

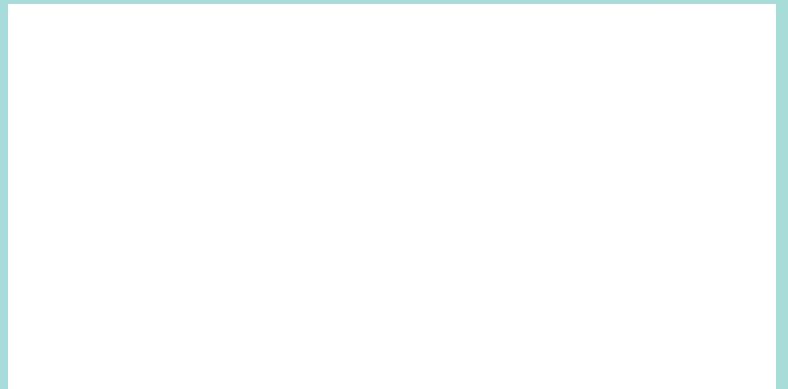
The Iowa County



September 2019

County Budgeting and Property Tax Seminar

ISAC Scholarship Application



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Rachel Bennett, EDITOR

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ISAC's Mission:

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

ISAC's Vision:

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

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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.**

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ISAC Brief

ISAC County Budgeting and Property Tax Seminar October 2, 2019 Gateway Convention Center and Hotel, Ames


On October 2, ISAC will be hosting a County Budgeting and Property Tax Seminar at the Gateway Convention Center and Hotel in Ames. The impetus for the full-day seminar was the passage of Senate File 634, a piece of legislation enacting property tax limitations on counties and cities in Iowa and putting in place additional requirements when these local governments approve increases in property tax revenue.

Attendees will get an overview of the new law, the new requirements for public notice and hearings, and how it might affect county budgeting. The history and future of property tax trends in Iowa will be discussed to offer insight into the impact the legislation could have from a budget and customer service vantage point. The Department of Management and Department of Revenue will discuss the relationship between counties and the state agencies relating to property taxes, budgeting, and annual financial reports, and how reporting and budgeting will change with the enactment of SF 634. The seminar will feature two panel discussions. First, panelists will discuss how county budgeting will be affected by the property tax legislation and what strategies can be used to most effectively budget for the present while planning for the future. Second, panelists will discuss efficiencies found in their counties and how they can be replicated in other counties. Attendees are encouraged to bring their own success stories and ideas to share with the group. The final presentation of the day will be on budgeting transparency and communications. A communications professional will give guidance on effectively communicating with your taxpayers so they understand how budget decisions are made and how their tax dollars are being used. Registration is now open for the County Budgeting and Property Tax Seminar on October 2.

Please visit www.iowacounties.org to register today.



Lucas Beenken
ISAC Public Policy Specialist
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ISAC COUNTY BUDGETING AND PROPERTY TAX SEMINAR

October 2 . 2019

Gateway Convention Center and Hotel | Ames

9:00 am - 9:30 am | Registration and Morning Refreshments

9:30 am - 9:45 am | Property Tax Trends

- Bill Peterson, ISAC Executive Director

9:45 am - 10:30 am | Property Tax Trends

- Peter Fisher, Iowa Policy Project

The history and future of property tax trends in Iowa and the country.

10:30 am - 11:00 am | SF 634 Requirements and Changes

- Lucas Beenken, ISAC Public Policy Specialist

A detailed description of SF 634 and what it means for Iowa's counties.

11:00 am - 12:00 pm | SF 634 Requirements and Changes

- Carrie Johnson, Department of Management
- Julie Roisen, Department of Revenue

A technical overview of the property tax related responsibilities of the Department of Revenue and the Department of Management.

12:00 pm - 12:45 pm | Lunch

12:45 pm - 1:45 pm | County Budgeting and SF 634 Panel

Moderator | Lucas Beenken, ISAC

- Dawn Jindrich, Linn County Finance Director
- Marge Pitts, Clay County Auditor
- YTBD

Panelists will discuss how budgeting will be affected by SF 634 and what strategies can be used to most effectively budget for the present while planning for the future.

1:45 pm - 2:00 pm | Break

2:00 pm - 3:00 pm | Budgeting Efficiencies Panel and Attendee Sharing

Moderator | Lucas Beenken, ISAC

- Ryan Dokter, Sioux County Auditor
- YTBD

County officials will discuss efficiencies used in their counties. Attendees will be asked to bring and share examples as well.

3:00 pm - 4:00 pm | Budgeting Transparency and Communications

- Leanna Harter, Story County Outreach and Special Projects Manager
- Gary Sawyer, Iowa State University

A panel of county and communication professionals will share best practices for keeping citizens aware of and involved in county government functions and services.

ISAC Brief

ISAC Scholarship Program Magazine Article

Since its inception in August 1996, the ISAC Education Foundation has been awarding annual scholarships to graduating high school seniors who are children of county officials and employees. The criteria used in awarding the scholarships are based on scholastic achievement, financial need, participation in extracurricular/community activities, and overall character.

Each year, ISAC receives an average of 70 scholarship applications from students across Iowa. The applicants are organized by districts and are evaluated. The finalists are selected and interviewed by a panel of seven judges; six district judges, each from a different county office and a seventh judge that is a representative from the ISAC Board of Directors. The ISAC Scholarship judging panel is selected on a volunteer basis by the ISAC President.

The top scholarship winners are asked to attend and to be recognized during the scholarship ceremony, which is held during the ISAC Spring Conference General Session. This ceremony is not only a great way to honor and get to know the winners but also to see firsthand the importance of donating and the young adults that are benefitting from each contribution. It's a proud moment for the students, their families, and all ISAC members.

The scholarship amounts vary based on the funds that are raised each year, but ISAC aims to award a minimum of \$20,000 in scholarships annually. These funds are primarily raised during the annual ISAC Scholarship Golf Fundraiser, which is attended by county members, vendors, and individuals across Iowa. ISAC has created a new GoFundMe page to easily submit and track donations, and we will also host more fundraising events in the future.

Interested in getting involved? There are several ways to participate in and contribute to the ISAC Scholarship Program:

Attend fundraising events, such as the ISAC Scholarship Golf Fundraiser on June 24, 2020.

Attend the scholarship ceremony during the ISAC Spring Conference General Session on March 12 to show your support for the program and scholarship recipients.

Make a tax-deductible donation to the ISAC Education Foundation's GoFundMe page: <https://www.gofundme.com/isac-education-foundation>

Volunteer to be on the ISAC scholarship judging panel.

If you have questions or want to get involved with the ISAC Scholarship Program, please contact Katie Cook at kcCook@iowacounties.org or 515.244.7181.



Katie Cook
ISAC Office Coordinator
kcCook@iowacounties.org



Criteria and Procedures for ISAC Scholarships

The Iowa State Association of Counties (ISAC) is a private, nonprofit corporation whose members are county officials and employees from the 99 counties in Iowa. ISAC has established the following criteria and procedures for granting scholarships:

1. Eligibility to apply is limited to children of current county officials or employees. This does not include city employees, employees of county extension offices, or candidates who are themselves county employees. Final eligibility will be determined by ISAC Executive Director.
2. At least one (1) \$1,000 scholarship shall be awarded annually.
3. The candidates must be seniors in high school.
4. This is a one (1) year scholarship and can be received only once by an individual.
5. The scholarship can be awarded to anyone who will be a full-time student of any accredited continuing education program (including, but not limited to: community colleges, trade schools, public or private colleges, etc.)
6. The scholarship monies will be paid directly to the college; one-half for the first semester, one-half for the second semester.
7. The candidates must provide personal reference statements from three (3) individuals other than family members, complete an application, and submit to an interview.
8. The criteria used in awarding the scholarship will be scholastic achievement, financial need, participation in extracurricular/community activities and overall character.
9. The scholarship committee shall award all scholarships and the decision of the selection committee shall be final.
10. The scholarship committee shall consist of seven (7) members, to be appointed by the ISAC President. The selection committee shall consist of one (1) representative from each ISAC district, plus one (1) member of the ISAC Board of Directors.
11. ISAC reserves the right to verify any information provided on any application.
12. Scholarships will be announced at the ISAC Spring Conference in March.
13. Scholarship winners have two years to use their award. During the two years, they may apply to the scholarship committee for an extension of the time limit. The scholarship committee shall recommend to the ISAC Board of Directors whether to allow the extension of the time limit.
14. It is a requirement of the finalists for this scholarship to come in and participate in a personal interview (early February) with a panel of judges or you may be disqualified for the award.
15. Applications must be **postmarked by December 6, 2019.**
16. **Applications should be mailed to:**
ISAC, 5500 Westown Parkway, Suite 190, West Des Moines, IA 50266-8202

Scholarship Application

Name of Applicant _____

Address _____

City _____ Zip _____

Home County _____ Home/Cell Phone _____

E-mail Address _____ Name of High School _____

Parent/Guardian (1) Name _____ Job Title/Occupation _____

Parent/Guardian (2) Name _____ Job Title/Occupation _____

Which parent/guardian is a county official or employee? _____

County _____ Department _____

County Phone # _____ Work E-Mail _____

Proposed college _____

Have you taken the SAT/ACT _____ If so, your score: _____

Total Class Size _____ Rank in Class _____ Grade Point _____ on a 4.0 scale

Financial Need:

Family's Household Income: **Please circle**

(\$0 - \$49,999) (\$50,000 - \$99,999) (Over \$100,000)

Special circumstances that have impacted your family's income: _____

Essay: On another sheet of paper type an essay of no more than 250 words explaining your career plans and future goals. MAKE US SEE THE REAL YOU.

Extra-Curricular Activities: In the space provided, please identify your most significant extra-curricular activities, school activities, work experience, etc. that might be helpful to the committee in judging your application.

References: We need personal reference letters from three (3) individuals other than family members (Example: teachers, employers, advisors, etc.)

Transcript: Please enclose a copy of your high school transcript with your application.

For you to be considered for a scholarship you must:

1. Return application filled out **completely and signed**
2. Enclose your typed essay
3. Include three letters of personal reference
4. Enclose your official high school transcript

NOTE: If you do not comply with these requirements, your application may be disqualified.

Return to: Iowa State Association of Counties, 5500 Westown Parkway, Suite 190, West Des Moines, IA 50266-8202. **Applications must be postmarked by December 6, 2019.**

I hereby certify that this application contains no misrepresentation or falsifications and that the information given by me is true and complete to the best of my knowledge and belief.

Signature of Applicant: _____

Miscellaneous

Counties Can Help Celebrate Women's Right to Vote in 2020

The 2020 calendar year is only a few months away, and ISAC has a historic opportunity to join the Governor's Office, Iowa Legislature, and Iowa's 947 municipalities in recognizing the year as "19th Amendment Centennial Commemoration." Each of America's 50 states will commemorate the 100-year anniversary of the ratification of the 19th Amendment (women's right to vote) during 2020.

Besides counties formally passing a Resolution (to be made available to ISAC members) near the first part of January 2020 as the year of Iowa's 19th Amendment Centennial Commemoration, 19th-Amendment related street banners can be purchased, and a replica of the "suffrage wagon," which was used in 1913-1920 voting equality rallies, will be available for parades and public display. Another 24 activities await ISAC member involvement.

Since 2017, 16 different not-for-profit organizations, agencies, and institutions throughout Iowa have collaborated and planned 27 different statewide projects and activities that are educational, historical, and cultural in nature for the purpose of educating citizens on the ideals embodied in the 19th Amendment.

ISAC members might like to know that on July 2, 1919, Iowa's Governor William L. Harding called the all male 38th General Assembly into special session for the sole purpose of ratifying the 19th Amendment to the U.S. Constitution, whereby Iowa became the 10th state to ratify the 19th Amendment. On August 18, 1920, Tennessee became the 36th state to ratify the gender equality voting legislation, and President Woodrow Wilson made the law official on August 26, 1920.

ISAC members may be intrigued to know that as a result of Elizabeth Cady Stanton and Lucretia Mott being barred from attending the World Anti-Slavery Convention due to their gender, a public protest meeting was held in Seneca Falls, New York on July 19-20, 1848 to fight for social, civil, and religious rights of women. Their relentless fight for justice continued for another 72 years while a multitude of some brave men and women endured arrests, harassment, physical attacks, insults, and jail time for women to gain the right to vote.



The case for gender equality at the voting booth was won in 1920 at enormous cost and sacrifice...it was "Hard Won." Yet, even a casual glance at today's headlines, voter disenfranchisement and suppression, and Iowa women earning 77% of what men earn, reveals how much more remains to be done...it is "Not Done." Hence, "Hard Won - Not Done" is the theme of Iowa's 19th Amendment Centennial Commemoration.

The website <https://19th-Amendment-Centennial.org> is the best resource for ISAC members and fellow Iowans to become informed of the 27 projects, and activities planned for 2020. Please take time to examine the website, view the five-minute video on Iowa's 27 projects, and consider becoming a catalyst for your county and community to become activists for Iowa's 19th Amendment Centennial Commemoration. I would welcome ISAC to be our 17th partner, which would enable each county's 19th Amendment-related activities to be listed on our website calendar.

A 2020 calendar year "19th Amendment Centennial Commemoration" Resolution for your Board of Supervisors due consideration of formally passing will soon be distributed. Questions regarding activities related to Iowa's upcoming 100 year anniversary of women's right to vote can be directed to me; 515-988-2344 and DJKelley@cfu.net.

P.S.: The 16 collaborating supporters of Iowa's 19th Amendment Centennial Commemoration include: 50-50 in 2020, American Association of University Women of Iowa, Business Professional Women of Iowa, Carrie Chapman Catt Center for Women and Politics at I.S.U., Department of Human Rights/Iowa Commission on the Status of Women, Drake University, Iowa National Organization of Women, Iowa State Education Association, Iowa State University, Iowa Women's Foundation, League of Women Voters of Iowa and their 11 Chapters, National Nineteenth Amendment Society, NEXUS Executive Women's Alliance, University of Iowa, University of Northern Iowa, and Women Lead Change.



Doris Kelley
Chair, Iowa's 19th
Amendment Centennial
Commemoration
djkelley@cfu.net

What is Leadership

By Definition: Leadership: The action of leading a group of people or an organization. Synonyms: guidance, direction, authority, control, management, superintendence, supervision. These are a bunch of words that we link to our thoughts of someone who leads, but what comes to mind when I add a word to leadership. What do you think of when I say Adaptive Leadership?

On June 9, I was invited to Washington, D.C. for a leadership conference to help enhance my adaptive leadership skills. In many people's minds, leadership and authority get tied together, but being a leader doesn't always mean that I am the authority or the expert.

When we, as leaders of our community, have a challenge presented to us, we need to determine who needs to be at the table, those for or against the subject, and then invite everyone to the table. And, there may be many different factions to the issue. We then need to be able to facilitate discussions, allow everyone to voice their side or opinion, and allow open discussion on the subject. This also means that we need to listen more to both sides of the subject to determine why there are differences of opinions. In order to facilitate all conversation, this might mean having several meetings, but this would allow open discussion on the subject.

However, there are times during discussions when we need to lead the discussions to see that the members at the table also stretch their thinking. We need to have conversations where everyone is engaged and don't check out of the conversation. We need to control the temperature of the conversations as well, which means that we may need to bring heated conversations down. Sometimes that can be scary; however, when the conversation is cold and uninteresting, we as leaders of the meeting need to pick the conversation up by asking questions that will entice continued thoughtful conversation. There are times when we need to head to the balcony. By this we need to sit back and listen to the conversation to watch body language and responses. We may decide that the best thing to do is let the good commentary continue, and thus stay out of the way of progress in the communication.

Even though we are the ones who make the final decisions on a subject, we may not be the experts. This might mean we have to bring in a drainage engineer, attorney, sheriff, auditor, treasurer, etc. to help make the best decisions for the community. In being an adaptive leader, we need to be open to letting our experts give us facts and give their input to facilitate discussions and then let the people at the table express their feelings in order to vet the subject completely.



Barry Anderson
Clay County Supervisor
banderson@co.clay.ia.us



The leadership institute was an awesome opportunity. I would like to thank ISAC and NACo for the chance to stretch my comfort level and add to my leadership abilities. If you ever have the chance to take the County Leadership Institute (CLI), don't hesitate to take the opportunity, but be prepared to learn as well as to step out on some very uncomfortable discussions. I will leave you with a couple of leadership quotes.

"The challenge of leadership is to be strong but not rude; be kind, but not weak; be bold, but not a bully; be thoughtful, but not lazy; be humble but not timid; be proud, but not arrogant; have humor, but without folly."

"Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others."

NACo News

“Mad dogs and Englishmen go out in the midday sun.”
- Noel Coward

We’ve all heard the expression, “It’s not the heat, it’s the humidity.” Well, when it’s 105 degrees at 9:00 pm at night, and the heat is rising off the pavement like you’re in an oven, but the humidity is only 8%, it is still HOT! This bit about it being a dry heat is hogwash. Add to that the mass of humanity wandering up and down the sidewalks and the smoke and noise in the casinos, then it is an unpleasant experience, to say the least. Unless, of course, that is why you would go to Las Vegas in July. Maybe one just has to be in the right frame of mind and have the right expectations when one goes there. Rather like going to the State Fair. Neither one is my cup of tea. But, I must say that the Clark County and City of Las Vegas hosts did an excellent job of organizing some great evening events for us. The Board reception was at Giada’s Restaurant where Giada De Laurentis herself stopped in to welcome us and say a few words. The LUCC/RAC reception was held at the Mob Museum where I learned a lot about the history of organized crime. It is worth your time to visit if you’re in Vegas. And at the closing reception, Marie Osmond spoke to us for a bit and thanked us all for the good work we do at the county level. I guess Vegas isn’t too bad, after all.



Melvyn House
NACo Board of Directors
Pottawattamie County Auditor
melvyn.houser@pottcounty-ia.gov

NACo’s Annual Conference was educational and entertaining as usual. There were a lot of meetings and workshops to attend and I didn’t have time to get to all of them, but with a little help from my friends, I will try to give you a complete, but brief report.

At the Ag and Rural Affairs Steering Committee a panel talked about the sustainability of the agriculture industry and the long term viability of the local economy. (My thought now as I’m writing this is maybe we shouldn’t treat agriculture as an industry, but that’s a subject for another discussion.) After the presentation, the Q&A time turned into a kind of cathartic venting session for some of the farmers and ranchers who talked about the stressful situation they’re in now. They/we are enduring weather issues, prevented planting, low prices, tariffs, and other factors. Farmers have the higher rate of suicide than any other demographic population. When someone’s livelihood and way of life are at risk it is understandable. They told story after story of friends and neighbors committing suicide and of consumers not knowing, or caring where their food comes from. This meeting wasn’t very entertaining, but it was certainly very emotional.

At the NACo Board of Directors meeting, Executive Director Chase talked about the federal, state, and local government partnership. At all levels we are all doing the same thing. That is, delivering services to the public. We should all collaborate and work together more effectively. I think the White House is trying to do that with the meetings they are having with local elected officials. I wish some of our state legislators would do that too, and bring county folks to the table when crafting new legislation. He also added that he is proud of the civility within the membership. Regardless of what party is in the administration, NACo pushes our policies. Party politics plays a very small role in what we do. Other NACo staff gave updates on: finances, which are in good shape; the new County Explorer, which is being used by the media, Hill staffers, other lobbyists, and corporate entities; the High Profile Leadership Academy and Cyber Skills Academy; and the Membership Committee Chairman reported that NACo Membership is at an all time high of 2,383, with a 98% retention rate. No other organization has a retention rate



Pictured above: Left: Chris Pilkerton, Acting Administrator and General Counsel, U.S. Small Business Administration, speaking to Iowa attendees. Middle: Doug Hoelscher, Director of White House Intergovernmental Affairs, with Sioux and Cass county attendees. Right: Iowa delegation during the NACo Annual Business meeting.

that high. So, if you are not a member county you should get on board, because you are probably doing a disservice to your constituents by not taking advantage of all of NACo's programs, services, and conferences.

Like I said earlier, I wasn't able to get to all of workshops that I wanted to. So, I asked ISAC President Burlin Mathews to give his thoughts and perspective of the conference. Instead of highlighting his highlights I'll let you read it in his own words.

You will never go wrong, either yourself or your county, by attending a NACo conference!!!

With over 75 meetings to select from in the five conference days, it is impossible to not find something that impacts your county and broadens your thinking for you to be considering for the future.

As with ISAC Conferences, conversations with attendees from other parts of the country are not only interesting but give you information you may not have considered for yourself or your own county.

A few highlights for myself were these meetings:

A review of the County Explorer (explore.naco.org)

13 ways to kill your community

Nurturing County Leaders

Generational Ethics

The 150 vendors that were in the exhibit hall covered so many facets with county government. It is always impressive and you learn of new products as you visit with the vendors.

I do have a take away that I will always remember when working with controversial county business:

Will this do the most good for the most people?

Is this a fair distribution of benefits?

Are we doing our part for the common good?

Is this our best self?

Burlin also wanted me to add this quote with no pun intended, I'm sure. "At no other place do you receive such a warm welcome as you do at a NACo Conference."

I asked, Cedar County Supervisor Dawn Smith what she thought of her first NACo Conference. She said it was overwhelming and it was interesting to learn that other counties, large and small have the same issues she has in her county. Such as mental health and jail diversion, and loss of Medicaid benefits for inmates that haven't yet been adjudicated. She also attended a mobile workshop to Clark County's Children's Advocacy Center where they have Family Court and housing for the children who are in protective custody. At the County Leadership Institute reception, Dawn was able to reunite with her 2017 classmate friends. She intends to keep going to NACo conferences. It seems once you go to one, you wonder why you hadn't been going all along. Thank you, Burlin and Dawn for your contribution.

While Grant Veeder was waiting in Denver on his flight home, he texted to me and several of our NACo friends a limerick that summed up the last few days.

"I'm making a trav'ler's confession:

Las Vegas just gives me depression.

But being with friends

Can help make amends

So thanks for your kind intercession."

Apparently Vegas isn't Grant's cup of tea either.

Douglas County Commissioner, Mary Ann Borgeson is the newly elected NACo President. Our next Board meeting will be held in Omaha, Nebraska in December. If you are within easy driving distance, it will be a good opportunity to sit in on a NACo Board of Director's meeting. Stay in touch for details, and I'm sure Grant will have another great limerick for the occasion.

ISAC Brief

ISAC Board of Directors Summary of Meeting Minutes – Wednesday, June 26, 2019

ISAC 1st Vice President Burlin Matthews called the meeting to order and led the Board in the Pledge of Allegiance. The April 25, 2019 meeting minutes of the ISAC Board of Directors were approved unanimously.

Wendy Moran and Nicole Loux, McGowen, Hurst, Clark & Smith, P.C., discussed issues related to the FY 2019 ISAC audit. Staff members were dismissed giving board members the opportunity to raise any issues of concern.

Staff returned, the meeting was recessed, and the meeting was reconvened following the adjournment of the ICTS Board of Directors meeting.

Bill Peterson reported that ISAC President Eric Stierman submitted a letter of resignation citing personal reasons. The vacant position is automatically replaced by the executive committee moving up until an election can be held. The Board will need to vote to make it official. The Board unanimously appointed Burlin Matthews as president, Carla Becker as 1st vice president, and Richard Crouch as 2nd vice president of ISAC. Carla will serve as Legislative Policy Committee chair in 2019, and Richard will serve in 2020.

Brad Holtan gave financial report highlights as of the May 31, 2019 including the general fund, health insurance fund, IPAC, and an update on changing banking to Community State Bank. The financial report was unanimously accepted.

Rachel Bennett reviewed the dates and locations of the nine summer 2019 county visits during which staff will discuss how recent legislative changes will affect specific counties as well as hear other concerns.

The Board unanimously appointed Randy Jacobsma, Sioux County Treasurer, as an ISAC representative on the Iowa Public Agency Investment Trust (IPAITS) Board of Trustees.

Rachel reported that the Golden Eagle Committee recommended that Marge Pitts, Clay County Auditor and ISAC Past President, be named the 2019 ISAC Golden Eagle. She will be honored during the ISAC Annual Conference General Session on August 21. The Board unanimously agreed with the recommendation.

Bill thanked the Board and staff for congratulating him on his 40th ISAC anniversary.

Kristi Harshbarger reviewed and recommended an ISAC Event Conduct Policy for approval. The policy will be included in the board policies and will be accepted by all attendees when registering for an event. The Board discussed the policy in depth including weapons possession. The policy was approved unanimously. (**View the policy in full and more information on the next page.)

Kristi gave an update on the opioid litigation suit.

Brad reported that the ISAC Scholarship Golf Fundraiser was held on June 12 and that turnout was down compared to previous years. The Education Fund does have money in reserves to cover for a down year, but other fundraising options will be explored.

Kelsey Sebern reported that registration and housing for the 2019 ISAC Annual Conference are ahead of pace. She reviewed the board scenario. Rachel gave an overview of the Flood Track which is being held in conjunction with the conference on August 21. Jacy Ripperger gave an update on sponsors and exhibitors.

Rachel reviewed the schedule for Iowa attendees at the NACo Annual Conference that was held July 12-15 in Clark County, Nevada.

President Matthews adjourned the meeting following reports from board members.

******The ISAC Board of Directors adopted an Event Code of Conduct at its meeting on June 26, 2019. The policy was put in place in response to looking at similar policies at other associations and is intended to be a flexible framework to respond to improper conduct at ISAC events. All attendees will be required to attest that they have read the Event Code of Conduct and agree to abide by its provisions as a part of registering for any ISAC event. While we hope that we won't need this policy, ISAC is committed to maintaining a safe, productive learning environment at all ISAC-sponsored events for all attendees. You can find the Event Code of Conduct below. If you have any questions about the policy, please contact Kristi Harshbarger, ISAC's General Counsel, at 515.369.7014 or kharshbarger@iowacounties.org.

Event Code of Conduct

ISAC is committed to maintaining a safe, productive learning environment at all ISAC-sponsored events for all attendees. Attendees include, but are not limited to, members, guests, staff, and exhibitors. By participating in an ISAC-sponsored event, all attendees agree to abide by this Event Code of Conduct. ISAC's expectation is that each attendee recognizes that they are adults that represent their county or organization when attending ISAC-sponsored events and will conduct themselves accordingly.

Examples of Improper Conduct

Certain categories of behavior have been set forth and specific examples of such behavior are given only as examples of the types of conduct mentioned. This list is not intended to include all possible types of improper conduct that may subject an attendee to disciplinary action.

Physical Contact, Threats, Harassment: Harassment, violence, use of physical force (or threat of the same) by an individual against another and uninvited physical contact will not be tolerated. Harassment includes, but is not limited to, offensive comments related to race, creed, color, sex, sexual orientation, gender identity, national origin, religion, disability, physical appearance, body size, age, marital status, military status, or anything other status protected by law; deliberate intimidation; stalking; harassing photography or recording; and inappropriate physical contact.

Weapons Possession: ISAC requires attendees to comply with any weapons possession policies of the facility at which an ISAC-sponsored event is held and Iowa law on weapons possession, including any applicable local ordinances.

Other Disruptive Behavior: Attendees shall not behave in a way that creates a hostile environment that is severe or pervasive enough to interrupt the educational environment of ISAC-sponsored events.

Reporting an Incident

Attendees at ISAC-sponsored events can report improper conduct to any ISAC staff member or the ISAC Executive Director. ISAC staff members can be identified by the ribbon that says "ISAC Staff" below their nametag. All reports of harassment received by ISAC Staff shall be immediately directed to the ISAC Executive Director to be evaluated. Law enforcement or event security may be contacted as needed.

Disciplinary Action

Attendees asked to stop improper conduct are expected to comply immediately.

All reports will be investigated promptly, and to the extent possible, treated confidentially. The ISAC Executive Director may consult with staff and members of the ISAC Board of Directors as needed before responding to a report of improper conduct. The ISAC Executive Director may take any action he/she deems necessary during the applicable event. Action may range from a verbal warning to ejection from the event without a refund.

Investigations may extend beyond the end of the event. The ISAC Executive Director shall make the determination whether any further action is necessary based on the specific circumstances. Further action may include, but is not limited to, being banned from future ISAC-sponsored events, reporting the incident to the applicable employer or affiliated organization, and/or charging the person for any property damage incurred by the improper conduct. The outcomes of investigations and subsequent disciplinary action will not be made public; however, those reporting incidents may request to be informed of the outcome and may appeal any outcome to the ISAC Board of Directors.

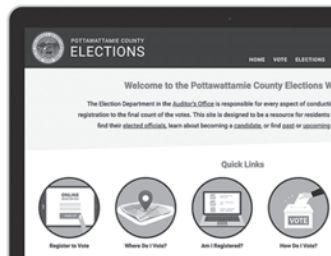
ISAC prohibits any retaliation against anyone who in good faith reports a possible violation of this Event Code of Conduct or who provides truthful information during an investigation of improper conduct.



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2019 calendar

September

- 15-18 ISSDA Jail School
(Holiday Inn Airport, Des Moines)
- 19-20 ISAC Board of Directors Retreat
(Des Moines)
- 26 ISAC LPC Meeting
(ISAC Office)

October

- 2 ISAC County Budgeting and Property Tax Seminar
(Gateway Hotel and Conference Center, Ames)
- 6-9 Assessors Fall Conference
(Airport Holiday Inn, Des Moines)

November

- 20-21 ISAC Board of Directors Meeting
(ISAC Office)

December

- 8-10 ISSDA Winter School
(Airport Holiday Inn, Des Moines)
- 11-13 2019 Iowa County Engineers Conference
(Veterans Memorial Community Choice Credit
Union Convention Center, Des Moines)

January 2020

- 15-16 ISAC University
(Sheraton West Des Moines)
- 30 Statewide Supervisors Meeting
(Embassy Suites Downtown Des Moines)

March 2020

- Feb 29-March 3 NACo Legislative Conference
(Washington Hilton, Washington, D.C.)
- 12-13 ISAC Spring Conference
(Veterans Memorial Community Choice
Union Convention Center, Des
Moines)

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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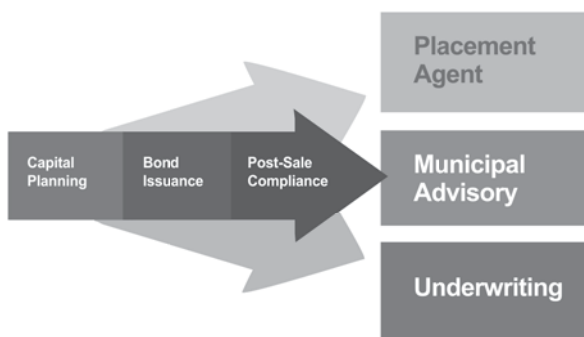
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