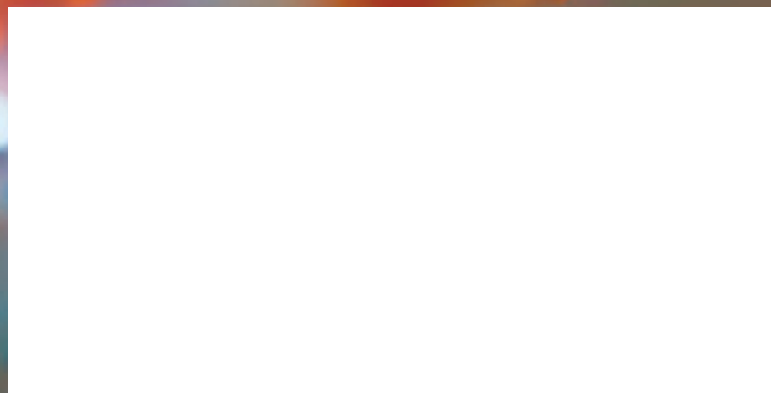


# The Iowa County Magazine

2024 ISAC 60TH

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Birthday at the  
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# The Iowa County

August 2024 \* Volume 53, Number 8

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Iowa State Association of Counties  
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West Des Moines, IA 50266  
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#### ISAC's Mission:

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

#### ISAC's Vision:

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

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*\*\* The views and opinions expressed in articles authored by  
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# NACo County Leadership Institute

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## An Immersive Experience with Inspiring Applications “Connect to Purpose”

Across three days at the pulse of our nation’s federal government, I found that phrase to be of great guidance as I engaged with other county government representatives from across the U.S. to gain actionable training for solving current challenges facing counties.

The program, offered by National Association of Counties (NACo), is referred to as their County Leadership Institute and was held in Washington D.C. in June at the NACo offices. Participants come from all corners of the United States and are nominated by their respective state county associations. I was incredibly grateful to have been nominated by ISAC for this opportunity.

Having been one of only 18 selected to participate allows this program to be immersive and high-energy. The highly regarded leadership program is based on the Harvard Business Press Adaptive Leadership Framework and built to use real-time challenges for the basis of the training with instructors Jill Hufnagel, PhD, and Tim Steffensmeier, PhD.

Throughout the rigorous three-day program, current, unique challenges presented by each participant were followed with peer feedback and problem solving. Each scenario from peer county government participants allowed for training to be applied across an extensive range of possible events with practical application.

Without a doubt, this curriculum pushed my personal thinking and approach to problem solving. Not only did I need to willingly bring forth my own set of unique challenges and trust feedback from peers I had only just met, but I also had the opportunity to strategize complex issues others are facing in their respective public offices. The experience presented me with more tools and approaches to strengthen my own solution-based leadership and to bring that to others.

It is important to recognize that unique and often surprising challenges exist across all counties. While that is comforting, it is also inspiring to jointly hear diverse issues facing other county officials and rally around providing help and guidance for such scenarios. In turn, this deepens the level of impact made in each of our home counties.

I believe the same benefit comes from strong involvement with ISAC as well. As we say in Webster County - Webster starts with “We”. So, too, we should be reminded that collectively we can strengthen all counties with an eager and collaborative approach.



**Mark Campbell**  
Webster County Supervisor  
[mcampbell@webstercountya.org](mailto:mcampbell@webstercountya.org)

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# Words from the Incoming Executive Director

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Opportunities to lead an organization like ISAC do not open up often. In this case, the Association has enjoyed 29 years of consistent leadership with Bill Peterson at the helm and 45 total years of service to ISAC. It is with much excitement and humility that I step in as the next Executive Director.

A farm kid from rural Linn County (College Township), I went on to the University of Iowa where I studied political science, communications studies, and business administration. From a young age, I was exposed to public service through the involvement of my grandparents and parents, which led to a love of all things government, law, and politics. Most of my negotiation and mediation skills resulted in being the oldest of five with four younger brothers.

Active in sports and more extracurriculars than I had time for throughout my school years, I moved to Des Moines for an opportunity to work in the Iowa Legislature. One job led to another, I met my now-husband as he was beginning law school and working for a member of congress, and it didn't take long to realize my path would focus on building relationships, connecting people, and elevating government to support communities.

Prior to joining ISAC, I have worked in the Iowa Legislature, represented organizations in government affairs roles, and most recently I worked at the Greater Des Moines Partnership in a newly created role focused on connecting urban, suburban, and rural leaders and communities. I believe strong communities require strong leaders, and there is tremendous value in the work that happens at the local level of government.

As I look toward the coming months, I think about the mission of the organization – to promote effective and responsible county government for the people of Iowa. That starts with a lot of listening, learning, and leaning into county government. My goals include getting to know the staff, meeting with ISAC members and the board, and developing a strategic plan to ensure a strong Association that continues to be well-positioned to support all of Iowa's 99 counties.

I truly want to hear from you, our members. I encourage you to reach out for a call, meeting, or connect with me online. All information is welcome, and your feedback is important to me. I look forward to visiting you throughout the state and welcoming you to the ISAC office when you're in Iowa's capital.

When I'm not in the ISAC office or out on the road connecting with members, I'm running as I train for a marathon later this year, and most often I'm spending time with my family. My husband Grant Woodard, from Hamilton County and a graduate of both Grinnell College and Drake University Law School, is a Des Moines-based attorney and lately we spend our time chasing two-year-old William and one-year-old Neva.



**Andrea N. J. Woodard, CCE, IOM**  
Incoming ISAC Executive Director  
[awoodard@iowacounties.org](mailto:awoodard@iowacounties.org)

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## CONFERENCE AGENDA-AT-A-GLANCE

### TUESDAY, AUGUST 20

1:00 pm - 6:00 pm  
2:00 pm - 4:00 pm

Affiliate Committee Meetings  
ISAC LPC Meeting

### WEDNESDAY, AUGUST 21

7:00 am - 8:00 am  
8:00 am - 9:00 am  
9:00 am - 11:00 am  
11:00 am - 12:00 pm  
12:00 pm - 4:30 pm

Affiliate Committee Meetings  
Morning Refreshments  
ISAC General Session  
Lunch  
ISAC Educational Seminars and Tracks

### THURSDAY, AUGUST 22

7:30 am - 8:30 am  
8:30 am - 11:00 am  
11:00 am - 12:30 am  
12:30 pm - 5:00 pm  
6:00 pm - 9:00 pm

Morning Refreshments  
Affiliate Time  
Lunch and Vendor Prize Drawing  
Affiliate Time  
ISAC's Birthday Bash at Ricochet

### FRIDAY, AUGUST 23

7:30 am - 8:00 am  
8:00 am - 12:00 pm

Morning Refreshments  
Affiliate Time

### AFFILIATE TIME MEETING ROOMS:

312-313 | Assessors  
302-303 | Auditors  
319-320 | Community Services  
314 | Conservation  
317 | Planning and Zoning  
309-310 | Engineers  
301 | Public Health  
307-308 | Recorders  
304-306 | Supervisors  
315-316 | Treasurers

### NOT MEETING:

Attorneys  
Emergency Management  
Environmental Health  
Information Technology  
Sheriffs and Deputies  
Veterans Service Officers





## **ISAC EDUCATIONAL SEMINARS AND TRACKS**

### **WEDNESDAY, AUGUST 21**

#### **MEETING ROOM 307-310**

**County Governance Unveiled: Navigating Parliamentary Procedures and Open Records**

**12:00 pm – 2:00 pm**

Sara Shonrock, Iowa State University Extension and Outreach

**The Ethics and Effective Use of AI**

**2:30 pm – 4:30 pm**

Scott Samuelson, Iowa State University Extension and Outreach and Department of Philosophy and Religious Studies

#### **MEETING ROOM 312-314**

**Retirement Considerations for County Employees Track**

**12:00 pm – 4:30 pm**

**12:00 pm – 1:30 pm – Wellmark Retiree Solutions**

Tyler Elliott, Wellmark Blue Cross and Blue Shield

**2:00 pm – 3:00 pm – Managing the Taxes on your Retirement Income**

Bryan Jimmerson, Nationwide

**3:30 pm – 4:30 pm – Ready, Set, Retire!**

Danielle Mosqueda, IPERS

#### **MEETING ROOM 302-304**

**Water in Iowa Track**

**12:00 pm – 4:30 pm**

**12:00 pm – 1:15 pm – Iowa State University Soil Compaction Study**

Dr. Mehari Tekeste, Associate Professor and Director, Soil Machine Dynamics Laboratory, Department of Agricultural and Biosystems Engineering, Iowa State University; and Dr. Mark Hanna, Retired Agricultural and Biosystems Engineering Specialist, Iowa State University Extension and Outreach

**1:30 pm – 2:45 pm – Water Management Authorities and Drainage Districts**

Erin Erickson, Watershed Coordinator, Maquoketa River Watershed Management Authority; John Kurtz, Buchanan County Supervisor; and John Torbert, Iowa Drainage District Executive Director

**3:00 pm – 4:15 pm – Serving Iowans: From Flood to Drought**

Larry Weber, IIHR – Hydrosience and Engineering Director and Iowa Flood Center Co-Founder; and Keith Schilling, State Geologist and Iowa Geological Survey Director



## ISAC CONFERENCE-WIDE EVENT THURSDAY, AUGUST 22

### ISAC'S BIRTHDAY BASH AT RICOCHET 6:00 PM - 9:00 PM

Join ISAC Annual Conference attendees from 6:00 pm - 9:00 pm on Thursday, August 22, for ISAC's Birthday Bash at Ricochet (400 Locust St, Ste 105, Des Moines, IA, 50309) for an evening of networking, food, and fun. The \$10 registration fee includes dinner, beverage vouchers, and unlimited arcade games. A shuttle will run continuously between the Hilton and Ricochet from 5:45 pm – 9:00 pm on Thursday, August 22. Attendees must be 21+ to enter. You must pre-register for this event separately from the conference, and at the door registrations will be available.

ISAC's Birthday Bash at Ricochet is sponsored by Assured Partners.





# ISAC Endorsed Elite Preferred Vendor of the Month: CRMS

## Storms Impact on Insurance Coverage

Below are all headlines of articles in our industry publications, insurance journals, or local newspapers:

- **Damage from Hurricane Beryl May Cost Insurers \$27 billion in the United States**
- **Severe Storms Caused \$722 million in Catastrophe Losses in May**
- **The Problem(s) with Hail Claims**
- **Tornado hits Minden less than two weeks after deadly storm**
- **A Ware Zone: Greenfield, Iowa.**



**Josh Nichols and Willene White**  
County Risk Management Services, Inc.  
(CRMS) representing ICAP and IMWCA  
[www.crmsia.com](http://www.crmsia.com)

One major impact of storms is increasing property insurance rates on the premiums in Iowa.

In recent years our Midwest region of the United States has experienced a notable increase in the frequency and severity of storms. These weather events, ranging from powerful thunderstorms to tornado outbreaks, have significant implications for both insured individuals and the insurance industry. This article delves into how more frequent Midwest storms are affecting insureds, insurance companies, and why premiums are on the rise.

The Midwest, known for its expansive plains and diverse weather patterns, faces a range of storm-related risks. Severe thunderstorms can bring damaging winds, hail, torrential rainfall, and flooding leading to widespread property damage. Tornadoes in particular pose a significant threat. They are capable of causing devastation within minutes.

For insured individuals in the Midwest, the increase in storm frequency translates directly to higher risks of property damage and financial loss. Homes, businesses, and agricultural operations are vulnerable to wind-driven debris, roof damage, flooding, and crop destruction. The aftermath of such storms often necessitates costly repairs and replacements, driving up insurance claims and impacting the financial stability of policyholders.

A new term has been coined in connection with catastrophic storms – “Kitty cat” storms. These are storms that develop as a “secondary peril” - due to their being smaller than the big natural catastrophes or “nat cats”. However, the financial impact is significant. It is estimated the number of Kitty cat storms increased by 9% in Iowa from prior years.

In response to the heightened risk posed by more frequent Midwest storms, insurance companies have adjusted their pricing strategies. Premiums have seen **notable** increases across the state. These hikes are necessary to offset rising costs associated with more frequent and severe storm-related claims.

Policyholders in the Midwest, especially those in tornado-prone areas like Iowa, have experienced some of the most significant premium increases. These adjustments reflect the increased likelihood of storm-related damage and the financial burden placed on insurers. Higher premiums are intended to ensure that insurance companies can continue to provide coverage while managing their exposure to storm-related risks effectively. Iowa is now on the “undesirable list” for insuring property.



# ISAC Endorsed Elite Preferred Vendor of the Month: CRMS

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The rise in insurance premiums presents challenges of accessibility and affordability for insureds. Some policyholders, particularly those in high-risk areas or with limited budgets, may find it increasingly difficult to afford adequate insurance coverage. This situation can leave insureds exposed to substantial financial risks in the event of storm damage.

The increase in Midwest storm frequency has prompted adjustments within the insurance industry itself. Insurers are enhancing their risk assessment models to better predict and price storm-related risks accurately. Advanced analytics and modeling techniques are employed to analyze historical weather data, climate trends, and geographic vulnerabilities specific to the Midwest.

As climate change continues to unfold, the frequency and severity of Midwest storms may continue to escalate. This ongoing trend poses long-term challenges for insured individuals, insurance companies, and policymakers tasked with managing climate-related risks and promoting resilience.

In response to the challenges posed by more frequent Midwest storms, stakeholders are exploring various strategies to enhance resilience and adaptation. This includes investing in resilient infrastructure, implementing building codes that mitigate storm damage, and promoting sustainable land use practices. Insurance companies are also collaborating with policymakers and community leaders to develop proactive risk reduction strategies tailored to Midwest-specific vulnerabilities.

Furthermore, there are steps insureds can take to mitigate losses. Storm preparedness is essential. By encouraging proactive measures such as reinforcing structures, installing storm-resistant roofing, and securing adequate insurance coverage, communities can better withstand the impacts of increasingly frequent storms and lower possibly the storm damage.

Additional measures insureds may consider to lower their insurance premiums include deductible changes, inventory assessment, and review of property schedules for replacement cost versus actual cash value.

In conclusion, the increase in Iowa storm frequency presents significant challenges for everyone. From rising premiums and accessibility issues to evolving industry dynamics and the influence of climate change, the implications are profound. As storms become more frequent and severe, stakeholders must collaborate on solutions that promote resilience, mitigate risks, and ensure that insurance remains a viable tool for protecting against the uncertainties of Midwest weather patterns.

Looking ahead, proactive measures in risk management, policy innovation, and community resilience-building efforts will be essential in navigating the impacts of more frequent storms. By fostering a collective commitment to adaptation and sustainability, stakeholders can work towards a more resilient future where communities are better prepared to face the challenges of a changing climate and increasingly volatile weather patterns in the Midwest.

*CRMS serves as the bridge between counties in Iowa, and their agents, and ICAP and IMWCA. We work with officials and local insurance agents to help ensure counties have access to property, casualty, liability, and workers' compensation coverages and resources to help prevent and respond to loss. CRMS programs currently provide coverage for 81 counties in Iowa and are endorsed by ISAC. Please reach out to your local agent or any of the CRMS representatives with questions. Learn more about CRMS at [crmsia.com](https://crmsia.com).*



# Creating a Safer Workplace: The Benefits of Having a Safety Committee

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Establishing a safety committee is a strategic move to improve employee safety. Committee members should be chosen based on their good work, safety awareness, and familiarity with the work area. It's important to have representation from various work areas, both supervisory and non-supervisory. A chairperson should be selected to schedule meetings and follow up on discussed items, with monthly meetings encouraged.

"We started a safety committee in July of 2022 after a couple of conversations with IMWCA. We started meeting monthly until we established a designated health provider, a temporary return to work (RTW) policy and agreements, incident review forms, and employer and employee investigation reports. Our committee is composed of the chairman and vice-chairman of the Board of Supervisors and a representative of every county department. Our meetings are structured, yet informal; we follow an agenda and send out meeting minutes to those on the committee. It is the responsibility of committee members to disperse the information to their departments. Our short-term goal is to make it to the next meeting without any employee injuries or incidents to review. Long-term goals include overall employee health and situational awareness of potential hazards. Mod factor reductions are definitely a long-term tangible goal as well," said Ben Loots, County Engineer and Safety Coordinator for Humboldt County.



**Dean Schade**  
Safety and Risk Management Manager  
IMWCA  
[deanschade@iowaleague.org](mailto:deanschade@iowaleague.org)

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## **Top 10 Benefits of a Safety Committee:**

### **1. Enhanced Workplace Safety**

The primary function of a safety committee is to enhance workplace safety. By regularly reviewing safety protocols, conducting risk assessments, and implementing preventive measures, the committee ensures that the workplace remains safe for all employees. This proactive approach helps in identifying potential hazards before they result in accidents or injuries.

"We have had our Safety Committee since May 2016 and, as a group, we have helped our employees recognize safety concerns around the county. We have always wanted to make the workplace as safe as possible. Accidents do still happen, but we hope that with the training we have gone over, it will reduce the severity of the injury that occurs," stated Michelle Eisenman, Hancock County Auditor, and Shaun Hackman, Assistant to the County Engineer/Safety Coordinator.

### **2. Reduction in Workplace Accidents and Injuries**

A safety committee can significantly reduce the number of workplace accidents and injuries. Through continuous monitoring and evaluation of safety practices and incident review forms, the committee can identify and address potential safety issues. Regular safety training sessions and awareness programs conducted by the committee also contribute to a safer work environment.

### **3. Cost Savings**

Workplace accidents and injuries can lead to significant financial losses for counties. These include medical expenses, workers' compensation claims, and costs related to lost productivity. By reducing the number of accidents and injuries, a safety committee can help the county save money.

# Creating a Safer Workplace: The Benefits of Having a Safety Committee

## 4. Enhanced Employee Morale and Productivity

A safe work environment boosts employee morale, productivity, and job satisfaction while reducing turnover rates.

## 5. Encourages a Culture of Safety

Having a safety committee fosters a culture of safety within the organization. Creating and implementing regular safety training helps employees take personal responsibility for maintaining a safe work environment. This collective effort can lead to a more cohesive and safety-conscious workforce.

## 6. Improved Communication and Problem-Solving

The safety committee facilitates open communication between management and employees on safety issues and allows employees to share concerns and suggestions. This approach improves safety practices and problem-solving within the organization.

## 7. Proactive Risk Management

Risk management is a critical aspect of any organization's operations. A safety committee takes a proactive approach to identifying and mitigating risks. By conducting regular safety audits and inspections, the committee can anticipate potential hazards and implement measures to prevent accidents before they occur.

## 8. Emergency Preparedness

A well-organized safety committee ensures the county is prepared for emergencies by developing and updating response plans, conducting drills, and training all employees to respond effectively. This minimizes the impact of unforeseen events and ensures employee safety.

## 9. Improved Compliance with Regulations

Compliance with safety regulations is important for any county. A safety committee ensures that the county adheres to all relevant safety laws and standards. By keeping up-to-date with the latest regulatory changes and implementing necessary adjustments, the committee helps the organization avoid legal penalties and fines.

## 10. Support for Continuous Improvement

A safety committee promotes continuous improvement in workplace safety. By regularly reviewing and analyzing safety performance data, the committee can identify trends and areas for improvement. Implementing a continuous improvement process ensures that the organization remains vigilant and responsive to emerging safety challenges.

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# 2024 Calendar

## August 2024

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

## September 2024

17-20 ISSDA Fall Jail School  
(Holiday Inn Des Moines Airport)  
24 Leadership Seminar  
(West Des Moines Marriott)

## October 2024

2-4 ISAC Board of Directors Retreat  
(Clay County)  
6-9 Assessors Fall School  
(Holiday Inn Des Moines Airport)

## November 2024

13 ISAC Board of Directors Meeting  
(ISAC Office)

## December 2024

3-6 ISSDA Winter School  
(Holiday Inn Des Moines Airport)  
4-6 78th Annual Iowa County Engineers Conference  
(Veterans Memorial Community Choice Credit  
Union Convention Center, Des Moines)

## January 2025

15-16 New County Officer's School  
(The Meadows Event and Conference Center)  
30 Statewide Supervisors Meeting  
(Embassy Suites Des Moines Downtown)

## March 2025

13-14 ISAC Spring 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).

## 2024 ISAC Preferred Vendors

### Endorsed Elite Preferred Vendors

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

### 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

Ahlers & Cooney, P.C.  
Community State Bank  
D.A. Davidson Companies  
Delta Dental

Heartland Business Systems  
Henry M. Adkins and Son  
MidAmerican Energy  
Neapolitan Labs  
Northland Securities, Inc.  
Schneider Geospatial  
Tyler Technologies

### Gold Preferred Vendor

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Cott Systems  
CTC Disaster Response  
Dorsey & Whitney LLP  
GSS Midwest  
ISG  
Kofile  
Murphy Tower Service  
Piper Sandler  
Purple Wave Auction, Inc.  
Speer Financial, Inc.

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Economic Development  
U.S. Imaging, Inc.  
Vanguard Appraisals, Inc.  
Wellmark Blue Cross Blue Shield of Iowa  
Ziegler CAT

### Silver Preferred Vendors

Advanced Correctional Healthcare  
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MercyOne  
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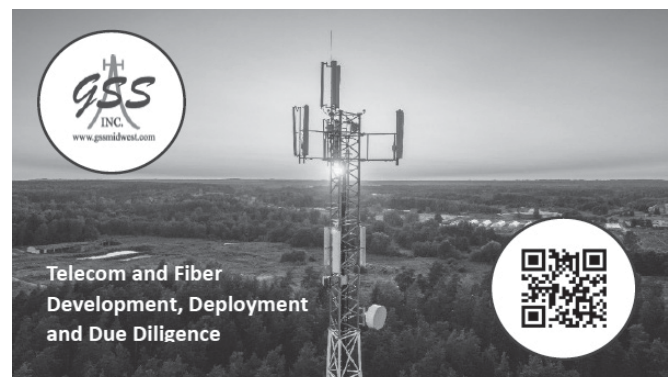
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# 10 YEARS

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You are invited to celebrate with us in 2024. It is our High Performance Leadership Academy's 10<sup>th</sup> anniversary. We can think of no better way to celebrate than investing in your workforce. Significant celebration scholarships will be available for existing leaders looking to get better and emerging leaders looking to get ready to navigate change and overcome the challenges of work today.

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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Rebecca Bissell  
Auditor, Adams County

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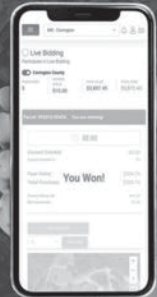
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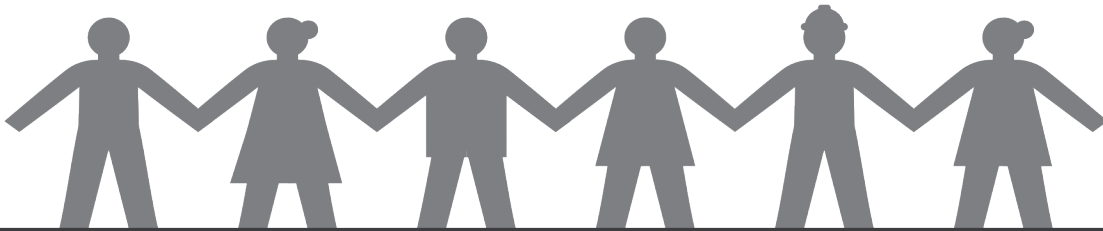
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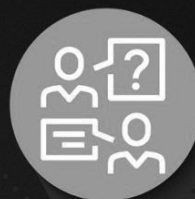
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PARTNERING WITH COUNTIES ACROSS IOWA



## Health Program

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



## Worksite & Ancillary Program

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



## Dental Program

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



## Complimentary ISAC Benefits

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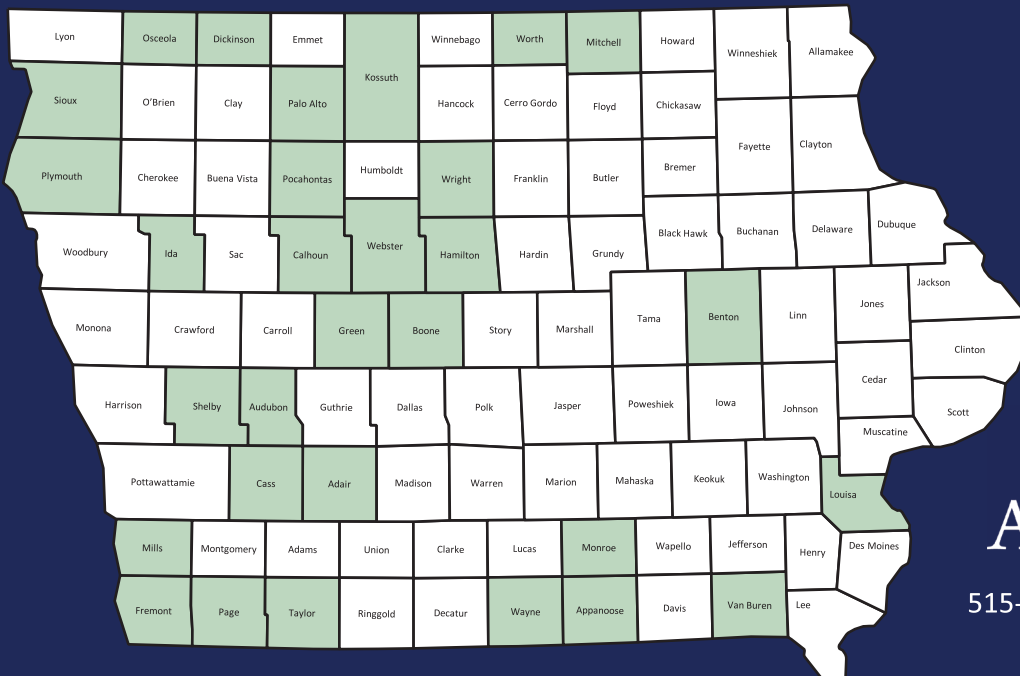
## Vision Program

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



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