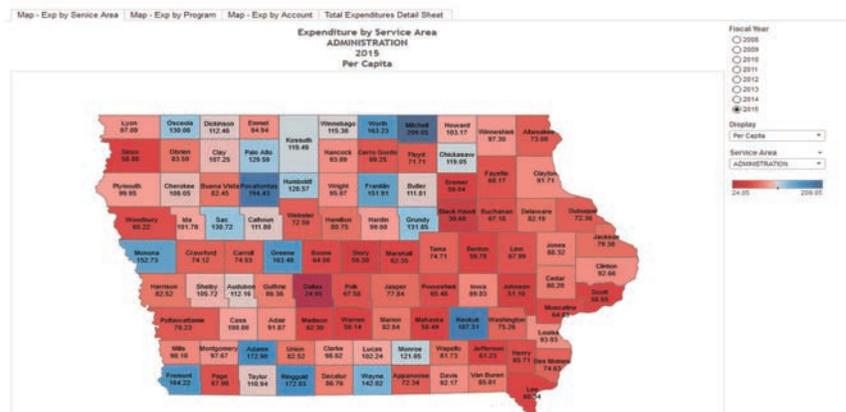
In May 2015, ISAC purchased a tool called Tableau (pronounced "Tab-blow"). Tableau allows us to connect to nearly any data source, whether it is our repository, data in Microsoft Excel or data in a remote server. With Tableau we can build off the existing summary reports (such as the CFO mentioned on page 13) to gain insight by taking our repository data and turn it into visually appealing, interactive visualizations called dashboards. The data is not only presented in a new way, but the tool also allows the user to select what they see and how they want to distribute the information. In early June 2016 ISAC launched a new page called Research Tools under the Member Resources tab on our website.

The page currently contains dashboards for:

- All Expenditures – Maps, You and Your Peers
- All Revenues – Maps, You and Your Peers
- Rates, Valuation and Levies
- Taxing Authorities
- Taxable Values

Each of these dashboard tools will allow you see:

- Statewide data
- County-specific data
- County-specific data compared with your peers



ISAC Member Benefits - Online Tools

The expenditures and revenue information has the ability to exhibit either raw numbers or per capita numbers. We use the most recent U.S. Census population numbers for the per capita figure. Additionally, the taxable values can also allow for the toggling between raw dollars and percent to total.

There are endless ways to adjust the look and feel of the data, chart or report. The dashboards allow the users to modify what they want to see. If you want to see only three years of data and not five, just click the year box and select the appropriate years. Once you get the look you like and are ready to print, click the download symbol  to produce a printable document. Tableau will handle all the formatting.

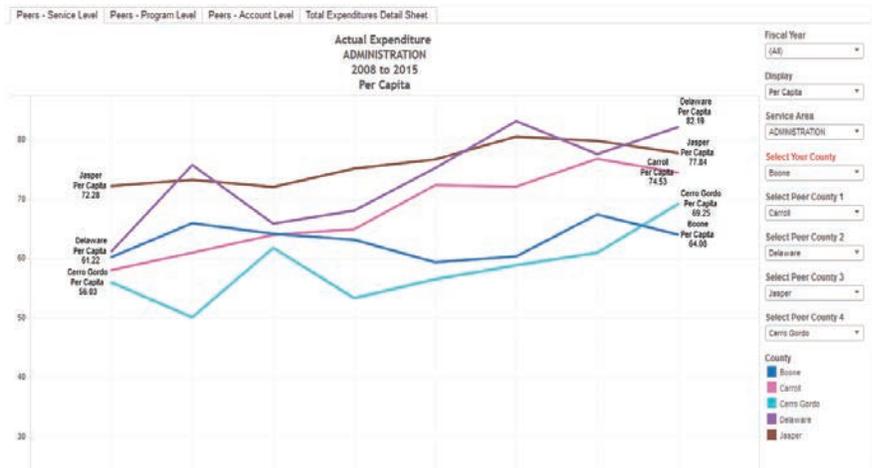
There might also be times that you are interested in throwing the data behind the dashboards into an excel workbook. We've built two methods to do this:

- Tableau's data extract tool – Clicking anywhere in the map or chart and then clicking the download symbol  will let you download all the data associated with the map or dashboard.
- Detail sheets – We've tried to build a 'detail' sheet that contains all the data associated with a particular dashboard. Again, click the download symbol .

Tableau's extracts are filtered by your selections within the dashboard, the detail sheets have very few, if any filters applied to the data and are generally much larger than the Tableau extracted data.

The website contains a user manual that will give you tips on modifying, printing, downloading, and sharing the information on the dashboards. Be sure check this out.

As we move forward we will be regularly updating the Research Tools site with new dashboards and data. We will need your feedback to drive these future dashboards and the deployment the new tools. Be sure to go to the Research Tools website and give the dashboards a test drive and send me any questions or comments.



ISAC Member Benefits - Online Tools

County Financial Overview

Each year the Government Relations and Research Teams work together to bring you the County Financial Overview (CFO). The CFO is a compilation of nearly 40 tables and charts that show fiscal and other related data both on a statewide and county-by-county basis. The wide array of data includes everything from valuation and levy rate information to sources of revenue and areas of expenditures. The CFO is a great tool to not only look at your own county, but to be able to compare yours to others of similar size or location.

Lucas Beenken

Public Policy Specialist

lbeenken@iowacounties.org

The various data contained in the CFO comes from many sources and is released at different times throughout the year. For this reason, the completion and release of the different tables and charts also varies. Currently, we have valuation and budget data from FY 2016, and actual revenues and expenditures from FY 2015. With the recent certification of FY 2017 county budgets, we will soon have the corresponding tables available. The CFO can be accessed under the Member Resources tab on the ISAC website or by typing in <http://www.iowacounties.org/member-resources/county-financial-overview/>.

ISAC Member Benefits - Online Tools



Tammy Norman

Office Manager

tnorman@iowacounties.org

Tammy is responsible for keeping the ISAC office running smoothly by maintaining the office equipment and ordering supplies. She is the affiliate website administrator and is responsible for maintaining the ISAC database.

ISAC employee since: 1996



Kristin Comstock

Financial Administrative Assistant

kcomstock@iowacounties.org

Kristin has a major role in ISAC's accounts payables and receivables as well as payroll. She coordinates the Salary Survey online tool and the ISAC Wellness Program (next page).

ISAC employee since: 2014

Affiliate Websites

ISAC provides an affiliate website program to our members. Affiliate websites are Intranet sites designed with a template that can easily be modified to serve each affiliate's communication and resource needs. The auditors, CM&MHDS, recorders, supervisors, and treasurers are actively utilizing the program. Veteran Affairs will soon have their own affiliate up and running as well. There are no fees to become part of the basic affiliate website program. Expenditures can occur if an affiliate-specific online tool or area is created per request.

The features included with the website are: online survey tool, communication tools, storage of resource documents, event calendar, and an online registration system that includes a CEU tracking feature. If you are interested in obtaining more information about this program, please contact me.

Salary Survey

Conducting a salary survey can be beneficial and useful in many ways: a comparison tool, an idea on what salaries/benefits to offer employees and new hires, a way to distinguish whether you are paying people fairly and appropriately are just a few. All 99 counties are asked to voluntarily fill out the ISAC Salary Survey at the beginning of each fiscal year. Participation is strongly encouraged as the tool is simple to navigate and several compensation boards use it for decision-making.

The ISAC Salary Survey shows county boards what other counties may be paying their employees and what benefits they are offering so that they offer the most reasonable salaries and benefits to their own employees. You can find the Salary Survey on the ISAC website under the Member Resources tab. You will see you can filter by a specific county or all counties and also what fiscal year you would like information from. You can also filter by a specific position, a specific benefit, and can view consumer price index numbers. If you would like more information about the Salary Survey, please contact me.

ISAC Member Benefits - Programs



Brad Holtan

Finance and Administration Manager
bholtan@iowacounties.org

Brad ensures efficient and effective management of the association's fiscal activities. This includes accounting, operations, auditing, budgeting, cash management, investment management, collections, long-range financial forecasting and financial planning, and internal controls.

ISAC employee since: 2006

for you and your county, there are several activity programs in which you can participate. This year, we offer three programs of our own and give you all of the materials. The county can also choose to come up with two of their own. When completing these programs, participants are rewarded with \$50 gift cards per program (total of three). Members of the program are also rewarded \$50 after completing a preventive exam and wellness assessment. I don't know about you, but an extra \$200 in my pocket and reducing my health premiums while living a healthier lifestyle sounds like a win-win-win situation to me! Please contact Kristin Comstock for more details if your county is interested in our Wellness Program.

Group Health Program

ISAC operates a self-funded group health program for 22 counties which covers roughly 5,100 lives. Membership in our health program provides many valuable benefits in addition to the standard medical insurance. Those benefits include: access to an employee assistance program, an accidental death and dismemberment policy, and access to a very robust wellness program which gives money back to the employees and potential premium discounts to the county (see more below). As a self-funded program, we are offered programs through Wellmark before they roll the programs out to the fully insured population/groups. Rates for the next fiscal year are provided to members in December when most counties are preparing budgets. If you are interested in learning more, please give me a call.

Wellness Program

Working towards a healthy lifestyle can serve several benefits to one's personal well-being such as reducing stress, cholesterol, and blood pressure. Experiencing activities that aren't related to work (joining a walking club, having lunch with peers, going to the gym) are an important aspect in life – these things will allow you to stay more alert at work when you are working while easing your mind and keeping your stress levels down when you leave to go home for the day.

When participating in ISAC's Wellness Program, your county can earn up to a 5% premium rate reduction. While saving costs

ISAC Member Benefits - Programs

Scholarship Program

ISAC offers a scholarship program for the children of county officials and employees. Scholarships are awarded based on financial need, scholastic achievement, extracurricular activities, references, a personal essay and letters of reference. The scholarship program began in the fall of 1996 with the awarding of three scholarships for a total of \$3,000, and now we are awarding up to 13 scholarships for a total of up to \$30,000 each year. The ISAC Board of Directors reviews the program annually and decides how much will be awarded based on the funding available. The scholarship program is funded by the annual ISAC Golf Fundraiser, ISAC Trivia Night, and tax-deductible donations. This year's scholarship golf fundraiser which will be held on August 31 at the Toad Valley Golf Course in Pleasant Hill and Trivia Night will be held in conjunction with the Fall School on the evening of November 30. Contact us to register.

We are always looking for scholarship judges. If you are interested in being part of the ISAC Scholarship Judging Committee, please contact Tammy Norman. Your support of this program is truly needed and appreciated.

ISAC Member Benefits - Programs

CM&MHDS

Case Management & Mental Health Disability Services (CM&MHDS) is a 28E entity that provides training, technical assistance, quality assurance and advocacy to its member county case management programs. CM&MHDS has faced many recent changes to move in line with the landscape of the MHDS redesign, moving from a county to a regional system. The 28E now offers more flexibility in the services offered and to whom those services are eligible. The primary mission of CM&MHDS remains to help member counties comply with all applicable state and federal rules and regulations through the provision of technical assistance, training and advocacy. If you have questions, please contact us.



Deb Eckerman Slack

CM&MHDS Manager

deckerman@iowacounties.org

Deb coordinates all CM&MHDS activities and staff. She works with the CM&MHDS Board to set the annual budget and member dues. She also plans the annual conference held each year in August.

ISAC employee since: 2006



Molly Steffen

CM&MHDS Specialist

msteffen@iowacounties.org

Molly functions as a technical assistant to individual member counties. She is involved in the development and implementation of training for case management staff.

ISAC employee since: 2013

Vanguard Appraisals, Inc.



For All Your Assessment Services

- Consultation
- Appraisals
- Software
- Web Sites

1-800-736-8625

www.camavision.com



Susan E. Peterson, MBA

Agency Relations
CoreLogic Tax Service

2500 Westfield Dr., Ste. 102
Elgin, IL 60124

Direct 847.783.7344
Fax 817.826.0849
speterson@corelogic.com

NYSE: CLGX

ISAC Member Benefits - Staff



Katie Cook
Receptionist/Administrative Assistance
kcook@iowacounties.org

Katie welcomes you in the office and on the phone. She maintains ISAC's meeting spaces and helps with in-house meetings needs. ISAC meeting spaces are free of charge for ISAC members. She also helps with a variety of administrative projects.

ISAC employee since: 2016



Jon Covalt
Network Administrator
jcovalt@iowacounties.org

Jon manages ISAC's network and IT hardware. He is charged with maintaining a reliable and fast-paced environment so that ISAC staff can meet member needs and so that users are able to be efficient when using ISAC's online tools.

ISAC employee since: 2015

ISAC Member Benefits - Programs

HIPAA Program

ISAC offers its members a program to help counties and MH/DS regions with compliance with the Health Insurance Portability and Accountability Act (HIPAA). HIPAA can be difficult to understand, especially when it comes to its application to different offices within a county. The ISAC HIPAA Program is for any county or MH/DS region that would like basic consultation, assistance, and training on general HIPAA topics and issues. The ISAC HIPAA Program offers many benefits: annual 60-minute "HIPAA 101" training via webinar for employees in your county/region, annual day-long in-person training in Des Moines for up to five persons from your county/region that frequently work with HIPAA and PHI, annual 60-minute webinar providing training and assistance to a region's unique HIPAA challenges (for region members only), access to all memos and other information previously generated through the ISAC HIPAA Program, access to all memos and other information generated through all member consultation hour questions as a part of the current year of the ISAC HIPAA Program, up to five hours annually for consultation on HIPAA questions, quarterly newsletters, access to the ISAC HIPAA Program COIN site, and monthly webinars about various topics.

The new year of the ISAC HIPAA Program begins on July 1, 2016 and runs through June 30, 2017. There is a yearly fee to be part of the ISAC HIPAA Program and returning members receive a discounted price. Contact Beth Manley if you have any questions.

Beth Manley
Compliance Officer
bmanley@iowacounties.org

ISAC Member Benefits - Corporate Opportunities

ISAC provides opportunities for companies to build and strengthen relationships with county governments. We offer great exposure to county officials and employees through our preferred vendor program. This program helps these companies accomplish their goals of creating and growing awareness and visibility. We uniquely position them to build and deepen relationships with county officials in all 99 counties.

Rachel Bennett

Communications and Marketing Manager
rbennett@iowacounties.org

So, this is great for them, but it's also an immense benefit to our members. These companies help to make county government stronger and more efficient by meeting your needs. By supporting ISAC they also play a major role in keeping your dues and conference registrations low. We would not be able to offer all of the member benefits outlined in this issue without their support. Please thank and support all of our preferred vendors (full listing on page 23), sponsors, exhibitors, advertisers, etc.

Endorsed Companies

We maintain endorsements of five key business partners. These organizations share a common goal with ISAC and provide quality services to our members. We encourage you to reach out to them and to find out more about the services they offer.

County Risk Management Services, Inc. representing ICAP and IMWCA

CRMS, Inc. and IMWCA - Russ Sporer, russt@noelins.com ICAP - Kasi Koehler, kasi@icapiowa.com

CRMS, Inc. provides marketing services to Iowa counties for the Iowa Communities Assurance Pool (ICAP) and the Iowa Municipalities Workers' Compensation Association (IMWCA), the top two municipal-sponsored risk-sharing programs in the country. CRMS, Inc. works exclusively through local insurance agents to provide property, casualty, and workers' compensation coverage packages designed to meet each county's exclusive needs. See more about their upcoming educational summit on the next page.

Iowa Public Agency Investment Trust

Dan Zomermaand, dzomermaand@miles-capital.com

IPAIT enables Iowa counties to safely and effectively invest available operating and reserve funds. Its Diversified Fund was among the first local government investment pools in the county and has been providing participants with the best available rates of return for legally authorized investments since that time.

Nationwide Retirement Solutions

Matt Ring, ringm3@nationwide.com

NRS helps public sector employees invest for retirement by offering a variety of tools and services that have been specifically developed to meet your needs. The deferred compensation program and traditional plans offer many benefits for the employee and employer.

U.S. Communities

Chris Oltmanns, coltmanns@uscommunities.org

U.S. Communities is a purchasing cooperative for public agencies that offers publicly solicited contracts using large lead public agencies in order to benefit all other local and state agencies in the United States. Registration is free, all contracts are offered without fees or costs, and there is no required commitment to participating public agencies and nonprofit organization.

Wellmark Blue Cross Blue Shield of Iowa

Lacie Litton, littonla@wellmark.com

Wellmark offers a wide variety of health plans and wellness options that we administer through our group health program (page 15). These plans are designed to meet the needs of county employees and county budgets. The wellness plans offer incentives that keep your premiums low while promoting the health and wellness of your employees.

ISAC Member Benefits - Corporate Opportunities

ICAP's 2016 Educational Summit - The Threat of Active Shooters

- **What** ICAP's 2016 Educational Summit
- **When** July 20, 10:00 am - 3:00 pm
- **Where** Hilton Garden Inn, Johnston
- **Why** This four-hour presentation will provide elected officials and municipal leaders with a scholastic, fact-based examination of active shooter events. Through these presentations, attendees will come to understand not only the nature of an active shooter threat, but also the overarching objectives public safety responders must accomplish at these events. In addition, data will be provided to help officials gauge the needs and risks of an active shooter in their own communities.
- **Who** Public officials and elected municipal leaders are invited to attend
- **How** Members and non-members alike can register at www.icapiowa.com/news/2016summit.
- **Cost** Free for ICAP member representatives; \$50 for non-member representatives

Dr. Mike Clumpner, a 25-year veteran of public safety and a sworn law enforcement officer and instructor, will lead this event. Dr. Clumpner is an instructor for the Department of Homeland Security and is recognized as a national expert in active shooter response by the Department of Homeland Security, the Department of Justice, the Department of Defense and the Department of Education. In addition, Larry "Buck" Koos will share his personal account of the 2014 shooting at the Jackson County Courthouse.



**ICAP'S 2016
EDUCATIONAL SUMMIT**
The threat of active shooters and
your public entity.

Wednesday, July 20 | 10 AM - 3 PM | Johnston
Free for ICAP members; \$50 for non-member representatives

**Register now - this is one event
you won't want to miss.**
www.icapiowa.com

COUNTY RISK
MANAGEMENT SERVICES, INC.
representing
ICAP IMWCA
www.icapiowa.com | www.imwca.org

NACo Member Benefits

But then what happens to the rural countryside? I suppose any research and technical advances are good, but sometimes I think the future of rural America is getting bleaker. Anyone interested should read Wendell Berry.

Wyoming Governor Matt Mead gave the opening keynote address. He expressed the need for a good federal, state, and local partnership. We all need to go to the Hill because the locals make a huge impact, and we all represent the same people. The Colorado DOT director, gave an excellent speech. He talked about technological advances and the future of transportation. We are already seeing vehicle-to-vehicle communication. Next is vehicle-to-road communication. Someday we will be able to text and drink coffee while our car takes us to work! I learned at another workshop that over half of driving fatalities occur on county roads. That is three times the amount that happen on the interstates. Our engineers, with the funding they have, do best they can. (More on these guys, later.) But, really, accidents are caused by distracted or impaired drivers. Our roads guys are into infrastructure, not social norming.

After our AgRA greenhouse trip, we gathered to discuss our committee's platform and policies. We need to go through it all and update, tighten up some language, and make it more relevant to county government. At the Board of Director's meeting we reviewed some recommendations of the Bylaws Committee, of which Grant is one of the members. There was much discussion on a few of the changes, and things won't be completely settled until the Annual Conference this summer. I guess we can always change them later if needed. ISAC's Bylaws Committee is also offering up some changes. This sort of wordsmithing stuff is not really my cup of tea, but I guess, as the limerick says, we need to do it occasionally. It's kind of like going to the dentist. I don't like it, but I need to do it. The rest of the meeting was taken up by legislative updates, financial updates and new office updates. NACo is on schedule to move in this fall.

There was a whole slew of other information learned at the conference, but what I really enjoy is the people I meet. On the flight out I sat in the back of the plane with Tony Hyde from Oregon and some other lady who slept most of the way. Turns out that Tony is from Ottumwa and went to the University of Iowa. After the other lady finally woke up, we discovered that she grew up in Greene County! We wondered why they put the Iowans in the back of the plane. My motel was off-site from the conference so I needed shuttle service. One of the drivers was from Macedonia. Not my hometown, but the real Macedonia in Europe. I love these coincidences. One evening I went to dinner with Bill and Mary Peterson and other State Executive Directors. This lady sitting across from Bill? I swear to God she is a perfect doppelganger for Sarah Palin. And she looks nothing like Tina Fey. While waiting at the airport for my return trip, I met Emily who works for the Oregon Association of Counties. She is like ICEASB's Steve De Vries, the person in charge of all of the data for the Iowa county engineers. She was at NACE's recent conference in Seattle and was complimentary of the number of Iowa county engineers that attended. There she had facilitated a panel discussion on bridges. She was impressed with Buchanan County Engineer Brian Keierleber's knowledge of alternative bridge construction. Keep up the good work guys. After some more conversation I discovered that Emily's folks were from Iowa. It seems like every other person I met had some relation to Iowa.

So, one of the things I was supposed to do in Jackson Hole was to drive up to Jenny Lake. Adam Trupp, Utah's ED had a car, so he and I went up there after the conference concluded. On the way we stopped and looked at the Grand Tetons. They are very impressive mountains. Quite Teton, I guess. Then we drove on up to Jenny Lake and looked at the water. It is beautiful country there, but I still like looking out my window here at home. The other thing I was directed to do was go to downtown Jackson. Jacksonians have this predilection for making bowers out of elk antlers. There are several of them scattered throughout the area. I suppose they don't know what else to do with them other than stack them up. But, I had the morning free before my departure, and I decided to spend it downtown. As luck would have it they were having their Memorial Day parade. I was trapped, then, on one side of the town square. Which was okay, since there were plenty of shops to find a little something for my wife. Now for the best part. I learned that there was a craft brewery in town based in a cafe called the Thai Me Up. The name was Melvin Brewing. (I wished they would have spelled it correctly.) Not only that, but one of the styles was called Hubert. For those of you who don't know, I have a brother named Hubert. How cool is that!? So the parade is over, I have foo foo for my wife, and I'm all set for a Melvin Burger and a Melvin beer down at the Thai Me Up cafe. Bummers. They don't open till 5. Hopes dashed, I trudge back to the town park where lo' and behold I spy the beer tent. Melvin must be in there somewhere. It's actually a Beer Fest with many breweries giving out samples. I find the Melvin booth and tell them my name. After showing my ID (not for age proof but for name proof) the owner gives me a free Melvin beer. Then I tell them my brother is Hubert. Gasps and laughs all around. Then he gives me a free Hubert beer. It was a lot of fun, but they did ask me to go to the ice truck and grab a few bags for their cooler. Nothing is truly free, I suppose.

Anyway, all that had nothing to do with NACo or the conference, but it was a great story and I thought I would be remiss if I didn't share it. And the experience made bylaw review well worth the trip.

Next stop is the Annual Conference in Long Beach, California. Hope to see some of you there. Sad to say, Melvin won't be there though.

Stop by our booth at the ISACA Summer School Conference & check out our **NEW** collapsible ballot box!

- Collapses to less than 6"
- Wheels for easy mobility
- Secure for ease of mind
- Light weight & compact
- Fits ImageCast Precinct Tabulators
- Easily accessible write-in bin



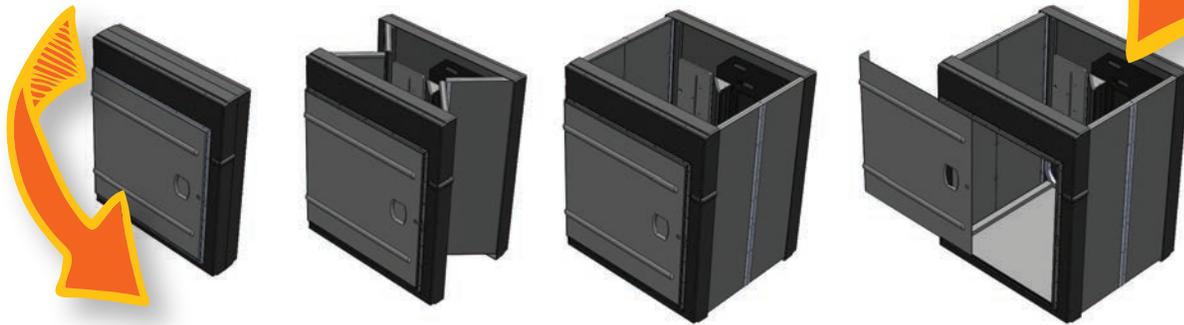
ElectionSource MATT PARROTT
A Storey Kenworthy Company

VISIT US ON THE WEB

www.electionsource.com & www.mattparrott.com
for all your election supplies & needs!

- BALLOT STORAGE
- BALLOT PRINTING
- ELECTION CODING
- ELECTION SUPPORT
- "I VOTED STICKERS"
- VOTING BOOTHS
- VOTER ACCESSIBILITY
- SECRECY SLEEVES

NEW VOTING EQUIPMENT & MUCH MORE!



Contact Your Election Sales Representative Today! - **DANI DUNHAM, C.E.R.V** - 800.728.4621 EXT. 3427 - ddunham@mattparrott.com

THE IPAIT DIFFERENCE... Since 1987



Knowledge.

We have long been honored to serve the investment, liquidity, and cash management needs of Iowa's public agencies.

We know how important it is to understand your needs and offer peace of mind through money market and fixed-term investments.

Safety ~ Liquidity ~ Yield



Iowa Public Agency Investment Trust | (800) 872-4024 | www.ipait.org

Call us today to let us know how we can serve you!

Sponsored by ISAC

Investment Advisory Services provided by Miles Capital, Inc.



With over 40 years of experience, ISG's multi-disciplinary firm provides a diverse knowledge base, high level of creativity, and broad perspective to every project served. With an emphasis on improving drainage for crop production + managing water quality, providing superior building design, and leading detailed inspections, ISG is proud to serve Iowa counties and communities.

Innovative Practices + Superior Solutions



ARCHITECTURE + ENGINEERING + ENVIRONMENTAL + PLANNING

www.is-grp.com

2016 ISAC Preferred Vendors

Endorsed Elite Preferred Vendor

County Risk Management Services, Inc.
representing ICAP and IMWCA

Platinum Preferred Vendors

IPPathways

Platinum Preferred Vendors

Election Systems & Software
Henry M. Adkins and Son
Matt Parrott/ElectionSource
MidAmerican Energy
Iowa Interactive, LLC
Northland Securities, Inc.
"Solutions," Inc.
The Schneider Corporation
Tyler Technologies
Wellmark Blue Cross Blue Shield of Iowa

Gold Preferred Vendor

CoreLogic
Cost Advisory Services, Inc.

DEVNET, Inc.
Diamond Mowers
Dorsey & Whitney LLP
ISG
ImageTek-Inc.
ITC Midwest, LLC
Murphy Tower Service LLC
Purple Wave Auction, Inc.
Speer Financial, Inc.
The Samuels Group
Vanguard Appraisals, Inc.
The Caterpillar Dealers of Iowa

Silver Preferred Vendors

Cott Systems, Inc.
D.A. Davidson and Co.
Nyhart
The Sidwell Company

Endorsed Preferred Vendors

Iowa Public Agency Investment Trust (IPAIT)
National Association of Counties (NACo)
Nationwide Retirement Solutions
U.S. Communities

2016 calendar

July 2016

- 7 ISAC Board of Directors Meeting (ISAC Office)
- 13-15 ISACA Summer School Conference (West Des Moines Sheraton)
- 22-25 NACo Annual Conference (Long Beach, CA)

August 2016

- 25-26 ISAC LPC Retreat (Hotel Renovo, Urbandale)
- 31 ISAC Scholarship Golf Fundraiser (Toad Valley Golf Course, Pleasant Hill)

September 2016

- 13-14 CM&MHDS Annual Conference (West Des Moines Sheraton)
- 18-21 ISSDA Jail School (Holiday Inn Airport)
- 21-23 ISAC Board of Directors Retreat (Linn County)
- 29 ISAC LPC Meeting (ISAC Office)

October 2016

- 27-28 ISAC Board of Directors Meeting (ISAC Office)

November 2016

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

December 2016

- 4-7 ISSDA Winter School (Holiday Inn Airport, Des Moines)
- 6-8 ICEA Annual Conference (Scheman Building, Ames)
- 14 ISAC Board of Directors Meeting (ISAC Office)

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.

DEVNET
YOUR INFORMATION. OUR TECHNOLOGY. ENDLESS POSSIBILITIES.

wEdge

DEVNET EDGE® IOWA SOLUTIONS

DEVNET's Integrated Edge software and Online Edge solution works together with your current information to bring you an intuitive and efficient workflow.

- GAM & Assessment
- HR & Compliance
- Records Management
- Printing & Labels
- Workflow

info@devnetinc.com | 888-6-DEVNET | www.devnetinc.com

Document management made easy

- County Wide Document Management
- Hardware, Outsourcing & Cloud Storage Services
- Integration with all County Software
- Onsite Scanner Maintenance

www.imagetek-inc.com 1-800-422-1330 qwilliamson@imagetek-inc.com

AN IOWA COMPANY
SERVING
IOWA COUNTIES

FOR COST ALLOCATION SERVICES AND FINANCIAL MANAGEMENT SERVICES

Contact Jeff Lorenz (515)-238-7989
or Roger Stirler (515) 250-2687

purplewave.com

GOVERNMENT AUCTIONS

purple wave auction

- We market your equipment online and in your community.
- We sell your equipment to the highest bidder

866.608.9283 | www.purplewave.com

LAW OFFICES OF
HOPKINS & HUEBNER, P.C.
Des Moines • Adel • Quad Cities

Legal Counsel Experienced In Areas Impacting County Governments

Serving All of Iowa

800-383-0111 • www.hhlawpc.com



Experience the ES&S Difference

Election Systems & Software is the most experienced provider of total election solutions. For more than 40 years, ES&S has remained true to our vision,

“maintain voter confidence and
enhance the voting experience.”

Providing our customers with trusted, quality and timely election services and products is our purpose, our promise and our passion.

Learn more about our mission by visiting our website:

essvote.com

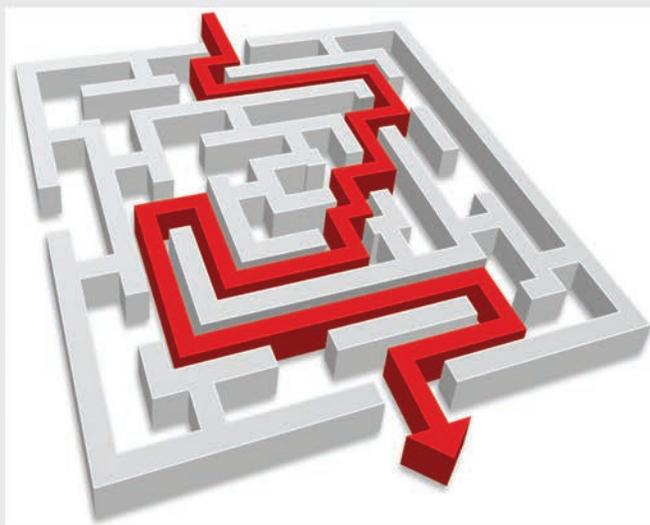


NORTHLAND SECURITIES

6600 Westown Parkway, Suite 255
West Des Moines, IA 50266
515-657-4675
www.northlandsecurities.com
Member FINRA and SIPC

Helping Iowa counties
navigate the maze of
local government finance.

- Bond Underwriting
- Competitive Bonds Sales
- Bank Private Placement
- Debt Refinancing
- Continuing Disclosure
- Property Tax Impact Analysis
- Tax Increment Financing
- Financial Management Plans
- Capital Improvement Plans
- Referendum Assistance



RC 14-367



PARTNERING FOR ECONOMIC GROWTH

Today's businesses require more than abundant and economical energy; they require energy partnerships that support development and efficiency. MidAmerican Energy Company's commitment to our communities and our customers has played an important role in the growth, retention and attraction of businesses in Iowa.

Our **EconomicAdvantage**[®] programs provide access to a dedicated staff of economic development experts that help communities and site selectors with project management, research, planning and long-range strategies.

Call us today to learn how a partnership with the number one utility owner of wind generation capacity in the United States, who offers the 5th lowest electric rates in the nation, can add power to your business.



800-358-6265

www.MIDAMERICANENERGY.com

WELLMARK CELEBRATES ISAC BY THE NUMBERS

HERE'S TO YOUR:
**99 MEMBER COUNTIES. 44 YEARS
 OF ACHIEVEMENT. 34 YEARS WITH
 WELLMARK. 100% DEVOTION TO IOWA.**

Thank you for joining us in making a healthier, better state!

Wellmark Blue Cross and Blue Shield, a Platinum Preferred vendor of the Iowa Association of Counties.



Wellmark Blue Cross and Blue Shield is an Independent Licensee of the Blue Cross and Blue Shield Association. © 2015 Wellmark, Inc. #11022_10/15



DEMAND BRILLIANCE.

Diamond Mowers is a company built from the ground up with American values and a Midwestern work ethic. Our first priority is to provide you with the toughest, smartest, most reliable and safest equipment in the market. For over 40 years we've offered face-to-face, handshake guarantees on every product we construct.



HERE ARE JUST A FEW OF DIAMOND'S INNOVATIVE, VERSATILE AND DURABLE PRODUCTS:

- Boom Mowers
- Excavator Attachments
- Flail Mowers
- Forestry Heads
- Rotary Mowers
- Skid-Steer Attachments

DIAMOND MOWERS
350 East 60th Street N.
Sioux Falls, SD 57104



FOR MORE INFO, CONTACT:
Brad Block | 319.231.6392
bblock@diamondmowers.com
diamondmowers.com

What if you were looking down the barrel of a gun?

**WOULD YOU KNOW WHAT TO DO?
WHAT TO THINK?
OR HOW TO REACT?**

Join us at ICAP's 2016 Educational Summit to learn how you and your public entity can respond to an active shooter threat.

REGISTER WHILE THERE IS STILL TIME!

ICAP'S 2016 EDUCATIONAL SUMMIT

Wednesday, July 20 | 10 AM - 3 PM | Johnston
Free for ICAP members; \$50 for non-member representatives

Register now - www.icapiowa.com

**COUNTY RISK
MANAGEMENT SERVICES, INC.**

representing

ICAP **IMWCA**

www.icapiowa.com | www.imwca.org