

# The Iowa County

magazine

December 2022

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# The Iowa County

December 2022 \* Volume 51, Number 12

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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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# A Message from ISAC's Incoming President

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In January of 2023, I will have the honor and privilege of serving as the incoming President of the Iowa State Association of Counties (ISAC). I have served on the ISAC Board of Directors as the Iowa State Sheriffs' and Deputies' Association (ISSDA) affiliate member since 2019. Since that time, I have worked my way onto the ISAC Executive Board and have risen through the ranks until my upcoming elevation to ISAC President. I very much look forward to assisting in my leadership role of this great organization and working with the other devoted members of the ISAC Board, Executive Committee, and the very talented and capable members of the ISAC staff, led by Executive Director Bill Peterson.



**Brian D. Gardner**  
Linn County Sheriff  
sheriff@linncountyiowa.gov

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By way of introduction, I have been the Linn County Sheriff since 2009, and I am currently serving my fourth term in office. I have been employed by the Linn County Sheriff's Office for over 42 years, having started with the agency as a dispatcher shortly after graduating high school in 1980. While a dispatcher, I became a reserve officer with the agency until becoming a fulltime deputy sheriff in 1982. I worked my way up through the department's promoted ranks as a sergeant, lieutenant, and captain, until being appointed as a Second Deputy under Sheriff Don Zeller. I was elected Sheriff 12 months later.

I am a lifelong Linn County resident. My wife of 37 years, Sharon, and I live in Cedar Rapids, and we are fortunate to have our daughter, son-in-law, and three-year-old grandson living nearby.

I received an Associate of Applied Science degree in Law Enforcement from Kirkwood Community College, a Bachelor of Arts degree in Criminal Justice Administration from Mount Mercy College in Cedar Rapids, and a Master of Public Administration degree in Criminal Justice from City University in Bellevue, Washington.

I am a Past-President of ISSDA (2015) and a former Chairperson of the Iowa Law Enforcement Academy Council (2016-2020). I currently serve as the Chairperson of both the Linn County Emergency Management Commission and the Linn County 911 Service Board, and I am a member of numerous other boards and organizations.

Shortly after his tenure as the ISAC President, former Johnson County Sheriff Lonny Pulkrabek recruited me to be part of the ISAC Board of Directors. Lonny always spoke very highly of the ISAC organization and the ISAC staff. I found what he had promoted to be very true. I don't recall having been part of a professional organization that was run so well and/or functioned so effectively. Bill Peterson and his staff clearly care about the wants and needs of their members.

If you are reading this article and have not yet attended an ISAC function, I strongly encourage you to do so. You'll find the ISAC staff very easy to work with and very accommodating. On January 18-19, ISAC will be hosting its New County Officer School. While sponsored by ISAC, this training is provided by elected officials with years of experience who have actually talked the talk and walked the walk. Even if you are not a newly elected official, you'll find the training a good source of updating your knowledge and skillsets. The ISAC Spring Conference will be held March 9-10 and will provide a wide array of training opportunities to employees in all levels of county government. The annual ISAC Golf Scholarship Fundraiser will be held on July 12 and is the primary fundraising activity for the ISAC scholarships that are awarded to the children of ISAC affiliate members. Finally, on August 23-25, ISAC will be holding its Annual Conference.

In parting, I wanted to thank you for allowing me to serve as your ISAC incoming President. I know that I have very large shoes to fill and hope to lead this wonderful organization with the leadership and professionalism of those who came before me.

# A Message from ISAC's Incoming President

## **The Iowa State Sheriffs' and Deputies' Association (ISSDA)**

The Iowa State Sheriffs' and Deputies' Association's mission is to: promote the positive role of law enforcement throughout the state; support our members in the multi-faceted aspects of the Office of Sheriff; educate our members by providing quality training and assistance; and protect the public through community outreach and legislative actions.

Membership in ISSDA is limited to Iowa sheriffs, deputy sheriffs, other full-time sheriff's office employees, and retired members. To date, ISSDA has over 2,350 members.

In addition to continuing to train our association members with three primary schools of instruction (Jail School in April, Civil School in September, and Winter School in December), we have added a second Jail School in February with good success and plan to continue doing so. We also have other regional training opportunities.

ISSDA is working closely with the new Governor's School Safety Bureau, including measures to enhance the safety of our schools and training for our deputies responding to school tragedies.

We are focusing on ways to increase benefits and recruitment for our deputies and staff in order for us to hire and retain high quality employees.

We are also in the initial stages of conversations with other professional law enforcement associations in the state to create an Iowa law enforcement accreditation or certification program to help enhance the professionalism of Iowa's law enforcement officers.

ISSDA Honor Guard is comprised of approximately 60 members from various sheriff's offices located across the state. Many of its members attend events and functions on a volunteer basis and do so with tremendous pride and professionalism. ISSDA provides Honor Guard services at area law enforcement officer funerals and color guard services for ceremonial functions, including marching in the Iowa State Fair Parade, assisting with the Iowa Peace Officer Memorial Day ceremonies, and posting the Colors at many of the Iowa Law Enforcement Academy graduations ceremonies and all ISSDA schools of instruction.

Although our legislative priorities for the coming year are not yet finalized, they undoubtedly will include continuing to work with legislators to provide assistance and advancements with mental health issues.



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# Employee Benefits 101

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## How to Better Understand Your Employee Benefits

While most counties renew their employee health and welfare benefits in July, many of the insurance policies operate with a calendar benefit year. Therefore, the New Year is always a good time to review your benefits. As the exclusive broker for the ISAC Group Benefits Program, we have much experience helping our member counties become more educated consumers of their healthcare benefits. Here are some highlights:



**Katie Schmit**

Account Executive,  
Assured Partners  
[www.assuredpartners.com](http://www.assuredpartners.com)

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### Medical Insurance:

1. Know your plan design and network – Before you seek services, you should understand what your plan covers, and which providers are considered “in-network”. Each year, you should receive a Summary of Benefits and Coverages (SBC) that outlines covered benefits. The SBC should also indicate the type of network so that you can confirm providers’ participation before making appointments. Most insurance companies make this information available via an online portal or phone app. This is also a convenient way to order new copies of your ID card or keep a digital copy on your phone!
2. Understand your financial liability – Most people will likely have out-of-pocket expenses throughout the year for office visits, deductible claims, and/or prescription medications. If you participate in a traditional plan with co-pays, you should be able to estimate the cost of an office visit. Prescription drug information can usually be found by using the health plan’s “pharmacy formulary”. This list should be able to tell you if your prescription is covered and under what cost-tier it belongs. On this type of plan, claims that apply toward your deductible typically include: inpatient; outpatient surgery; high-cost imaging (CT/MRI); and ER. If you have a High Deductible Health Plan (HDHP), things work differently. On these plans, there is often no distinction between services. With most HDHPs, you are responsible for 100% of all covered services until you reach your deductible and/or out-of-pocket maximum.

### Spending/Saving Accounts:

Check with your county HR office to see if you are eligible for any spending or savings accounts. These can be a great way to save money through pre-tax contributions for qualified medical, dental, vision, or childcare expenses.

1. HSA – Health Savings Accounts (HSA) are only available if you are enrolled in an IRS-qualified HDHP. If your employer offers an HDHP as a health insurance option, ask if you are eligible to make pre-tax contributions to an HSA through payroll.
2. Medical FSA – If you are not contributing to an HSA, and your employer offers a Medical Flexible Spending Arrangement (FSA) you are likely eligible to participate as long as you are considered a benefits-eligible employee. FSAs are also a way for individuals to save tax dollars on qualified medical expenses.
3. Dependent Care FSA – Sometimes, an employer offers an additional spending account that allows participants to make pre-tax contributions to an account from which they can pay eligible dependent care expenses. If your employer offers this, and you have a dependent child or adult who requires daycare services, this can be an easy way to save some money.

### Dental Insurance:

Dental Insurance often offers an annual or plan year “maximum benefit”. This is the total amount of dollars that the insurance company will spend toward covered services during that benefit period. For most covered services, the member and the dental insurance will split payment using a coinsurance percentage. It is a good idea to know your coinsurance percentages and benefit maximum to help anticipate out-of-pocket expenses.

# Employee Benefits 101

## **Vision Insurance:**

If you wear glasses or contacts, a vision policy can help reduce your costs toward those services. Benefits usually go further if you can see an in-network provider. The company's website should offer a search tool to find providers in your location.

## **Life and Disability Insurance:**

Some counties may offer either an employer-paid or voluntary (employee-paid) life and/or disability policy. Both policies are designed to help provide income protection in the event of loss of life or inability to work due to injury or illness.

## **Voluntary Worksite Benefits:**

Some employers offer additional voluntary benefits that an employee may purchase at their own expense. Examples include accident, critical illness, and cancer policies. These policies should be seen as "supplemental" as they usually provide a cash benefit to the insured, but do not actually cover the cost of any covered services. If you own one of these policies, check to see if it offers an annual wellness incentive. If so, simply submitting information about preventive wellness services might qualify you for a cash benefit.

At AssuredPartners, we are proud to represent the ISAC Group Benefits Program and work with hundreds of other Iowa public employers. If your county or organization is interested in a benefits review, please have your auditor or HR Administrator call us at 515.493.0802 or contact Brad Holtan at [bholtan@iowacounties.org](mailto:bholtan@iowacounties.org) with ISAC.

## IT Services Meeting Local Needs



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# The ISAC Government Relations Team Works for You

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The ISAC Government Relations team serves as the eyes, ears, and voice for elected and appointed county officials and county government in Iowa. This representation is important at the local, state, and federal government levels, but the team's work is most visible while working with the State Legislature, Governor's Office, and state agencies to ensure we are all best serving the constituents that are shared by counties and the state. That is a very important piece to remember. Counties and the state serve the same public, and we must work together to make sure it's being accomplished in an effective and efficient manner.



**Lucas Beenken**  
ISAC Public Policy Specialist  
[lbeenken@iowacounties.org](mailto:lbeenken@iowacounties.org)

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The foundation of our advocacy efforts begins with our elected and appointed county officials that help develop our legislative package each year. Our policies are the principles held and ideas for improvement from our members that guide the work of the government relations team. Each year any member can submit a proposal for consideration either to their affiliate organization or directly to ISAC. These ideas are vetted by the affiliate organizations and/or the ISAC Legislative Policy Committee (LPC), which is made up of representatives from each affiliate. The LPC ultimately decides which proposals to include in the legislative package it submits to the full membership for approval. The LPC also makes a recommendation on if each proposal should be a Legislative Objective, where the government relations team will actively seek a legislative change through bill drafting, or a Policy Statement, which are standing principles that guide registration and advocacy when other bills potentially impacting county government are introduced. After the membership vote, the ISAC Board of Directors ratifies the legislative package and sets the Top Priorities from among the Objectives. This process ensures that what is developed is representative of county objectives and principles statewide regardless of population, geography, partisanship, demographics, or other characteristics that could get in the way of improvement and good public policy.

Once the legislative package is finalized, the government relations team works with legislators to get bills drafted that will address the problems identified through the legislative proposals and to make the case for change. Though these proposals come from county officials who identified an area in need of improvement, it sometimes still takes a good deal of convincing when speaking with legislators. Your voice, your experience, and your expertise are valuable to our efforts on your behalf, so please continue to communicate with your legislators on the issues important to you and your office and county.

When the legislative session begins there are also a good number of bills that go against our established principles outlined in our policy statements, and in that case, we must oppose them or work to improve them. These proposals could affect how counties provide services, how services are funded, or what authority counties have in a certain area. There are two principles that always rise to the top: local control and unfunded mandates. First, we believe the adage that the government closest to the people serves the people best. What's best for Hancock County may not be best for Jasper County; what works in Marshall County may not work in O'Brien County; and what's needed in Story County may not be appropriate in Scott County. Admittedly there are times when the case for consistency can be made, but often, counties, and by extension their constituents, are best served when decisions can be made at the local level based on local circumstances. Second, counties are subject to a very large number of mandates from the state without proper funding to accomplish them. Counties provide state services at the local level, but the fees retained do not cover the cost of providing the service. A good way to address rising property taxes is to start by addressing unfunded and underfunded mandates on counties from the state, and to avoid adding to the list.



# The ISAC Government Relations Team Works for You

Finally, while the ISAC Government Relations Team represents you at the Capitol and beyond, we need to hear from you. How will proposed legislation affect your office, your county, and your constituents? Where could the system be improved? Have you also shared your thoughts with your legislators, and what did they say? And, whether it's on specific legislation, our advocacy efforts, the weekly newsletter, or the countless other activities in which we engage on your behalf, we truly value your feedback so that we can better serve you. As always, please reach out at any time with your comments, questions, or concerns to Jamie Cashman, [jcashman@iowacounties.org](mailto:jcashman@iowacounties.org), or Lucas Beenken, [lbeenken@iowacounties.org](mailto:lbeenken@iowacounties.org).



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# End of the Year Legal Notes and Updates

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**Case of Note:** In *Site A Landowners v. South Central Regional Airport Agency*, the Iowa Supreme Court held that a 28E Agreement was unconstitutional. This was because the 28E Agreement was perpetual, did not have withdrawal provisions for individual members, and the 28E Agreement could only be amended or terminated with the approval of the governing Boards of each Party to the 28E Agreement. The Court found it was unlawful that the 28E Agreement bound future boards of supervisors “to the decisions of an earlier-elected board” and “restricts the County from terminating its delegation of powers to [the 28E entity].”



**Kristi Harshbarger**  
ISAC General Counsel  
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**Opioid Settlement Update:** Your county has likely received the first payment from the distributors’ settlement and by the time of this publication may have received the second payment. Counties will also be receiving settlements from the Janssen and Mallinckrodt/NOAT II settlements. As we receive estimates on the dollar amounts for these distributions, we will forward them to you for review. If you have any questions about the distribution estimates, please let us know. All the funds from various settlements can be used in the same ways, but some of these settlements may have slightly different reporting requirements. As we learn more about those requirements, we will keep you informed. If your county chooses to allocate any of your settlement distributions to other counties or to the Local or State Abatement Funds, please let us know. For additional information and resources about the opioid settlement, please see our website <https://www.iowacounties.org/opioid-settlement-resources/>, and please contact us with any questions.

**Gift Law:** As the holiday season approaches, it is worth considering Iowa’s gift law, which can be found in Iowa Code Section §68B.22. We ran articles with more information on this topic in December 2014 and January 2017 if you would like to review those, and you can find additional information from the Iowa Campaign Finance and Ethics Board here - <https://ethics.iowa.gov/advisory-opinions>. All past issues of *The Iowa County magazine* can be found on ISAC’s website under the Resources tab.

**Terms and First Meetings:** What does it mean when January 1 is on a non-business day (Sunday for 2023)? Iowa Code §63.1 sets forth the pre-qualifications for taking office – “by taking the prescribed oath and by giving, when required, a bond, which qualification shall be perfected, unless otherwise specified, after being certified as elected but not later than noon of the first day which is not a Sunday or a legal holiday in January of the first year of the term for which the officer was elected.” (emphasis added) So for this year, most new terms will begin on Monday, January 2. Iowa Code §69.1A allows the previous office holder to continue their term “until a successor is elected and qualified,” so that there isn’t a gap in coverage for the office. Even if your county is observing the holiday on the 2nd this year because the holiday is on Sunday, the 2nd is not a legal holiday because it is not listed as a holiday in the Iowa Code. So if a county wants terms to start on the 2nd, they need to give the oath early (probably the Friday before) so the new officers have met all the pre-qualifications.

For the first board of supervisors meeting, below is the Code Section that discusses this- “331.213 Meetings of the board. 1. The board shall hold its first meeting of each year on the first day in January which is not a Saturday, Sunday, or holiday and shall hold all subsequent meetings of the year as scheduled by the board.”

Because the Code Section says just “holiday” and not “legal holiday” like Iowa Code §63.1, the first BOS meeting could be held on January 3 if your county is recognizing the holiday on January 2 this year. As always, you should discuss this with your county attorney and consider your local policies and procedures.

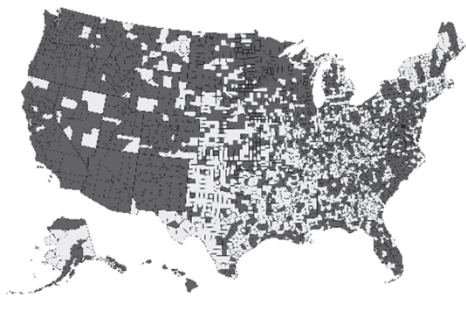
# NACo High Performance Leadership Academy

## Join us in investing in the county workforce

The NACo High Performance Leadership Academy is a 12-week online program designed to enable current and emerging county leaders to achieve their fullest potential, making them smarter and more effective resources for their colleagues and communities. Over 1,600 counties have participated since the launch of the program, with incredible feedback and results.

## Enroll in 2023 - Start dates in January, April, August, and September

The January Cohort is right around the corner. Join us in investing in the workforce - empowering them to become better leaders today and into the future.



**5,100+** Program Participants



**1,690+** Counties & Associations



**\$ 5m+** In Scholarship Savings

For questions and assistance in enrolling, please contact Luke Afeman at [lukea@pdaleadership.com](mailto:lukea@pdaleadership.com) or visit [www.naco.org/resources/education-and-training/naco-high-performance-leadership-academy](http://www.naco.org/resources/education-and-training/naco-high-performance-leadership-academy).



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# NACo Leadership Academy Alumni Profile

## Cathy Nicholas

Black Hawk County Iowa, County Engineer



Number of years in your role:

12

Don't miss this in my county:

Cedar Valley Nature Trail, Hartman Reserve,  
George Wyth State Park, Lost Island Water Park.

My biggest challenge:

Not enough money, prioritizing what is most important with limited funds.

My motivation for signing up for the NACo leadership Academy:

Wanting to improve myself, become a better and more confident leader.

My favorite part of the NACo Leadership Academy:

Hearing from other company/government leaders on important topics covered throughout the program.

My favorite leadership rule of the NACo Leadership Academy:

"Feedback is a gift" and "think before you speak".

My leadership oath:

To humbly serve the citizens of Black Hawk County by being a servant leader to staff in my department by serving with honesty, integrity, compassion, respect, treating all people fairly, being approachable and a good listener.

In my spare time I:

I spend time with my kids, run, bake, cook, work on home remodeling projects and enjoy travel.

I'm most looking forward to:

Moving forward from COVID.



# Employee Evaluations

As we approach the end of the year, now would be a good time to examine your annual employee evaluation process. If you don't have an annual review process, hopefully this can help you start!

It is normal for employees and employers to disagree on various work related topics. Ironically enough, when it comes to employee evaluations, managers and staff are usually in agreement that they are not regarded in a positive light. Many people view evaluations as a necessary evil when in actuality, they can be a very beneficial tool for all.

Performance evaluations can guide the employer/employee relationship as they document areas of success, identify employee development needs, provide recognition of exceptional performance, and support any necessary training or disciplinary actions based on an employee's poor performance. Evaluations can be as simple as a pass/fail rating or more detailed, such as establishing performance metrics and assigning a one to five rating for the level of performance.



**Lisa A. Mart, SPHR, SHRM-SCP**  
Human Resources and  
Management Advisor  
Iowa Municipalities Workers'  
Compensation Association (IMWCA)

The first step in the evaluation process is to document each employee's performance expectations. These expectations should align with the employee's job description and support mission and vision statements, all great references to use as the basis for the evaluation. Managers should remember the term "SMART" when developing the performance metrics to be measured. A SMART metric is Specific, Measurable, Attainable, Realistic, and Time-based. Managers may not know the best way to measure a specific task, so take advantage of the opportunity to get an employee's point of view. This communication enhances the manager/employee relationship and supports employee buy-in of the process.



Once the expectations and performance metrics are determined, managers meet with each employee individually to discuss the evaluation plan. The topics of discussion should include the period the evaluation will cover, a clear understanding of the expectations and how they are measured, approximate date for any mid-term reviews, and how the evaluation will be documented. Ideally, the manager/employee acknowledgement of performance metrics at the beginning and end of the period is documented, as well as any mid-term reviews. Written comments on performance at

a mid-term or end of period lend support to any rating given, making the evaluation a valuable tool rather than a "check the box" requirement.

The evaluation process is a continual part of a manager's daily duties through general observations, on the spot praise for a job well done or corrections when necessary. Managers should keep notes throughout the year to make the evaluations process easier at the end of the period. A well planned and organized evaluation adds value through acknowledging employee success, identifying developmental needs, or supporting disciplinary actions. Have you looked at your evaluation program lately?

# Let's Talk Pricing

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If you happened to see the ICAP article that was published in the June issue of *The Iowa County magazine*, you already know the ICAP team has been talking about pricing the last couple of years.



Iowa Communities Assurance Pool  
(ICAP)  
[www.icapiowa.com](http://www.icapiowa.com)

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We noted inflation hit a 40-year high in March of this year, which has caused many of us to pay more attention to the cost of products, services, and daily expenditures. This is true personally, of course, as well as in business.

In our previous article, we touched on the fact that municipal officials are likely already aware of increases in the cost of doing business and the costs related to securing coverage.

Now, we'd like to take the opportunity to expand on why coverage costs are increasing. In essence, we'd like to provide county officials and employees with a look at what goes into pricing.

Insurers don't want to talk about this, nor about what goes into it. At ICAP, though, we believe conversations surrounding pricing are important to have because they help local officials plan and budget accordingly. That being said, let's dig in.

First and foremost, we should explain what a rating is. As defined by the Insurance and Risk Management Institute (IRMI), a rating determines the amount of premium to be paid to insure or reinsure a risk. Most ratings are loss sensitive, which means they can be adjusted after the end of a policy period to reflect an insured's loss experience. Note: ratings that are loss-adjusted are implemented at the start of the next policy period – in ICAP's case, the anniversary date.

Think of your personal auto policy. If you receive a speeding ticket, your premium (contribution or payment amount) for your renewal policy is likely to increase. This is because, based on the fact you received a ticket, the insurer views you as a more costly risk to insure, and thus increases your rating – and premium – accordingly.

Generally speaking, homeowners' insurance policies operate much the same. So, too, do most commercial liability and property insurance policies, including those provided by ICAP.

Now, it's important to acknowledge there are many other factors at play when it comes to pricing beyond direct loss experience. This brings us back to our discussions about inflation and the market. The fact is, given current, global circumstances, it's a tough time for the insurance industry.

Significant increases in building costs due to supply chain issues, rising loss ratios, increasing cyber events, costly weather events, increasing labor costs and shortages, explosive jury verdicts, and exorbitant settlement amounts, among other national trends, are all wreaking havoc on the bottom lines for insurers. Unfortunately, it doesn't seem there will be relief from them anytime soon.

In fact, if we look at property coverage alone, we can easily understand how both frequency and severity of certain claims nationally have gone up.

Looking at the \$10 billion weather events that have impacted the U.S. in 2022, five of them were centered in the Midwest. Of those, four impacted Iowa directly, including yet another derecho (the fourth one to impact the state in less than two years).

# Let's Talk Pricing

Given the current national data showing inflationary amounts on buildings are up by 17% and vehicle prices are surging (The cost of some heavy machinery is up 19% over 2021!), it is easy to understand how the costs of related claims have skyrocketed.

And, of course, that all relates to property alone. We haven't even touched on some of the national casualty claim trends yet, that include outlandish settlement amounts on several liability lines, such as law enforcement, public officials, and employment practices liability, to name a few.

In discussions with ICAP underwriters, they highlighted the fact that entity-specific exposures are incredibly important to consider when it comes to rating. They look at a given entity's loss experience, of course, as well as at the member-specific exposures that require coverage.

Have a jail or holding facility? There's a cost to cover the exposure. Host an event with live animals and/or bounce houses? That comes at a cost, too.

In addition to exposures, adding specific types of premises and/or increasing the number of employees will impact the rating and related cost of coverage for your entity. Other factors that can impact your rating and therefore pricing – some for the positive – include access to facilities, utilization of training and risk control resources, policy implementation, and more.

ICAP Risk Control can help you review and evaluate the exposures that exist for your entity. In addition, our underwriting team can work with your agent to evaluate exposures, explore deductible options, and review certain cost-saving measures that may positively impact the cost of coverage for your entity.

If you have questions or are curious to learn more, please contact your local agent or Kasi Koehler (kasi@icapiowa.com) for assistance.



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Beginning in January 2023



# CERTIFIED IOWA COUNTY SUPERVISOR



New and current county supervisors are encouraged to register at [www.iowacounties.org](http://www.iowacounties.org)

## MISSION

Create a culture of Iowa county supervisor leadership development through a well-rounded continuing education program

## VISION

Better county government in Iowa through education

## ABOUT US

The Certified Iowa County Supervisor continuing education program is administered by the Iowa State Association of County Supervisors (ISACS). ISACS is an affiliate of the Iowa State Association of Counties (ISAC) whose members are the elected and appointed county officials from all 99 counties.

*Be a Leader  
Be an Educated Leader  
Become a Certified Iowa County Supervisor*

## BENEFITS

- Well-rounded education
- Official certification
- Campaign talking points
- Mentorship/networking
- Ceremony during ISAC Annual Conference
- Listed on ISAC website
- Basecamp access

## CURRICULUM

### • Year 1 Tracks - 2023

Public Administration (Core)  
Open meetings, ethics, HR, budgeting, etc.

Local Issues (Electives)  
MH/DS, CAFOs, drainage districts, Master Matrix, etc.

### • Year 2 Tracks - 2024

Leadership (Core)  
Motivational, creating culture, big picture, etc.

Community Development and Outreach (Electives)  
Best practices, economic development, PR, etc.

*Better County Government  
Through Education*

Find out more:

[www.iowacounties.org](http://www.iowacounties.org)

## CERTIFICATION

Two-year commitment

- Total credit hours: 30

Credit hours offered during:

- ISAC NCO/University
  - Statewide Supervisors Meeting
  - ISAC Spring Conference
  - ISAC Annual Conference
  - Other events
- Webinars, district meetings, NACo conferences, other affiliate/entity events

## RECERTIFICATION

- Two-year commitment
- Total credit hours: 15
- Mentorship Participation
- Outreach Participation





# 2023 NEW COUNTY OFFICERS SCHOOL



## Don't Miss it!

**January 18-19, 2023**  
Sheraton West Des Moines

Full agenda and registration at  
**[www.iowacounties.org](http://www.iowacounties.org)**

All county officials are encouraged to attend the 2023 ISAC New County Officers School. Being held January 18-19, 2023, this exciting two-day conference will give you the essential information and training you need as a new or returning county official.

Day one will include programming for all attendees: open meetings/open records; ethics; budgeting; property tax; human resources; and more. The following day's education will be specific to your office.



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## 2022 Calendar

### December 2022

- 13-16 ISSDA Winter School  
(Holiday Inn Des Moines Airport)
- 14-16 ICEA Conference  
(Veterans Memorial Community Choice Credit Union Convention Center, Des Moines)

### January 2023

- 18-19 New County Officer's School  
(Sheraton West Des Moines Hotel)
- 20 ISAC Board of Directors Meeting  
(ISAC Office)

### February 2023

- 2 Statewide Supervisors Meeting  
(Embassy Suites Des Moines Downtown)
- 11-14 NACo Legislative Conference  
(Washington Hilton, Washington, D.C.)
- 21-24 ISSDA Spring Jail School  
(Holiday Inn Des Moines Airport)
- 22 ISAC Board of Directors Meeting  
(Virtual)

### March 2023

- 9-10 ISAC Spring Conference  
(Veterans Memorial Community Choice Credit Union Convention Center, Des Moines)
- 28-29 Public Health Conference of Iowa  
(Scheman Conference Center, Ames)

### April 2023

- 16-19 ISSDA Spring Civil School  
(Holiday Inn Des Moines Airport)

### May 2023

- 3 ISAC Board of Directors Meeting  
(ISAC Office)
- 17-19 Western Interstate Region (WIR) Conference  
(Washington County, Utah)

### June 2023

- 20-23 ISACA Summer Conference  
(Hilton Garden Inn West Des Moines)

### July 2023

- 12 ISAC Education Foundation Golf Fundraiser  
(Toad Valley Golf Course, Pleasant Hill)
- 21-24 NACo Annual Conference  
(Travis County/Austin, Texas)

### August 2023

- 23-25 ISAC Annual Conference  
(Veterans Memorial Community Choice Credit 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](mailto:ksebern@iowacounties.org).

### 2022 ISAC Preferred Vendors

#### Endorsed Elite Preferred Vendors

County Risk Management Services, Inc.  
representing ICAP and IMWCA  
Assured Partners

#### Elite Preferred Vendors

IP Pathways  
Summit Carbon Solutions

#### Endorsed Platinum Preferred Vendor

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Northland Securities, Inc.  
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Schneider Geospatial  
Tyler Technologies

#### Gold Preferred Vendor

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The Center for Infrastructure and  
Economic Development  
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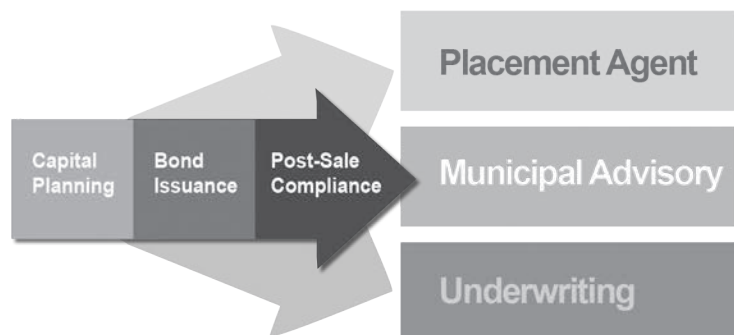
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# ISAC GROUP BENEFITS PROGRAM

PARTNERING WITH COUNTIES ACROSS IOWA



## Health Program

- Early release of renewal rates
- Experience and wellness discounts
- Multiple networks and plan designs
- 28 participating counties



## Worksite & Ancillary Program

- Group accident and critical illness plans
- Accident includes wellness benefit
- Voluntary Life and Voluntary AD&D
- Group disability products



## Dental Program

- Comprehensive plan portfolio
- Voluntary and contributory pricing
- Broad network of providers
- 29 participating counties



## Complimentary ISAC Benefits

- Wellness Program
- Employee Assistance Program
- COBRA administration
- Consolidated Billing



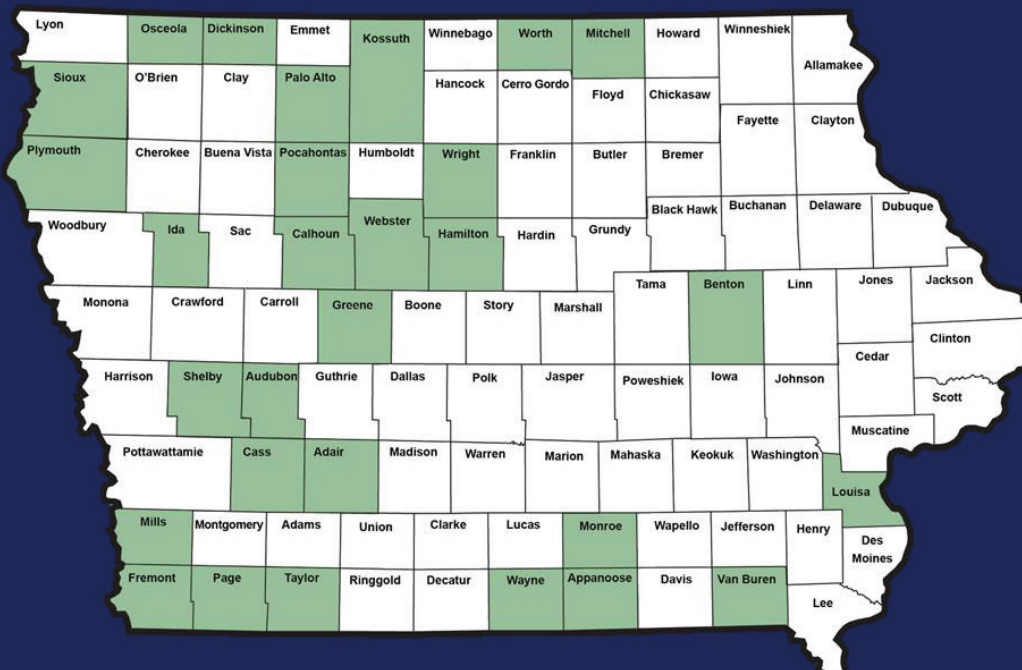
## Vision Program

- Multiple carriers and plan options
- Exclusive fully insured county pricing
- Robust provider networks
- 23 participating counties



## AssuredPartners

- Employee benefits consulting
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