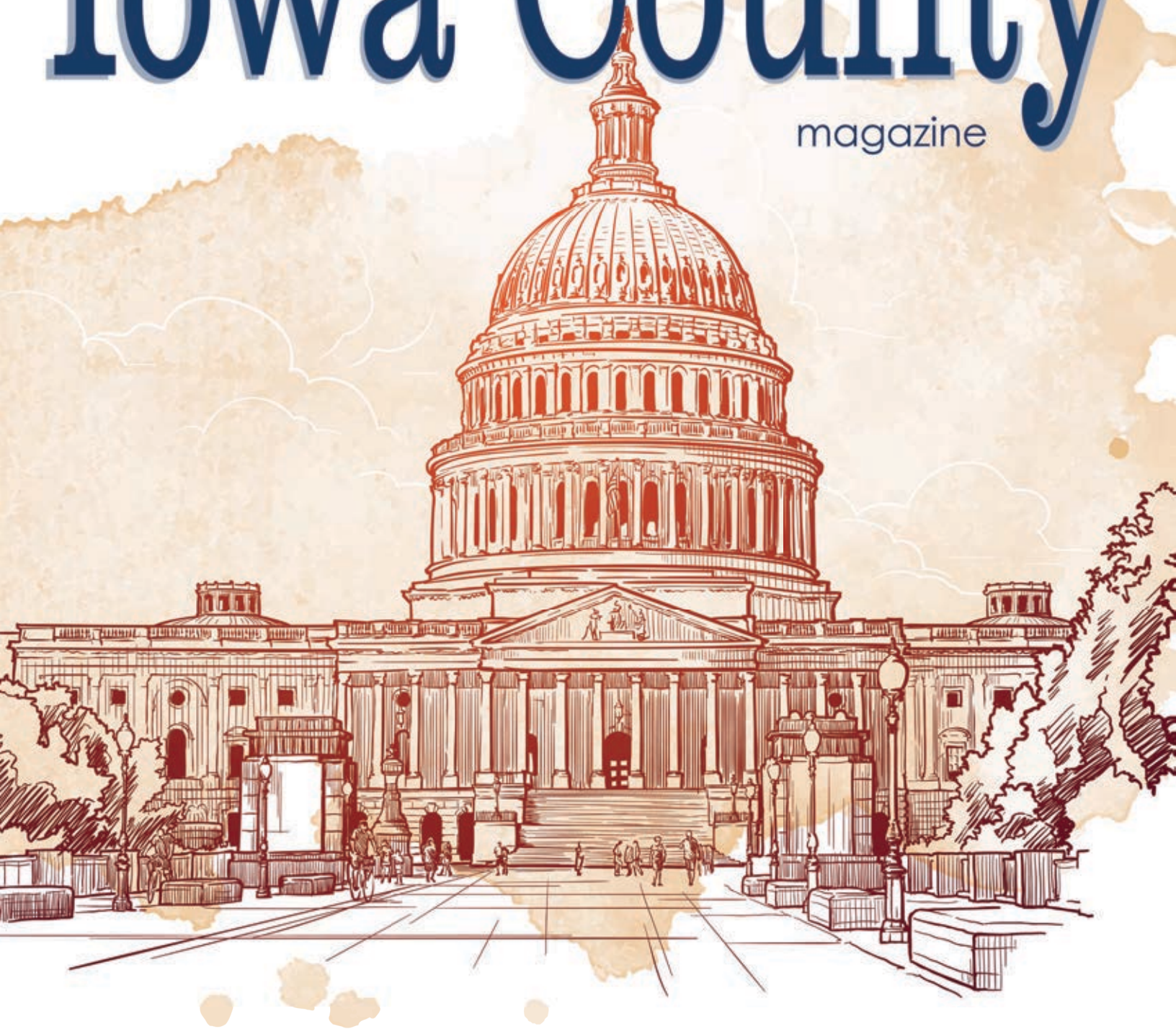


The Iowa County

magazine



March 2021

Iowa U.S. House Delegation
Jail Alternatives

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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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Feature - Iowa U.S. House Delegation

While it has been an unprecedented start to this year in Washington, I have been hard at work to serve Iowans and deliver results for communities across Iowa's First District. It has become abundantly clear that there is a huge disconnect between "news of the day" in D.C. and the actual issues Iowans face daily. I will always be focused on what matters to Iowans sitting around the kitchen table, not the latest D.C. headlines.

Right now, my top legislative priority is delivering targeted COVID-19 relief for those who need it. After nearly a year of this pandemic lockdown, many small businesses are worried about keeping their doors open and families are struggling to pay the bills and put food on the table. People need more help, and it is critical that the federal government sends lifelines to those who are suffering through no fault of their own.

I have heard from many Iowa small business owners that the Paycheck Protection Program has helped keep them afloat and keep their employees on board. Additionally, unemployment benefits and direct payments to those who are out of work have helped people provide for their families. The next round of COVID-19 relief should focus on extending and expanding these critical programs.

Unfortunately, the proposal that is currently on the table goes far beyond targeted relief—the \$1.9 trillion dollar package includes a long list of policies completely unrelated to the COVID-19 pandemic – items like bailout money for states that have long mismanaged their budgets, a \$15 federal minimum wage, and a ban on fracking. In contrast, it leaves out vaccines for essential workers in the Heartland, like truckers, while including additional funding for coastal passenger rail. Iowa taxpayers should not have to foot the bill for these lopsided priorities. We must cut out the items unrelated to COVID-19 relief and help those who need it most without wastefully spending taxpayer dollars.

One of the main reasons I came to Congress is to be a taxpayer advocate and serve as a vocal check to Washington's wasteful spending habits. That is why I am excited to be serving Iowans on both the House Appropriations Committee and the House Budget Committee—this gives Iowans a seat at the table throughout the entire government spending process. Iowans are frustrated by how Congress approaches government spending, from pushing huge spending bills through at the last minute to sneaking in unrelated policies – I look forward to bringing some much-needed transparency to this process.

As the first Representative from Iowa's First District to serve on the House Appropriations Committee, Iowans will now have a direct say in which projects are funded by their tax dollars, and I am going to make sure that issues that are important to rural America and Iowa are not overlooked. This includes ensuring resources for Derecho recovery, infrastructure projects, and biofuels investment.

I have always firmly believed that state and local governments know what is best for their residents—not the federal government. This belief has been reaffirmed as I have traveled throughout the district to receive input directly from a diverse group of constituents, nonprofit organizations, businesses, and municipalities throughout the district. I have left every meeting with a to-do list, feedback, or a legislative idea.

The best policies are born from these discussions—hearing directly about issues and receiving input on the best way to fix them—rather than assuming the federal government has all the right answers. I will continue to bring this perspective to the federal policy conversation in D.C. and advocate for policies based off the direct feedback I receive from Iowans. I know this is the best way to help our communities, and I look forward to collaborating closely with those on the ground about how to most effectively serve the unique needs of Iowans across my district.



Congresswoman Ashley Hinson

Iowa - District 1

United States House of Representatives

<https://hinson.house.gov>

Feature - Iowa U.S. House Delegation

As Congress gets down to business, there's plenty of work that needs to be done and an effective working relationship with officials at the county level will be important to that mission.

I sought office with a commitment to work to resolve the COVID-19 pandemic and prepare for future pandemics, safely return people to work and students to the classroom, ensure that we have a workforce that is well trained and ready for the jobs of the future, and see that we have affordable, accessible healthcare.

County officials are no strangers to those priorities, particularly the mental health aspect of healthcare. Congress can and must do more to ensure that rural America has quality, uniform mental health services and that costs are more equally distributed.

During the 2019 legislative session, I served as chair of the Iowa Senate Human Resources Committee and was proud of its accomplishments, including improved transparency of prescription drug costs and creating a children's mental health program. I relied quite often on the input of county officials during that work, just as I did during my time as director of the Iowa Department of Public Health prior to my Senate service.

House leaders have appointed me to serve on three committees: Homeland Security, Veterans' Affairs, and Education and Labor. These assignments directly highlight my strengths and experience as a physician and 24-year U.S. Army veteran, and all three of those committees take action that affect county governments and the people they serve.

For instance, the Homeland Security Committee has legislative jurisdiction over the National Strategic Stockpile. How we manage that asset going forward will have a big say in our ability – at all levels of government – to respond to future pandemics. We need to evaluate what worked – and what didn't – in the response to COVID-19, and the voices of county emergency management officials need to be a part of that conversation.

We will face many challenges in the year ahead. Some of them are known, such as our need to strengthen our rural communities through investments such as high-speed internet capacity and the passage of sound agricultural policies and trade agreements. We need to prepare Iowans to be a world-class workforce. And, of course, we must lift the pandemic's burden.

Other challenges will be unexpected and are certain to test our resolve, such as last year's devastating derecho that roared across a large swath of Iowa. Whatever comes our way, we know that we have the resolve to lift our eyes above the horizon, overcome any obstacle, and make our state the best it can be.

Just as I have in my previous public service roles, as a member of Congress I will rely on the perspective of county officials on the right course of action on issues involving your responsibilities and areas of expertise. We may not always agree, but I will always listen, weigh the merits of each argument, and act in the best interests of the people that I serve.



Congresswoman Mariannette Miller-Meeks

Iowa - District 2

United States House of Representatives

<https://millermeeks.house.gov>

Feature - Iowa U.S. House Delegation

The Last Recession's Lesson: Don't Forget Local Governments

Twelve years ago this month, our nation was weathering the greatest economic turmoil since the Great Depression. Local economies were gutted, families were struggling, and our government was working to respond to the crisis through new legislation. The American Recovery and Reinvestment Act was signed into law in February 2009 – and in my role at the Iowa Department of Management, I helped to deploy the aid provided by that law in hopes that it would protect Iowans from further economic disaster.

I saw firsthand where the support helped, and where more was needed. In particular, I saw how the expiration of support provided to offset dramatic local and state revenue shortfalls deepened the damage of that crisis, lengthening the road to recovery, and ultimately leaving essential services and the economy hamstrung for years to come.

Since state and local governments are required to maintain a balanced budget – and were unable to make up for budgetary gaps caused by the recession – state and local employees were still being laid off into 2010 and 2011, while private sector jobs and even public federal jobs increased.

Today, as we face a crisis that poses similar risks to the same vital services, I'm determined to heed the lessons of the Great Recession and fight for direct aid for our state and local governments.

Over the past year, I've spoken to local officials from across central and southwest Iowa about the dire budgetary straits COVID-19 has put them in. Many local mayors have their concerns about million-dollar revenues gaps – including in Des Moines, which estimates they'll lose almost \$25 million in revenue this year alone.

Even worse, state and local governments could see up to \$500 billion in projected budget shortfalls by 2022, which would put them even deeper in the red than what we saw during the Great Recession.

As a mother, and proud fifth-generation Iowan, I'm concerned about the everyday impacts this pattern will have in our communities.

I worry about what will happen should those shortfalls cause layoffs at my son's school. I wonder what kind of educational gaps those layoffs will have, and the devastation they would bring to teachers who have worked so hard throughout this pandemic. I worry about the availability of first responders to answer the call when tragedy strikes in our neighborhoods. And I'm concerned about the ability of our roads and bridges – some of the most structurally deficient in the nation – to hold up for another year or two, or four, as our farmers drive their yields to market.

Our teachers, first responders, laborers, and all of our other public employees account for over 1 million of the lost jobs since February of 2020, and these numbers are likely to get worse this year if we continue to exclude this sector from federal aid packages, just as was done by the last administration. Iowa's public employees should not have to bear the burden of budget cuts after they've put their lives on the line and took necessary steps to slow the spread of coronavirus – period.

That's why I introduced bipartisan legislation last year to create a new relief program to help state and local governments make up for lost revenue. And, while the last congress closed before my bill could advance, I will not stop fighting for support to prevent our local governments from having to cut vital services this year.

I'm already encouraged to see the outline of President Joe Biden's vision for such a package include more than \$350 billion for state and local governments to overcome pandemic budget gaps, and \$130 billion aimed at reopening schools nationwide. By addressing local shortfalls directly, we can ensure our state's essential services are supported along with our small businesses, agricultural economy, and healthcare systems. And by doing so, we also make sure that we learn the lessons of the last recession – and do everything necessary to help all corners of our state recover from this pandemic and the economic crisis that's come with it.



Congresswoman Cindy Axne

Iowa - District 3

United States House of Representatives

<https://anxe.house.gov>

Feature - Iowa U.S. House Delegation

I am truly humbled that Iowans in the 4th District elected me to represent them in the halls of Congress. I was elected based on a promise that I will deliver results for our district, and that is exactly what I plan to do. By listening to the thoughts and concerns of my constituents and working with key stakeholders, I will tackle the issues that matter most to the 4th District -- including agriculture policy, growing our economy, and addressing health care and prescription drug costs.

As a lifelong resident of Northwest Iowa, fighting for rural Iowa and defending our rural main streets is personal to me. I know first-hand the important role our farmers play in supporting our rural communities. After all – corn and soybean growers, along with our livestock, egg, dairy, and poultry producers – form the backbone of our economy, and as the second largest ag producing district in the nation, it is crucial that our farmers have a seat at the table in Washington.

There are many topics related to rural Iowa and our agriculture industry that I plan to address during my first term in Congress. Among other things, my top priorities will include protecting the Renewable Fuel Standard and the biofuels industry; expanding broadband and ensuring quality, high-speed internet access in rural Iowa; bolstering Iowa's relationship with our top trading partners, Canada and Mexico; supporting family farms by keeping taxes low and fighting against burdensome regulations; working to provide pricing transparency in our ag markets; and encouraging innovation in agriculture to help spur economic growth.

Additionally, Congress must continue to address the economic fallout from the COVID-19 pandemic. It is imperative that we ensure small businesses and hardworking families have the resources needed to keep their doors open and put food on the table. To that end, I will promote policies that create jobs and drive economic growth by allowing Iowans to keep more of their hard-earned money, and I will fight against government regulations that restrain economic activity. It is also important to keep in mind that we are government together, and we must get our budget under control and understand that our federal debt is one of our country's greatest challenges that needs to be addressed moving forward.

In my role as a servant leader, I cannot do my job without listening to Iowans and taking their concerns to Washington. Tackling the issues facing the 4th District will require close relationships with Iowa leaders, including leaders in our district's 39 county governments. As a former Sioux County Treasurer, I fully understand and appreciate the role county officials play in delivering results for Iowans. I look forward to working closely together on our shared priorities. I believe there will be plenty of opportunities to join forces on policies that impact the 4th District, including legislation aimed at developing and revitalizing rural Iowa – such as expanding rural broadband and supporting renewable energy production. In addition, we must ensure rural Iowans have access to quality, affordable health care. This starts by recruiting and retaining excellent health care professionals in every corner of the state.

I will not hesitate to join county leadership in pushing back on policies that are clearly wrong for Iowa. For example, burdensome regulations that would harm our agriculture industry should and will be met with strong opposition. It is my hope that any proposal that makes it more difficult for farmers to do their jobs of feeding and fueling the world will face criticism from all levels of government, county to federal.

I look forward to working with the Iowa State Association of Counties and all Iowans throughout my first term in Congress. As always, please do not hesitate to contact my office if we can ever provide assistance at the federal level. Together, we will continue making Iowa the greatest state in the nation to work, live, and raise a family.



Congressman Randy Feenstra

Iowa - District 4

United States House of Representatives

<https://feenstra.house.gov>

Jail Alternatives

Jail diversion provides alternatives to incarceration to people who are arrested and jailed as a result of behaviors caused by their mental illness. Jail diversion programs can help people who: have a serious mental illness; are in jail on a minor charge; are willing to agree to receive treatment for their mental illness; and would not be a risk to the public if they were released from jail.

Iowa currently has jail diversion programs located in over 75 counties operated by the mental health and disability services (MH/DS) regions. Below is an example of three of the programs and the services they provide for the individuals they serve.

Heart of Iowa Community Services Jail Alternatives

The Heart of Iowa Community Services (HICS) Jail Alternatives Program originally began in Dallas County in November 2009. When Dallas, Audubon, and Guthrie Counties regionalized in 2014 the program expanded to include all three counties. In March 2020, Dallas County became a Stepping Up Innovator County. The Stepping Up partners select counties to serve as Innovators based on the major progress they have made by establishing a shared definition of serious mental illness (SMI), implementing a mental health screening and assessment process, and collecting baseline data. In March 2021, the HICS Region intends to apply for Audubon and Guthrie Counties to become Innovator Counties as well.

Darci Alt

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The goal of the HICS Jail alternatives program is to reduce recidivism and expand mental health services to individuals who might not actively seek those services on their own.

Upon arrival at the jail, correctional officers screen each inmate in the booking process with the Brief Jail Mental Health Screen. This helps capture historical data and gives a current picture of what the individual may be experiencing. The jail alternatives coordinator is able to meet with each individual quickly to assess their needs and set up additional assessments for mental health and substance use. If an individual is in need, additional therapy sessions can be set up on a weekly or as needed basis. Medication needs can also be addressed in the jail by the nurse, doctor, or telehealth.

For many individuals, this may be the first time they have addressed their mental health, trauma history, or substance use. For some, they may not consistently be taking their medications, seeing their providers, or may be utilizing alternative methods to medicate for their mental health issues. The jail alternatives coordinators discuss trauma, ACES (adverse childhood experiences), and substance recovery with those who have an interest in seeking services in and outside of jail.

The Jail Alternatives Coordinators assist the courts with setting up alternatives to prison or jail time by making referrals to programs such as inpatient substance use programs, transitional housing, outpatient programs, community based programs, and more. Once the individual is released from jail, the coordinators continue to follow the individuals in order to assist with needs and create stability; coordinate with probation and other members of the team; assist with housing and appointments; and ensure mental health needs are met.

HICS has been collecting data in our CSN (County Services Network) since April 2019. In the 22 months since we began collecting data, the Jail Alternatives Coordinators have worked with 484 individuals in three counties. Of those 484 individuals, 306 have remained out of jail.

Jail Alternatives

Polk County MHDS Jail Program

The Polk County Mental Health and Disability Services (MH/DS) Region's jail programming is continually improving. In 2018, Polk County was nominated to be a Stepping Up Innovator County. This means that the county provides tools the community needs to have accurate and accessible data for people with serious mental illnesses (SMIs) in the jails.

Kelsey Woodruff

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When getting booked into jail, an individual will go through three mental health screenings to identify if any mental health issue is present. If a mental health issue is identified at any point, a referral is made to the mental health team and the individual is seen within 72 hours of intake. The mental health team provides therapy and medication management within the jail as well as support programs.

Programs include visits with the chaplain, bible studies, Catholic mass, Alcoholics Anonymous, Narcotics Anonymous, substance abuse education, Cage Your Rage, financial planning, gamblers education program, parenting program, general life skills, introduction to Iowa Workforce Development, and more.

If the individual is supported by a community-based care coordinator, each morning an email is sent to the care coordinator informing them of the booking. The coordinator is also notified upon their release from jail.

The Post-Booking Jail Diversion Team also reviews bookings to determine who would qualify for the diversion program. They work with the community-based care coordinators, pre-trial release program, and the court system for a quick re-entry to the community with needed community-based services and supports. The Forensic Assertive Community Treatment team is also available for those who frequent the jail.

Individuals released from the jail who are unable to pay for psychiatric medications are eligible to be connected to primary health care services and receive 30-day supplies of medication for up to six months at no cost.

Most recently, Polk County has a Data Driven Justice (DDJ) Familiar Faces Program that helps those who are in consistent contact with first responders. With COVID-19, it is imperative that first responders and emergency rooms are receiving fewer non-emergency contacts. This program connects individuals to services and supports so those calls are reduced, and they stay out of the jails. To learn more about DDJ Familiar Faces, check out last month's publication of ISAC magazine.

SWIA MHDS Region- Jail Based Service Coordination Program

Southwest Iowa MH/DS Region began its Jail Based Service Coordination (JBSC) program in July 2016 and employs two full-time service coordinators. The program assists individuals with mental health and co-occurring conditions to connect with needed services and supports prior to their release from incarceration. The region believes assisting individuals in getting the help they need increases their ability to meet mental health and basic needs and be successful once back in the community. In many instances, individuals have never sought treatment for their mental health or have had sporadic treatment histories. In addition, individuals often lack knowledge of resources, and the JBSCs are a vital link in helping make those connections. The program has continued to evolve during its duration in order to best serve those with the most serious mental health needs. At the Pottawattamie County Jail (the region's largest), referrals are initiated through the jail medical department. Individuals who see the psychiatrist at the jail are automatically assessed for a jail service coordination referral. Individuals in the outlying jails are self-referred or are referred by jail staff, attorneys, probation, family members, and others.

Danelle Bruce

CEO, Southwest Iowa MH/DS Region
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The Jail Based Service Coordination program received 383 inquiries for service coordination over the course of its fourth year (FY 2020). Of those, 211 individuals were opened for service coordination. As mentioned, making referrals to services and supports in the community for individuals served is fundamental. Key referral areas include: outpatient mental health services; inpatient and outpatient substance abuse treatment services; basic needs services (i.e. food stamps, Medicaid, housing, medications); Mental Health Court; Drug Court; residential supported community living; and Bridges Housing transitional program services. In addition, through an electronic interface, the JBSCs processed 225 requests for service/resource information from inmates at the Pottawattamie County Jail in FY 2020.

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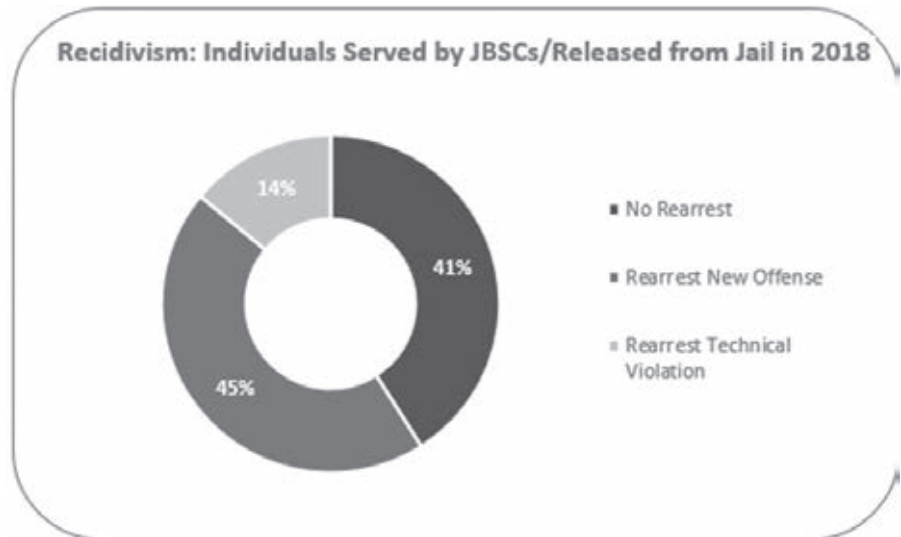
Jail Alternatives

In FY 2020, SWIA MH/DS initiated an effort to collect preliminary outcome data for the Jail Based Service Coordination program. Staff gathered re-arrest data for individuals served by the program who were released from jail during calendar year 2018 through the follow-up period that ended May 15, 2020. This effort did not involve experimental or quasi-experimental methodology, and the results are not intended to be evaluative in nature or suggestive of program effectiveness. Rather, the data provide a baseline indicator of recidivism, defined as re-arrest, among those served. Of the 207 individuals included the analysis, 41% had no further arrests by the end of the follow up period.

While the data is promising, perhaps most illustrative are the actual stories of clients served. The JBSC program has made a dramatic difference in many lives. A few instances are shared below:

“We had an individual who had been in and out of the jail numerous times. He was dually diagnosed with an intellectual disability and mental illness. He had been through several providers in the community and had been discharged due to his behaviors. He was not from the area and had no support system. The individual wanted to go back and live with his mother in Eastern Iowa. The JBSC was able to get in contact with his mom and confirm that he would be able to live with her. JBSC was able to make a referral to the local Mental Health Region to start the process of getting services set up for him upon arrival. JBSC along with the Programs Supervisor at the jail were able to assist him with purchasing a bus ticket back home. The Programs Supervisor even came in early to transport the individual to the bus station. The individual was transported back to his mom’s where he was able to get set up with services and be reunited with natural supports.” - Tom Olsen, Jail Based Service Coordinator.

“The JBSCs received information from jail staff about an inmate who could use some assistance. She had been showing signs of memory loss and confusion. In addition, a local community provider contacted us and expressed concern for the person’s safety in the community. The client had been in and out of local hospitals/emergency departments and was homeless. She was referred to the jail’s psychiatrist and eventually began taking mental health medications. The JBSCs also met with her to determine what types of services she would benefit from. The client showed the same signs of memory loss and confusion when meeting with the JBSCs. After meeting with the inmate, the JBSCs collaborated with the jail’s psychiatrist and medical department and determined that it was necessary to file a mental health committal. The committal paperwork was filed and approved, and it was decided that the inmate would go directly to a hospital upon completion of her criminal charges. The JBSCs requested the assistance of a region service coordinator who could continue to coordinate services for the inmate after leaving jail. The JBSCs then worked with staff at the hospital, the mental health advocate, and a region service coordinator to ensure smooth transitions in the process. After leaving jail and being admitted into the hospital, the Region’s service coordinator worked with hospital staff to find an appropriate residential placement for this inmate. She was accepted into and transferred to a residential care facility, where she continues to do well. It is also important to note that while working with this individual, the JBSCs and service coordinator located and made contact with a family member of the inmate. This family member had been concerned about the inmate but had been unable to successfully help her in the community. The JBSCs also uncovered that this individual had additional financial resources she was not fully aware of.” – Amy Jobe, Jail Based Service Coordinator.



ISAC Legislative Tracking Tool and Other Ways to Track Legislation

For many years ISAC has had a web-based legislative tracking tool in place for members to view bills that are of importance to counties during the current legislative session. Last year it got a major rehaul and some new features, making it more user friendly.

Hanna De Groot

ISAC Legislative Affairs Assistant
hdegroot@iowacounties.org

ISAC Government Relations Manager Jamie Cashman and Public Policy Specialist Lucas Beenken use the tracking tool to communicate with members as to which affiliates are impacted by or would be interested in a bill, ISAC's position on the bill, the status of the bill in the House and Senate, as well as any action the Governor has taken. You are also able to view the ISAC staff assigned to monitor the bill.

One thing to take note of is that with the new changes made, it has moved to a members-only site. The username and password are the same as are used for the ISAC meeting registration site. You can request your credentials at support@iowacounties.org. Once you are logged in you are invited to take full advantage of this benefit provided to our members.

Those who have used the legislative tracking tool in the past will note that the page has a similar spreadsheet format. The bills are also color-coded, green for bills ISAC is registered in favor of, red for against, grey for undecided, and white for tracking or NA. There is also a hyperlink that will bring you to the most recent version of the bill on the General Assembly's website.

There are multiple ways to search for legislation in the tracking tool. One of the new features is the filter records button. In the box that pops up, you can filter by several different criteria, such as your affiliate and ISAC's position on legislation. If you wish to contact the staff that is monitoring the bill, you can click on their initials and email them. You can also use the Search Records box to type in a word or phrase to filter legislation as well.

If you wish to print the information from your search you can select the print button or generate an excel spreadsheet or PDF. An additional feature added is the Details column. If there is a blue eye in the line of a bill you can click on it to be brought to a page with further details. These will usually show up under bills that ISAC is monitoring more closely or have been written about in the ISAC update. This information can be useful to you when contacting your legislators. There is also an orange Comment button that you can use to send any feedback you have to ISAC staff. Any information you can provide is helpful to ISAC staff during the legislative session. The Comment button can also be found on the main page near the Filter Records button.

If there are only a handful of bills you wish to keep track of and receive updates on when action is taken, you can do so on the General Assembly's website. Go to <https://www.legis.iowa.gov/portal/subscriptions> and create a login. Once you are in the Bills and Rules Watch, click on the legislation tab in the middle of the page, and enter the number of the bill(s) that you wish to receive updates on if the status changes.

If you have any questions, please reach out to me or to support@iowacounties.org. This is a great tool that we want our members to feel comfortable using.

Legal

For our New County Officer's School this year, I did a presentation on the top 10 questions that I receive. It was strange to present without an audience, but I do hope the recorded presentation serves as a resource for you both now and in the future. Five of those 10 questions were subcategories of the general question – “who has the power?!” The main reason for this is that county government has a horizontal leadership structure (as opposed to a typical vertical leadership structure found in most private businesses). This means several quasi-independent offices and departments must work together to get things done in the most efficient manner.

You can see examples of this required back and forth power structure in many places in the Iowa Code Sections on counties, demonstrating this was clearly an intentional purpose of how Iowa counties are to govern. There are several unique powers that are designated to the board of supervisors – as they are the legislative body of the county, with the authority to levy taxes and establish the county's ordinances. The basic principle is that the “power of a county is vested in the board of supervisors, and a duty of a county shall be performed by or under the direction of the board of supervisors, except as otherwise provided by law.” (Iowa Code §331.301(2)). And if that was all the law on the subject, then supervisors would be similar to CEOs and the structure would be more like a private business's vertical leadership. But the Iowa Code delegates much authority to the other elected officials in the county and to other what I call quasi-independent departments (county departments that are led by other boards with statutorily derived authority such as the conservation, public health, etc). The result is that the supervisors are not the CEOs of the county, as the Iowa Supreme Court declared in *McMurry v. Lee County Board of Supervisors* (261 N.W.2d. 688 (Iowa 1978)) – “[t]he board appears to have proceeded as though our system of county government consisted of central management with subsidiary departments. With few exceptions, however, our statutes establish autonomous county offices, each under an elected head.”



Kristi Harshbarger
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A common question I get in this arena has to do with the oversight of employees, particularly in terms of deputies of elected officials. Because the Code clearly sets this area up as one where the authority is shared between the supervisors and the other applicable elected official, several Code Sections must be reviewed to answer these types of questions.

Hiring

“The number of deputies, assistants, and clerks for each office shall be determined by the board and the number and approval of each appointment shall be adopted by a resolution recorded in the minutes of the board.” Iowa Code §331.903. Once this number is set, however, the authority transfers back to the applicable elected official because the Code Section states, “approval of each appointment shall be adopted by a resolution recorded in the minutes of the board.” Iowa Code §331.903 (emphasis added). “County supervisors lack authority to require another elected county officer to comply with their comprehensive hiring policy and may not unreasonably refuse to approve any appointments made by other elected county officers.” 2000 WL 33258481 (Iowa A.G.)

Employee Policies

There is an Iowa Attorney General opinion (2000 WL 33258481 (Iowa A.G.)) and case law (see *McMurry v. Lee County Board of Supervisors*, 261 N.W.2d. 688 (Iowa 1978)) that limit a board of supervisors' ability to impose personnel policies on deputies of other elected officials, and there are arguments that could be made to say the same is true of various county departments that are governed by quasi-independent county boards. There are many practical reasons it can make the most sense to have all the departments in a county doing the same thing under the same set of policies. But the takeaway should be in order to establish county personnel policies, county officials, departments, and employees must work together and collaborate.

Compensation

The compensation of elected officials is governed by the compensation board process, which could be an entire article itself and is not covered here. Additionally, who sets the salaries of employees for what I called quasi-independent boards varies by board and will require you to look up the specific Iowa Code sections for the board. For the deputies of elected officials, the base salary is set by the applicable elected official, and so long as it meets threshold requirements of Iowa Code §331.904, the supervisors shall approve it. This is an area where the elected official has most of the authority, as there is also an Iowa Attorney General Opinion that states that elected officials cannot be required to adhere to uniform salary guidelines for the county, and the elected official can go over the line item category for salaries in their budget (so long as they do not exceed the total budget for their office). 1985 WL 68971 (Iowa A.G.). Iowa Code §331.904 also states that the salaries of other county clerks and extra help are set by the board of supervisors.

As you can see, these areas of the Iowa Code can be quite nuanced and intricate, and sometimes local policies and historical practices can also come into play. Thus it is very important, as always, to consult your county attorney when questions arise in your county regarding who has the authority to act on an issue and how county employee policies are established.

THANK YOU!



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IMWCA Offers an EAP for First Responders

Iowa Municipalities Workers' Compensation Association (IMWCA) is happy to inform our 80 county members of a valuable fringe benefit for all of our First Responders*, their spouses, and their dependents**. The First Responders Employee Assistance Program (EAP) provided by Connections, Inc. of Rock Valley, Iowa, is an important problem-solving benefit available to our first responders and their families at no cost to their counties. Statistics show that every \$1 invested on EAPs shows a \$3 to \$10 return on investment (ROI) for the employer. The great news about this benefit is no cost to our members.

We would like to share some highlights of the program.

- Access to information and professional assistance for your first responders and their dependents includes three hours of "in-person" assessment and solution planning with a local credentialed professional counselor at no out-of-pocket cost to you. Additionally, first responders and dependents can access the following experts through a variety of communication modes. Phone, email, web, and some in-person support include:
 - Legal consultation with an attorney credentialed in the state of residence;
 - Consultation regarding personal finances by professional consumer credit counselors;
 - Elder or adult consult and care/find in 50 states;
 - Child consult and care/rind;
 - Special needs child consult;
 - Adoption information and support services;
 - Prenatal support;
 - Summer care consult/find;
 - Marriage and relationship enrichment resources; and
 - Access to web-based self-help information and assessments.
- Connections EAP counselors may recommend various services or treatments beyond the three hours of assessment/solution planning. Costs for treatments beyond those provided by Connections are your first responder's responsibility but may be covered in part by their regular insurance benefit. Also, if the county has its own EAP program for all its employees, additional treatments beyond our three hours may be covered by another EAP.
- The service is confidential – Connections Inc. EAP reports only the number of people who use services. NO ONE from IMWCA or your county employer will be informed of your first responder or dependent's call or visit unless specified in writing that an EAP professional contacts IMWCA or their employer.
- Different locations for in-person assessment and solution planning are available in your area. Connections Inc. will arrange an appointment at a time and location that is convenient and comfortable for your first responder or their dependent.
- The toll-free phone is personally answered by trained professionals 24/7 at 800.779.6125. The website username and password have been sent out to our first responder supervisors. Feel free to contact IMWC for this information to be provided again if needed.

Personal and family stress is treated most effectively when employees do not wait to make the call. Connections Inc. will gladly provide further answers at 800.779.6125 or on their website at www.connectionseap.com. Your employer will be able to provide you the username and password to access this system.

IMWCA, along with Connections EAP, also have Critical Incident Stress Debriefing (CISD) services our members can access. Connections EAP will work with your first responder contact to set up a counselor facilitated session. Ideally, this session will be set up a few days after the traumatic event. It is understood that many entities have their own debriefing teams. Connections EAP is willing to work with your local team to ensure the best possible outcomes.

An individual that requested a CISD through Connections EAP for a large-scale traumatic incident stated, "We had 50 people attend the CISD, and we have received excellent reviews. We have been actively offering to host CISD's when we are aware of a tragic event."

If your county is interested in more information or needs to set up a CISD, please contact Lisa Mart at IMWCA for more information, lisamart@iowaleague.org or 515.350.3362.

Check out the video provided by Connections EAP for more information. <https://www.youtube.com/watch?v=ajFMYhcYnpM&feature=youtu.be>

*First Responders include: police officers, sheriff, deputies, deputies/jailers, reserve law enforcement officers, firefighters (volunteer and paid), ambulance/EMTs (volunteer and paid), emergency management, and dispatchers.

**Dependents defined as per Federal IRS standards.

Now Accepting ISAC Golden Eagle Nominations!

Since 2010, ISAC has honored individuals as ISAC Golden Eagles during the Annual Conference General Session. The ISAC Golden Eagle was created to recognize and honor individuals who have provided extraordinary public service to county government through ISAC and/or NACo.

Golden Eagle Honorees are selected from nominations submitted to the ISAC Golden Eagle Committee, which consists of board and staff members. The committee will then submit its recommendation to the ISAC Board for approval. The ISAC Golden Eagle honoree(s) will be recognized during the 2021 ISAC Annual Conference General Session.

Those eligible for induction include: current or former elected and appointed county officials; business or civic leaders; ISAC preferred vendors; persons providing assistance to counties as trainers, consultants or advisors; and/or former members of ISAC staff. *Current ISAC board members and staff are not eligible.



Rachel Bennett

ISAC Member Relations Manager
rbennett@iowacounties.org

Honorees will be selected on the basis of their service rendered to county government through ISAC and/or NACo. Such service may include: leadership in ISAC and ISAC-affiliated boards; service to NACo; service on state or national boards or commissions; service to counties in training, education and development of local leadership; advocacy for counties and good local government; and assistance and support to counties.

Past honorees include:

- 2010 – Jane Halliburton, former Story County Supervisor and ISAC board member
- 2011 – Kim Reynolds, Governor and former Clarke County Treasurer
- 2012 – J. Patrick White, ret. Johnson County Attorney and ISAC Past President
- 2013 – Mike Wentzien, former Supervisors Lobbyist
- 2014 – Richard Heidloff, former Lyon County Treasurer and ISAC Past President
- 2015 – Sue Vande Kamp, former Story County Recorder
- 2016 – Linda Langston, former Linn County Supervisor and NACo Past President
- 2017 – Wayne Clinton, former Story County Supervisor and ISAC board member
- 2018 – Harlan Hansen, former Humboldt County Supervisor and ISAC Past President
- 2019 – Marge Pitts, Clay County Auditor and ISAC Past President
- 2020 – No Golden Eagle

To nominate qualified individuals to be honored as ISAC Golden Eagles, please complete the form that's available on our website, www.iowacounties.org, under the About tab, and return it to: Iowa State Association of Counties, Attn: ISAC Golden Eagle, 5500 Westown Parkway, Suite 190, West Des Moines, IA 50266 or rbennett@iowacounties.org. Please return submissions before May 28, 2021. A golden eagle is not guaranteed to be honored annually. If you have any questions regarding the ISAC Golden Eagle, please contact Rachel Bennett at 515.244.7181 or rbennett@iowacounties.org.

ISAC Brief

ISAC FY 2022 Budget Recommended to Membership by ISAC Board of Directors

During its February 10, 2021 meeting, the ISAC Board of Directors unanimously recommended the FY 2022 ISAC budget to the membership to be approved during the ISAC Virtual Spring Conference General Session on March 24. A copy of the budget presentation will be sent in advance of the meeting to all registered attendees. To request a copy, please contact support@iowacounties.org.

The following summary of proposed actions are included in the recommendation:

- County dues – no change recommended.
- ISAC conference registration fees – no increase in spring and annual conference registration. ISAC University registration increased by \$15.
- Approve 3.0% increase cost of living adjustment for staff salaries.
- Approve salary adjustment fund of \$30,000.
- Executive Director salary recommendation to be \$181,868 according to three-year salary adjustment plan adopted in 2019.
- Approve recommended health benefit adjustments.

Bottom line = Operating fund balance of \$439,976

Reserve Fund balance = \$893,705

Depreciation Fund balance = \$175,000

Building Development Fund = \$250,000

*Please know that when space allows we publish a full summary of the ISAC Board of Directors minutes in the magazine. Full copies of all minutes are available on the ISAC website, www.iowacounties.org, under the about tab on the board of directors webpage.



The advertisement features a stylized map of Iowa in the center, with the acronym 'IPAIT' overlaid. Below the map, the text 'IOWA PUBLIC AGENCY INVESTMENT TRUST' is displayed. The main headline reads 'The IPAIT Advantage' followed by 'Comprehensive Investment Solutions designed for Safety, Liquidity and Yield'. Below this, three board representatives are listed: Craig Anderson (Plymouth County Supervisor), Jarret Heil (Marshall County Treasurer), and Dan Zomermaand (Sioux County Treasurer). A contact line for Paul Kruse is provided with phone and toll-free numbers, and an email address. The bottom section includes logos for sponsors (Iowa Association of Municipal Utilities, All-Iowa League of Cities, ISAC, and PMA) and the investment advisor/administrator/marketer (PMA). A copyright notice for PMA Securities, LLC is at the bottom left, and the website 'www.ipait.org' is at the bottom right.

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2021 Calendar

March 2021

See ISAC Virtual Spring Conference Schedule on page 19!

April 2021

- 5-9 Iowa Governor's Conference on Public Health (Virtual)
- 11-14 ISSDA Civil School (Holiday Inn Airport, Des Moines)
- 28 ISAC Board of Directors Meeting (YTBD)

May 2021

- 11-14 Treasurers May School (Doubletree Hilton Conference Center, Cedar Rapids)

June 2021

- 22-25 ISACA Summer Conference (Hilton Garden Inn Riverfront, Sioux City)

July 2021

- 7 ISAC Board of Directors Meeting (YTBD)
- 29 ISAC Scholarship Golf Fundraiser (Toad Valley, Pleasant Hill)

August 2021

- 25-27 ISAC Annual Conference (Veterans Memorial Community Choice Credit Union Convention Center, Des Moines)
- 26 ISAC Casino Night Fundraiser (Hilton Des Moines Downtown)

September 2021

- 12-15 ISSDA Fall Jail School (Airport Holiday Inn, Des Moines)
- 15-17 ISAC Board of Directors Retreat (Delaware County)

October 2021

- 12-14 Records Annual School (Dubuque)

November 2021

- 17 ISAC Board of Directors Meeting (YTBD)

December 2021

- 1-3 ICEA Conference (Veterans Memorial Community Choice Credit Union Convention Center, Des Moines)
- 5-8 ISSDA Winter School (Holiday Inn Des Moines Airport)

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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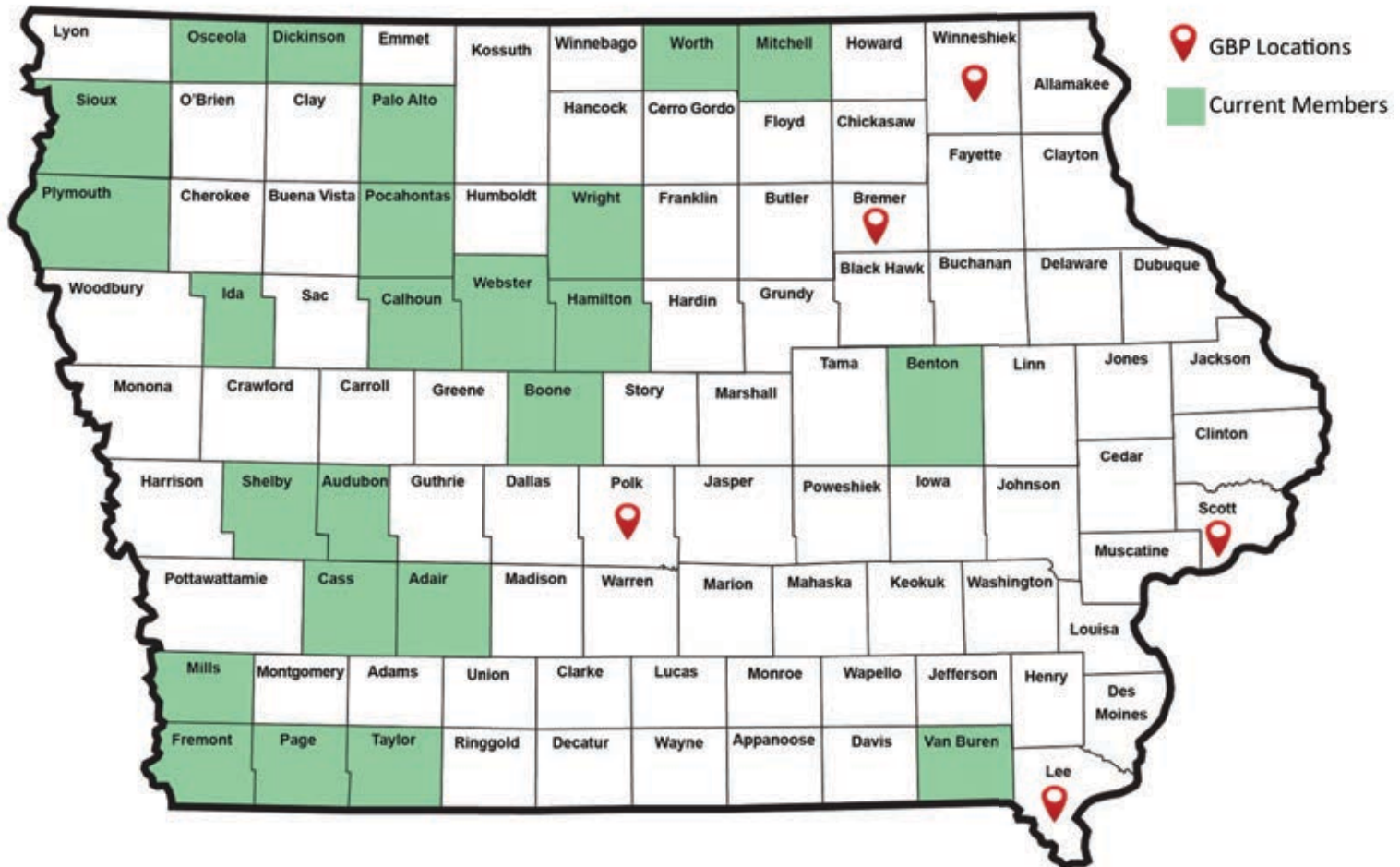
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