

# The Iowa County

magazine



December 2023





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# The Iowa County

December 2023 \* Volume 52, Number 11

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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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# Words from the Outgoing President

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Greetings! It sure appears like this past year has gone by very quickly. It seems like it was only yesterday that I was sworn in as your ISAC President and now, sadly, it's time for me to go. Before I go, I thought that I would highlight some of this past year's activities, seeing how ISAC has so much to offer to county employees in the way of resources, programs, and training opportunities.

Shortly after I was sworn in as the ISAC President, Bill Peterson, Richard Crouch, and I headed off to Washington, D.C. to attend the National Council of County Association Executives State Presidents and Executive Directors Meeting that was held January 11-13. I was amazed how well-orchestrated this event was and how much was packed into such a short amount of time, with hardly a minute wasted. I was also amazed at how well-known Bill Peterson is across the nation. As the longest-serving state executive director, Bill is seen by most as the father of executive directors, and I personally witnessed many others looking up to him for advice while I was there.



**ISAC President**  
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January 18-19, ISAC hosted the New County Officers School in West Des Moines. While the school offered training specific to newly elected county attorneys, recorders, treasurers, and supervisors, it was also an opportunity for more seasoned elected officials and their staff to polish their skills. There was also ample time for the attendees to network and socialize with their counterparts from across the state.

The NACo Legislative Conference was held February 11-14, in Washington, D.C. This conference gathered various Policy Steering Committee members and helped to determine the Association's federal legislative priorities. As President I was invited to attend, but a very recent knee replacement surgery prohibited me from doing so.

ISAC held its Spring Conference March 9-10, in Des Moines. Educational seminars, affiliate breakout sessions, the General Session, time with vendors, and networking was offered.

On July 12, the ISAC Education Foundation Scholarship Golf Fundraiser was held at the Toad Valley Golf Course in Pleasant Hill. While the weather started out a little iffy, it turned out to be a very nice day with good attendance. The beer-goggle putting green competition seemed to be well-received.

The NACo Annual Conference was held July 21-24 in Austin, Texas. The conference was well-attended by county officials from across the nation. It did take a little getting used to the heat, as the actual temperature during the conference ranged from 104 to 106 degrees, but the hospitality and food made up for it.

ISAC's Annual Conference was held August 23-25, in Des Moines. For those who didn't get enough heat in Austin, the actual temperature on the first two days was 100 and 99 degrees. The social event at the Jasper Winery was very well attended and included food trucks, beverages, and live music.



# Words from the Outgoing President

The ISAC Board of Directors Retreat was held September 20-22 in Cedar Rapids in my home county - Linn. In addition to having some informative presentations and conducting necessary business, the group toured the National Czech and Slovak Museum, the Linn County Sheriff's Office, and the Linn County Correctional Center. On a side note, we learned that Kelsey Sebern's desire to become a correctional officer was short-lived after touring the jail!

In addition to all of this, we still managed to squeeze in six ISAC Board of Directors meetings and a handful of committee meetings, making this a very eventful year.

Throughout my tenure as ISAC President, one thing has remained very clear to me. The ISAC staff, under the leadership of Executive Director Bill Peterson, made my tenure as President one of the most enjoyable experiences that I have had. Their caring and professionalism is second to none, and I am honored to have been part of this wonderful organization.

In closing, I wanted to extend my sincere appreciation to the members of the ISAC Board of Directors for allowing me to serve as this past year's president. It was an experience that I will fondly remember. And while I'm sad that my time as your president is coming to an end, I leave you knowing that you'll be placed in the very capable hands of in-coming president, Clay County Supervisor Barry Anderson. Thank you.

## DON'T FORGET TO REGISTER FOR THESE UPCOMING EVENTS!



### ISAC University

January 17-18, 2024

The Meadows Event and Conference Center  
Leadership Focused Conference for all elected officials, appointed professionals, and staff!  
**Registration is open!**



### NACo Legislative Conference

February 9-13, 2024

Washington Hilton, Washington, D.C.  
Learn about the federal legislation and lobby your congressional delegation about the topics that matter most to Iowa county officials.  
**Registration is open at [naco.org](https://naco.org)!**



### Statewide Supervisors Meeting

February 8, 2024

Embassy Suites Des Moines Downtown

The annual meeting of the supervisors affiliate will feature legislators, great speakers, and discussion of hot topics.

**Registration opens November 29!**



### ISAC Spring Conference and County Day at the Capitol

March 13-15, 2024 | Des Moines

Lobby about county issues at the Capitol then join all of your colleagues for an education and networking-packed conference.

**Registration opens January 3!**

# Preferred Vendor of the Month - Assured Partners

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**Assured Partners is proud to be an ISAC Endorsed Elite Preferred Vendor.**

## **Promoting Preventative Care and Wellness**

As health insurance consultants for over 35 Iowa counties, we are always looking for ways to help employers enhance the health and wellness of their workforce. One area that we strongly promote is preventive health and employer wellness initiatives.

Although the Affordable Care Act mandates that group health plans provide many preventive services at no member cost share, studies show that individual statistics are still lagging. Just last week, the CDC's National Center for Chronic Disease Prevention and Health Promotion reported that "in 2021, one in four United States adults of the recommended screening age were not up to date with breast, cervical, and colorectal cancer screenings." According to the National Institutes of Health, these are areas where "early detection through screening programs has been proven to reduce mortality."

In addition, "60% of adult Americans had at least one chronic disease or condition, and 42% had multiple diseases. Chronic diseases, including heart disease, cancer, chronic lung disease, stroke, Alzheimer's disease, diabetes...are the leading causes of poor health, long-term disability, and death in the United States." The same article states what we could likely infer – these chronic diseases negatively impact the patients' quality of life and increase rates of absenteeism at work. The article finds that despite these statistics, preventive services are still underutilized.

So, what can employers do to increase the likelihood that their employees receive preventive services?

Most insurers have a company-branded preventive list that you can request and make available to employees. Also, [HealthCare.gov](https://www.healthcare.gov/coverage/preventive-care-benefits/) provides a general list at [healthcare.gov/coverage/preventive-care-benefits/](https://www.healthcare.gov/coverage/preventive-care-benefits/). This is a good place to start.



**Ryan Berven**

Vice President, Assured Partners

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# Preferred Vendor of the Month - Assured Partners

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In addition to group health insurance, many employers also offer dental and vision plans. Dental policies often provide low or no cost routine dental exams. Dental care is not just about keeping teeth healthy. “Dental check-ups can uncover skin diseases, thyroid problems, leukemia, cancer, or even the early stages of hardening of the arteries.” Providing dental insurance can also be a good business decision. DeltaDental shares that “over 20 million workdays are missed every year because of dental issues.” And it is not just dentists who can help catch diseases in their early stages. The American Academy of Ophthalmology shares that over 20 health conditions can be found in an eye exam, including: aneurysm, brain tumor, cancer, diabetes, Lyme disease, multiple sclerosis, stroke, and thyroid disease. The ISAC Group Benefits Program sponsors a variety of competitively priced dental and vision policies that can be a part of your employer-based wellness initiatives.

If your county is looking at ways to attract and retain employees while also promoting the overall health of the workforce, ISAC offers two additional programs that counties should consider. Beginning in January 2024, ISAC is partnering with Voya to offer an Accident and Critical Illness policy. While the Accident policy may not immediately shout “wellness,” it is important to note that all enrolled members are eligible for a \$100 cash benefit for submitting proof of an approved wellness screening. Counties in the ISAC Group Health Program receive a free accident policy for their enrolled employees, and families have the option to add additional family members. This way, all county employees enrolled with health insurance automatically receive a cash incentive for receiving their annual health screening. This can be the additional motivation some individuals need to schedule an appointment with their physician. The Critical Illness policy is also being provided at no cost to employees who are enrolled in the ISAC health plan. This can provide families with an added sense of security in the unfortunate event of a diagnosis of a covered disease or illness.

For many years, ISAC has worked diligently to create and refine a county wellness program that emphasizes preventive health. Within the current program, both counties and employees are rewarded for participation in annual screenings, health risk assessments, and a walking challenge. This program is provided and paid for by ISAC for counties that are part of the ISAC Group Health Program.

If you would like any additional information about any of these programs available through ISAC, please reach out to:

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Ryan Berven, Vice President, Assured Partners, 515-493-0832 or [Ryan.berven@assuredpartners.com](mailto:Ryan.berven@assuredpartners.com)

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# Iowa Land Records

## Iowa Land Records Introduces New User-Friendly Search Application

Since its inception in 2005, Iowa Land Records has blazed a trail in the world of electronic record-keeping, proudly pioneering the first statewide land records system in the United States. With almost two decades of experience under its belt, the Electronic Services System (ESS) DBA Iowa Land Records has worked tirelessly to advance its capabilities and enhance user experiences.

Earlier this year, Iowa Land Records unveiled an impressive overhaul to its search application referred to as “SEARCH 2.0” after several months of focus group testing, extensive research, and dedicated development. The updated application boasts faster speeds, heightened security, and a sleek, modern interface.

What truly sets SEARCH 2.0 apart, though, is the integration of electronic submission and search capabilities into a single, user-friendly platform. This upgrade streamlines the user experience and significantly enhances the system’s overall capabilities, marking a milestone in the landscape of statewide electronic recording and land records management for our state.

What’s more, the team at Iowa Land Records is thrilled to announce that these advancements come at no cost to the search user. While other digital land record search platforms across the nation often charge user or access fees, Iowa Land Records stands firmly in its commitment to providing a free search service. The entire system is primarily funded by E-Submission service fees.

In tandem with the system upgrades, the search and electronic submission services updated its Terms of Service to align with current policy standards such as two-factor authentication and enhanced user management tools. Among these changes is a simplified application process for individual search users. Now, anyone with a need to access land records in Iowa for personal reasons will find a quick and user-friendly process, enabling them to begin their record searches with ease.

The journey to this point has been marked by careful planning and a gradual introduction of the new search application and terms to its users. The Iowa Land Records’ dedicated support team continues to acclimate users to the new system as the first-generation search application is phased out, making way for the future of land record searches in Iowa.

For those eager to explore and experience the Iowa Land Records Search Application, visit [iowalandrecords.org/search-records](https://iowalandrecords.org/search-records). This online resource offers demonstrations, training materials, and a FAQ section.

The success of the new search application is in part thanks to focus group participants across various industries. Their valuable input on searching for land records in Iowa helped ensure that the user interface and the display of the search results would meet their needs. To learn more about our process, see our annual report posted on the Iowa Land Records website at <https://iowalandrecords.org/wp-content/uploads/2023/07/2023-Annual-Report.pdf>.





# ISAC Board Retreat Minutes Summary

## September 21-22, 2023

ISAC President Brian Gardner called the meeting to order on September 21. Following review and approval of minutes, Tammy Norman gave an update on and demonstration of the Precinct Atlas Project. Katie Cook provided a timeline of the ISAC office renovation and a contract to update all conference room AV was approved. Joel Rohne gave an update on the ISAC Tech Service Bureau, and Andrew De Haan provided a summary of internal security updates. Brad Holtan shared the Financial Report for June 30, 2023. At the end of the fiscal year, ISAC had a small net gain. He also provided highlights from the August 31 report. Following approval of both reports, the Quarterly Investment Report was reviewed and approved. Lastly, an updated credit card resolution was approved, and Brad gave an update on the external audit progress. Kristi shared and the Board approved the letter that will be submitted to the IRS to request a Private Letter Ruling on ISAC's Section 115 tax status.

The Board recessed and reconvened on September 22. The 2023 ISAC Scholarship Golf Fundraiser increased revenue with a total profit of about \$20,000. Kelsey gave an overview and the Board asked questions related to the 2023 ISAC Annual Conference, which was an overall success.

Peter Konrad, Linn County GIS Specialist, shared how building the Community Resource Hub site has saved significant county staff time and has received positive feedback from the community since its roll out two months ago. Matt Boyle, Linn County GIS Analyst, presented the Tax and Apportionment Hub site that was built for the Linn County Treasurer's Office. The tax search app was developed first and then it was wrapped back into the hub site. Discussion was had on the logistics and advantages of building the sites.

Jamie reviewed the timeline and activities for setting the 2024 ISAC Legislative Priorities. Jamie presented the updates to the legislative objectives as are currently being considered by the ISAC Legislative Policy Committee. Lucas shared some possible additional objectives from the treasurers affiliate. The Board asked questions and discussed possible legislative issues that may come up in 2024.

Bill reviewed the phase I results of the soil compaction study and potential plans for phase II of the study. The Board approved working with ISU to conduct phase II of the study. Bill also shared congratulations and the board passed a resolution honoring the 75<sup>th</sup> anniversary of the Iowa State Association of Assessors (ISAA).

Following board member reports, comments, and discussion, President Gardner adjourned the meeting.



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*Courthouse, Marshall County, Iowa*

# ISU Soil Compaction Research

## Research informs guidelines to minimize excessive compaction on wet soils during utility construction

AMES, Iowa — New research at Iowa State University that was jointly funded by the Iowa State Association of Counties (ISAC) and the Iowa State Association of County Supervisors (ISACS) aim to inform development of guidelines engineers or others can use to improve the potential for cropland recovery after construction activities.

Heavy-axle load machinery operation, especially during wet conditions, can create excessive compaction and deep ruts that negatively impact soil health and future crop productivity for years. Utility construction is a special concern due to the concentration of heavy equipment used and the extent of land potentially impacted.

Such utility construction in Iowa includes the underground installation of the Dakota Access Pipeline that stretched 347 miles across the state, with approximately 57,000 tons per mile of topsoil removed and backfilled. Other utility projects requiring heavy construction equipment include solar and wind projects and pipelines, which are often located on high quality Iowa farmland.

Limited scientific studies have been conducted that can answer questions about how soils react to excessive compaction under heavy loads in different moisture conditions. As a result, ISAC and ISACS funded Phase I of a project to develop guidance that can be used to calculate relationships between soil characteristics, in-field soil water levels, and soils' load-bearing capacity.



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Scene during construction of the Dakota Access Pipeline. Photo by Mehari Tekeste, Iowa State University.

# ISU Soil Compaction Research

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Specifically, the researchers sampled soil cores collected from the field at varied soil wetness conditions and investigated the capacity of different soil classes to handle ground contact pressure of the rear tire of a two-wheel drive tractor resulting in minimum rut formation (soil ruts not to exceed the lug of the drive wheel of the tractor equipped with typical tires and axle loads).

Soil core samples were collected representing four soil drainage classes and brought to the Soil Machine Dynamics Laboratory (SMDL) at Iowa State to collect data on soil bulk density and soil moisture characteristics. In the process, the scientists developed a soil wetness classification for managing soil compaction from heavy-equipment and a new soil-sinkage measurement tool.

On average, tests indicated that, after three days, gravity drainage allowed soils to attain capacity to bear 15 PSI ground contact pressure without excessive rutting. However, more poorly drained soil classes continued to retain moisture at levels that could contribute to high compaction, leading researchers to recommend more extensive characterization of soil-bearing load capacity in areas with poor soil permeability.

These preliminary findings were reported by SMDL Director Mehari Tekeste, associate professor in the Department of Agricultural and Biosystems Engineering (ABE) at Iowa State, and research team members: Mark Hanna, retired Iowa State Extension agricultural engineer; Adewale Sedara, graduate research assistant; and Nick Palmersheim, agricultural assistant, both in ABE. The detailed Phase I summary, “Minimizing Excessive Soil Compaction During Construction Utilities on Wet Soil” is available at the SMDL.

In September, ISAC approved additional support for Phase II of the team’s research on the soil moisture implications of construction, with both phases of the project totaling \$104,632. At the time of writing this article, ISACS had not yet held its meeting to consider its continued involvement.

“I want to thank Dr. Tekeste and his team at the Iowa State University Soil Machine Dynamics Laboratory for partnering with the Iowa State Association of Counties and the Iowa State Association of County Supervisors to study the impact of utility construction on wet agricultural soils,” said Bill Peterson, ISAC Executive Director. “Iowa counties are responsible for monitoring and inspecting utility construction on agricultural lands to ensure they are returned as close as possible to pre-construction conditions. The study results can hopefully be useful in establishing standards for when construction can occur on wet soils. Our goal is to protect our valuable agricultural lands.”



# 2023 Iowa Child Care Workforce Study

## 2023 Iowa Child Care Workforce Study

Child care is a significant challenge for many Iowa communities. Our state ranks first in the country with 74% of children under age six with all available parents in the workforce (Kids Count 2021). Families need care for their children, but it is hard to find and difficult to afford. Even if a family can find care, the quality they desire may not be available. Child Care is an important infrastructure for working parents; they need child care to get to work as much as they need good roads and bridges.

Child care businesses are doing their best to provide affordable quality care, but they face shortages in the early care and education workforce. The shortages in the child care workforce are driven by low compensation and limited access to benefits which results in high rates of turnover.

To better understand the challenges faced by the child care workforce and in an effort to identify possible solutions, the Iowa Association for the Education of Young Children, in partnership with the I2D2 integrated data team at Iowa State University, conducted the 2023 Iowa Child Care Workforce study.

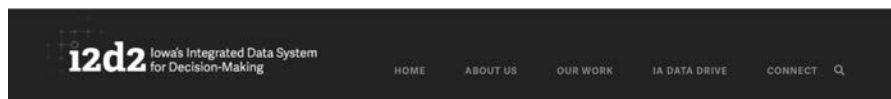
Over 4,000 surveys were returned with representation from every county in Iowa. Additionally, focus groups were held with child care providers – both home and center based as well as program directors.

Key findings include:

- The child care workforce is committed to this meaningful work
- Wages are not enough
- Education promotes stability in the field
- Better data is needed to track, monitor, and support a sustainable workforce

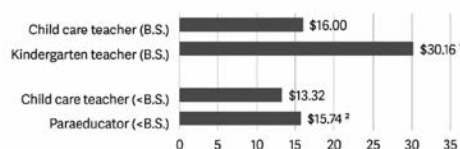
Findings suggest that higher wages are the first and most effective solution to enable child care businesses to recruit

and retain staff. Low compensation drives out employees and makes it difficult to recruit staff. Staff recruitment and retention are critical to a sustainable child care business.



Regarding the wages of teachers specifically, data shows that higher education is associated with higher wages (Figure 7). Workers with a bachelor's degree receive higher wages than their less educated co-workers. However, the hourly rate of teachers in the early care and education field is much lower than the rate in the K-12 system. Teachers or assistant teachers with a bachelor's degree are paid almost 47% less than kindergarten teachers. These results suggest that efforts to increase income and training in the early child care and education field are desperately needed.

FIGURE 7. MEDIAN HOURLY WAGE BY EDUCATION LEVEL COMPARED TO OTHER EDUCATORS



<sup>1</sup> Median hourly rate in 2020 of kindergarten teachers. Retrieved from: Center for the Study of Child Care Employment. (2020). Early Childhood Workforce Index 2020, Iowa. University of California, Berkeley. <https://csccce.berkeley.edu/workforce-index-2020/states/iowa/>

<sup>2</sup> Mid-range hourly wage in 2021-2022 for elementary paraeducators in a large suburban school district. Retrieved from: Iowa City Community School District. (2022). Paraeducator Benefits 2021-2022.

- The average hourly wage for child care providers is \$14.00/hour
- 53% of providers have an annual household income below 200% of the Federal Poverty Line
- Over 80% of unmarried providers are under 200% Federal Poverty Line

# 2023 Iowa Child Care Workforce Study

- 27% of providers indicate they are having personal financial difficulties
- 37% indicate they rely on some public assistance (e.g., Medicaid, SNAP) to meet household needs

“I do feel like we have to increase our hourly starting pay to compete with places that we lose staff to. Around here, it’s Casey’s. So a gas station will start off their employees at a higher rate than us.” [Administrator 602]

The early care and education workforce is the foundation of high-quality learning and development experiences for young children. 90% of brain development occurs in a child’s first five years. The early care and education providers with whom children spend their days make a tremendous impact on those children.

If early experiences are so important and child care costs so much, why is the early care and education workforce paid so little? Child care is a broken market – the cost of providing quality care is more than can be charged to families. On the expense side of child care program budgets, space and personnel make up over 90% of costs (NAEYC 2020). On the income side, child care programs are limited by the amount they are able to charge families. Iowa’s average cost of care is around \$800 per month per child (Procure Solutions 2020), making child care payments equivalent to housing costs for a family with two or more children. These limitations make child care a broken market and explain why personnel costs are where concessions are made in the budget.

So, what can be done? The 2023 Child Care Workforce Study identified five key strategies to strengthen the early care and education workforce and thus strengthen the state’s child care system.

*“Probably the big thing is that so many providers have quit. So many home providers, so many rooms in childcare centers, are closed, parents are really struggling to find any care, let alone wanting to shop around for what they’ve been getting. The best care is like any here at all because they need to go to work. And that creates the snowball of, I can’t find care. So I can’t work in this job, so then I have to stay home. And now we don’t have the money that we were counting on. It’s a huge problem, you know childcare providers are getting inundated. It’s very difficult.” [Home-based provider, Focus group 1001]*

## Recommendations:

1. **We need to find sustainable ways to raise the wages of our child care workers.**
2. **In addition to competitive wages, the child care workforce needs access to benefits such as health insurance, paid leave, and retirement supports.**
3. **Work to ensure members of the child care workforce have a good work environment.** This should include opportunities for ongoing professional development, policies, and practices that support adequate onboarding, sufficient staffing, paid planning time, and the opportunity to shape the climate of the workplace.
4. **Ensure Iowa has a robust system for collecting ongoing data about the needs of the workforce.** In the absence of accurate data, policymakers only have anecdotal information and hypotheses to inform policy decisions.
5. **We need to clarify (mis)understandings about current programs that exist in Iowa to support child care businesses.**

To learn more about the 2023 Iowa Child Care Workforce Study data and recommendations, visit: <https://i2d2.iastate.edu/2023-iowa-child-care-workforce-study/>.

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# Iowa Public Agency Investment Trust Update

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## Financial Peace of Mind – Brought to you by IPAIT

“Make hay while the sun is shining...”

The Federal Reserve has now raised rates 11 times since March 2022. With those increases we have also seen the IPAIT Daily rate surpass 5% for the first time in decades (5.13% as of November 15). This begs the question, how long will the “sun shine” on our interest earnings and when is it time to lock in some of these rates? In the most recent Federal Reserve meeting they unanimously voted to not raise rates and seemed to stick to their “higher for longer” stance. However, some market indications are showing potential rate cuts in mid to late 2024. While there is still uncertainty around rates, one thing IS certain, now is a great time for conversation about and evaluating your fiscal needs.

Currently, there are over 450 Iowa public entities taking advantage of IPAIT in some capacity. Some are taking advantage of the liquidity offered in the daily diversified fund and using the fixed term automated (FTA) program to lock in longer-term rates, while others are using IPAIT to get a better rate locally. How you utilize IPAIT is up to you, but if you are not getting IPAIT’s rate or greater, you should be!

Due to the increased rates, we have fielded several IPAIT-related questions. I thought I’d share and answer below:

**Q:** *What is the current interest rate, and does it change?*

**A:** The IPAIT daily rate can always be found on the IPAIT website ([www.ipait.org](http://www.ipait.org)), and it can change. The interest rate as of November 15 was 5.13%. All IPAIT Participants get the same daily rate no matter the dollars invested.

**Q:** *My county hasn’t invested for quite some time but would like to invest again. What do I do to get started?*

**A:** Contact one of the IPAIT representatives (use QR code below) and check if bank information or authorized signers need to be updated. Note: If you need a refresher on or have never made a transaction with IPAIT online you can go to [IPAIT.org](http://IPAIT.org) and watch the “how to make a transaction” video.

**Q:** *My county would like to start investing in IPAIT and take advantage of the current rates. What do we need to do?*

**A:** The board of supervisors needs to pass the IPAIT enabling resolution and complete the application. Once the county passes the resolution, they can invest (with no obligation to do so).



**Caleb Walter**

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PMA Financial Network, LLC  
[cwalter@pmanetwork.com](mailto:cwalter@pmanetwork.com)

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# Iowa Public Agency Investment Trust Update

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**Q:** *Why should my county pass the IPAIT Resolution?*

**A:**

- It doesn't cost anything.
- It provides an investment option for liquid funds.
- It can be a good barometer for investment rates in Iowa.
- It obtains certificate of deposit rates from outside areas in addition to treasury rates.
- It provides an available option when your local bank doesn't want public funds.
- It provides diversification.
- It facilitates the laddering of bond proceeds during the construction phase.
- It offers the ability to have unlimited accounts with daily access and no minimum balances.
- It offers online investment capabilities and reporting.
- Bank philosophies and/or ownership can change.

Now is as good of a time as ever to take advantage of IPAIT. We are not sure how long these rates will last so as my grandfather would say, "the best time to make hay is while the sun is shining!"

To learn more and contact an IPAIT representative, scan or click the below:



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**About the Author:**

Caleb Walter is a Vice President of Investment Services at PMA Financial Network, LLC. He is a native of southeast Iowa and has a B.S. from the University of Northern Iowa. Caleb holds Series 6, 50, 63, 65, and 7 FINRA investment licenses and has worked in the financial industry for over 12 years.



## **Strengthen Your County's Professional Development with NACo's Cybersecurity Leadership Academy**

"Many frontline managers are exactly the people we cannot afford to lose. The NACo Enterprise Cybersecurity Leadership Academy helps to retain these vital employees and helps enable them to be better leaders." – Matt Chase, Executive Director, NACo

## **ENROLLING NOW FOR JANUARY 8, 2024**

Join us in investing in the county workforce – empowering them to become better cybersecurity leaders today and into the future.

The NACo Cybersecurity Leadership Academy is a 12-week collaborative readiness program led by Fortune 500 CISOs and peers. It includes proven frameworks and insights on how to lead and secure a network and an organization – protecting data assets and your local government's reputation. This program coaches participants on what it means to think and act as a cybersecurity leader.

### **WHO SHOULD PARTICIPATE?**

Enterprise Cybersecurity Leadership is designed for cybersecurity managers and their teams. Each participant remains accountable for their training and progress through the direct involvement of their supervisor at the county. Supervisors are encouraged to meet with participants and review the program content as related to individual development plans. Supervisors also receive regular dashboard reports that outline the learning progress of the program participant.

### **WHAT IS THE TIME COMMITMENT?**

Enterprise Cybersecurity Leadership is designed to maximize ROI on participants' time and consists of 12 one-week modules with a time commitment of 30-60 minutes per day. Module units can be completed on the participants' schedule and accessed online anywhere.

### **WHAT IS THE COST?**

NACo Member County cost per enrollee begins at \$1,995. Additional discounts may apply. Contact us for more details.

### **INTERESTED IN ENROLLING?**

Contact Luke Afeman, VP, Enrollment & Managing Director, at 503.908.5381 or [lukea@pdaleadership.com](mailto:lukea@pdaleadership.com).

# 2023-2024 Calendar

## December 2023

- 12-15 ISSDA Winter School  
(Holiday Inn Des Moines Airport)  
13-15 77th Annual Iowa County Engineers Conference  
(Veterans Memorial Community Choice Credit  
Union Convention Center, Des Moines)

## January 2024

- 17 ISAC Board of Directors Meeting  
(The Meadows Events and Conference Center)  
17-18 ISAC University  
(The Meadows Events and Conference Center)  
31 ISAC Executive Committee Meeting  
(Location TBD)

## February 2024

- 8 Statewide Supervisors Meeting  
(Embassy Suites Des Moines Downtown)  
9-13 NACo Legislative Conference  
(Washington, D.C.)  
15 ISAC Board of Directors Meeting  
(ISAC Office)

## March 2024

- 13 County Day at the Capitol  
(Iowa State Capitol)  
14-15 ISAC Spring Conference  
(Veterans Memorial Community Choice Credit  
Union Convention Center, Des Moines)

## May 2024

- 1 ISAC Board of Directors Meeting  
(ISAC Office)

## June 2024

- 11-13 ICRA Summer School  
(Okoboji, Iowa)  
26 ISAC Board of Directors Meeting  
(ISAC Office)

## July 2024

- 12-15 NACo Annual Conference  
(Hillsborough County, Tampa, Florida)  
17 ISAC Scholarship Golf Fundraiser  
(Toad Valley, Pleasant Hill)

## August 2024

- 21-23 ISAC Annual Conference  
(Veterans Memorial Community Choice Credit  
Union Convention Center, Des Moines)

## October 2024

- 2-4 ISAC Board of Directors Retreat  
(Clay County)  
9-10 IEHA Fall Conference  
(Waterloo Convention Center)

## November 2024

- 13 ISAC Board of Directors Meeting  
(ISAC Office)

If you have any questions about the meetings listed above or would like to add an affiliate meeting to the ISAC calendar, please contact Kelsey Sebern at [ksebern@iowacounties.org](mailto:ksebern@iowacounties.org).



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#### **Elite Preferred Vendors**

IP Pathways  
Murphy Tractor and Equipment Co.  
Summit Carbon Solutions

#### **Endorsed Platinum Preferred Vendor**

Iowa Public Agency Investment Trust  
(IPAIT)

#### **Platinum Preferred Vendors**

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Email Luke ([lukea@pdaleadership.com](mailto:lukea@pdaleadership.com)) to secure your scholarship, enroll your team, and celebrate with us. Let's make leaders better, together, in 2024 and beyond.





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David Bayer  
Chief Information Officer, Pottawattamie County

“Neapolitan Labs truly understands county government and how it works. They implemented features that have made my job easier and more efficient.



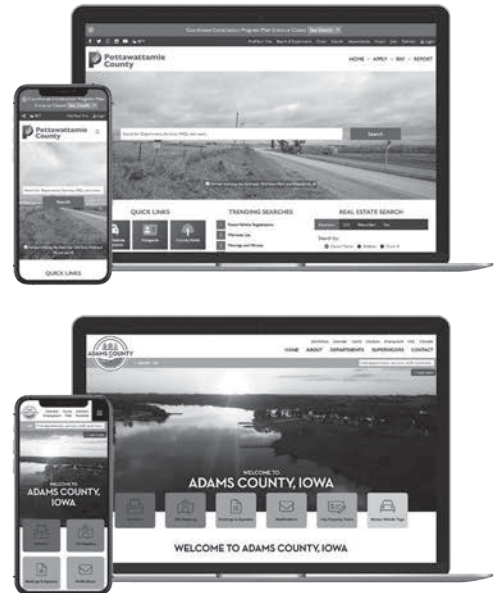
Rebecca Bissell  
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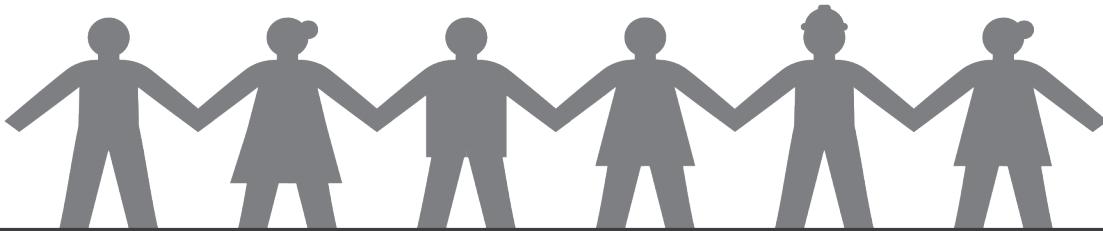
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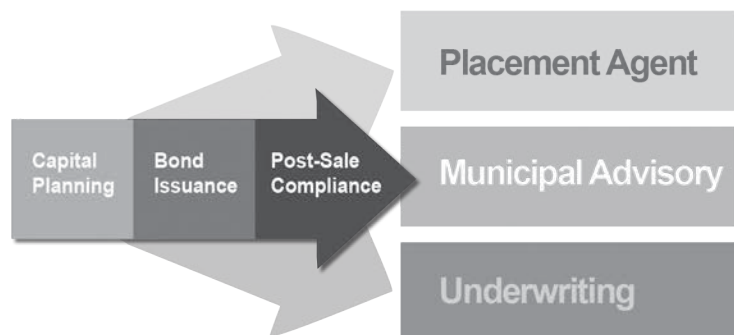


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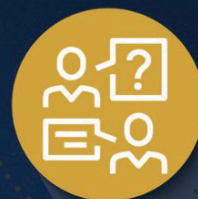
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- Multiple networks and plan designs
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## Worksite & Ancillary Program

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- Group disability products



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- Broad network of providers
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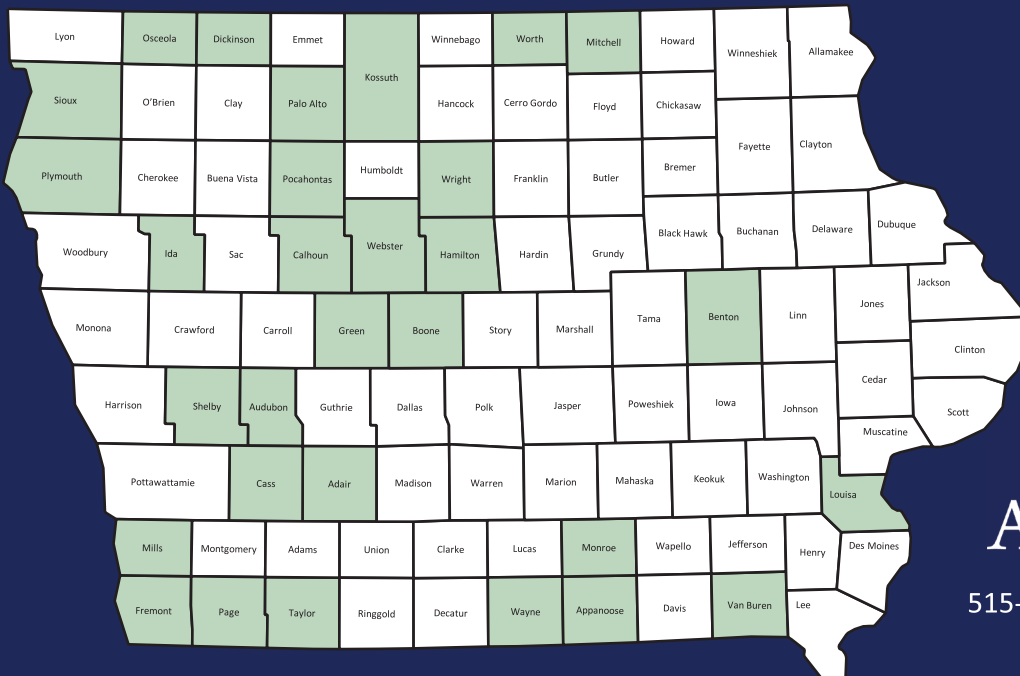
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