

The background is a deep blue with a complex pattern of lighter blue lines and shapes. These include concentric circles, straight lines, and angular, circuit-like patterns that suggest a digital or technological theme. A prominent circular graphic on the left side features a stylized, multi-layered design with various shades of blue and white.

The Iowa County Magazine

**October 2025
Cybersecurity
Month**



YOU'RE ALMOST DONE WITH A
LANDSCAPING PROJECT. YOU'VE ONLY
GOT **5 YARDS OF ROCK** TO PUT IN 3 BEDS.
BUT THE NEWBIE **ACCIDENTALLY TORE A**
HYDRAULIC HOSE, LEAVING YOU WITH 5
YARDS OF ROCK TO SHOVEL BY HAND.
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REP. HE LINES UP YOUR REPAIR BY 2 PM
SO YOU CAN **COMPLETE THE**
PROJECT ON TIME.

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The Iowa County

October 2025 * Volume 54, Number 10

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Paying IT Forward - "Tech Team" County Technology Assistance Program Joel Rohne	4-5
AI Security in 2025: What Iowa County Officials Need to Know Andrew De Haan	6-7
ICIN: Two Years of Growth Anthony Kava	8-9
America's Cyber Defense Agency Jim Hoflen	10-11
Building County Cyber Resilience Doug Jacobson	12-13
Calendar of Events	15



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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Paying IT Forward - “Tech Team” County Technology Assistance Program

Where can counties go for guidance and assistance in this wild, evolving, and sometimes dangerous digital environment?

In a recent conversation with a county official, they jokingly asked, “What the heck is AI, and do I put it on my steak?” I am thinking of a t-shirt idea but would have to split the profits with this individual — you know who you are in Clay County.

I think we can all agree that technology is something that all of you in county government realize is a necessary part of your lives, no matter what your job, and it’s only going to be growing in the coming years. Technology is the digital infrastructure that you and your citizens use on a daily basis, and it needs attention, just like the roads and bridges that make up physical infrastructure.

Beginning in 2011, ICIT began offering technology assessments to counties. It was decided that the best way to assist counties with IT issues was to have county technology professionals bring their experiences and expertise to other counties. They could offer professional advice from a county perspective, and they are not trying to sell you anything!

As of September 2025, the ‘Paying IT Forward’ Program has worked with over 50 counties on assessments and other technology assistance. Think of it as a good-neighbor program with counties assisting other counties.

What does the assessment include? This is really determined by the needs of the county. Surveys are provided to help the county identify what they want to have assessed and based on these surveys, the Team will create a Statement of Work for the engagement. Some of the items assessed during past engagements have included:

- **Infrastructure:** including switching, servers, capacity, and performance
- **Cyber Security:** including vulnerability assessment, password strength and policies, security system configuration, patch management, CJIS and HIPAA compliance issues, and physical controls
- **Financial:** including budget, expenditures, and contracts
- **GIS:** available data, sharing and publishing capacity, applications, infrastructure, etc.

What does the assessment cost? \$4,000. This pays for the team’s expenses since we are volunteering our time for these assessments. Team members are selected based on their expertise, their availability, and when possible, their geographic proximity. We will bring a local tech team to your county!

What is the process like? This can also vary depending on the scope defined for the project, but typically it involves an on-site visit, which is usually two days. During the visit, the team members meet with the board of supervisors, county officials, department heads, and employees to examine the technology in each office. The Team visits with you and determines what technological pains the county is experiencing. They will collect and document all of their findings. A summary wrap-up meeting is usually provided at the end of the on-site visit to hit the highlights of what the Team found. For the following couple of weeks, the Team will analyze the collected data and compile recommendations for how to address any deficiencies and determine a realistic plan of how the county can move forward to meet their technology goals. This report can then be the technology foundation or playbook for the county moving forward.



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Paying IT Forward - “Tech Team” County Technology Assistance Program

Does the final report end the engagement? Hopefully not! Our goal with the “Paying IT Forward” program is to encourage long-term relationships and help counties to continue to make progress. In most cases, members of the assessment team are still talking to counties well after the assessment has been completed. Assistance evaluating proposals and quotes for equipment and services is a common ask from the counties. In cases where hiring staff was recommended, team members have assisted counties during the hiring process, such as reviewing resumes or even assisting with interviews. The Team will continue to be a resource to the county in whatever reasonable capacity is needed to help it continue to address issues identified during the assessment. We even have counties that are scheduling assessments every few years as a “health check” to see how they are progressing and if their needs have changed.

The Team is also a resource for when terrible things happen. Cyber events such as ransomware or physical disasters can have a massive demand for technology resources. Please reach out to us when these events happen (not if, but when), and make us a part of the response to get the county back up and running.

Why do we call this program ‘Paying IT Forward’? The program provides a way for us to help our neighbors keep moving forward as technology advances. It affords us the chance to pay back to the community for the support county IT Directors each receive from our peers. It allows us to sharpen each others’ skill sets and gain new insights into best practices. And, it gives us an opportunity to build new relationships with counties, and strengthen old ones, by working side-by-side.

To find out more about the ‘Paying IT Forward’ Program or if you just want to chat about technology, please contact ICIT Technology Advocate, Andy McGill (amcgill@webstercountyia.org), or me, Joel Rohne (jrohne@iowacounties.org).

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AI Security in 2025: What Iowa County Officials Need to Know

Artificial intelligence (AI) is no longer a distant technology—it is woven into everyday life, government operations, and public service. From streamlining records management to providing quick insights into public data, AI tools offer real opportunities for efficiency. But with those opportunities come risks, especially for Iowa’s county officials and professionals who are in positions of public trust.

AI security in 2025 isn’t just about protecting servers and passwords; it’s about protecting people, data, and public confidence. Below are some key considerations for county officials, both in the workplace and at home, along with the “gotchas” that can trip up even well-intentioned leaders in county government.



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1. Public Data and Public Trust

Iowa counties manage a great deal of public data—property records, board minutes, maps, budgets, and more. In most cases, this information must be open to citizens. The challenge arises when AI systems scrape (automatically search the internet and gather data), summarize, or repurpose this information.

- **Risk #1: Context loss.** AI tools may summarize public documents incorrectly. A board motion could be mischaracterized in a summary, leading citizens to believe the county took action it did not. This is what’s often called an AI hallucination—when an AI confidently produces wrong or misleading information.
- **Risk #2: Deep fakes of county business.** Imagine a convincingly generated video of a supervisor “announcing” a tax levy increase that never happened. Even if it is quickly disproven, public trust suffers.
- **Best practice:** Counties should consider establishing a clear policy on how official county information is communicated. Consider digital watermarks, signed PDFs, or official county web portals as the “single source of truth.” Make sure constituents know where to check whether information is real.

2. Non-Public Data and Confidentiality

Counties also manage sensitive data—law enforcement reports, health records, vitals, HR files, and voter registration details. This is where AI introduces new risks.

- **Risk #3: Feeding private data into public tools.** Many AI systems available online are “open” tools that learn from what you type into them. If a staff member pastes non-public data into a chatbot for help with summarizing, they may unintentionally expose confidential records to outside parties.
- **Risk #4: Vendor risk.** Not all AI vendors have the same security standards. A cheap or free tool could be storing county data on unsecured or non-compliant servers.
- **Best practice:** Treat AI tools like any other third-party software. Ask vendors tough questions: Where is data stored? Is it encrypted? Who has access? Can the vendor use your data to train future AI models? Does it meet HIPAA and CJIS compliance? Speak with your county IT staff or some of our technology staff at ISAC to help your county develop and maintain a list of “approved AI tools” and educate employees on what not to use.

3. Being on the Receiving End of AI

Even if counties never deploy an AI system internally, they will be impacted by AI generated material from outside sources.

- **Deep fakes and impersonation.** Fraudsters may use AI-generated voices to mimic a county supervisor and request wire transfers, or to mislead staff into releasing records. Voice cloning is now extremely inexpensive and accessible.

AI Security in 2025: What Iowa County Officials Need to Know

- **AI-generated public comments.** During a public hearing, county officials may receive hundreds of AI-written emails or survey responses. While some may be legitimate, others could be generated to give the illusion of widespread support or opposition.
- **AI-driven scams.** At home, officials may encounter AI-generated phishing emails that look strikingly authentic—complete with local references pulled from scraped public websites. These scams could target county leaders to erode public trust.
- **Best practice:** Verify suspicious communications through a secondary channel (phone call, in-person conversation). Encourage staff and citizens to do the same. At the county level, consider “AI literacy” training so employees know what deep fakes and AI-written messages look like.

4. Guardrails for Safe Use

The goal isn’t to avoid AI altogether, but to use it safely. Here are some practical steps county officials can apply both at work and at home:

1. **Data discipline.** Never input non-public or sensitive data into a public AI tool.
2. **Verification mindset.** Treat AI outputs like drafts—useful starting points, not unquestioned truth. Always fully review the AI output and confirm with original sources.
3. **Cyber hygiene.** Use strong passwords, multifactor authentication, and updated software. AI tools are often only as secure as the accounts tied to them.
4. **Chain of custody.** When publishing official information, maintain clear version control. Citizens should know where to find authentic, final records.
5. **Incident planning.** Just as counties plan for floods or storms, they should plan for AI-related disruptions. What happens if a deep fake of a county official goes viral? Who responds, and how?

5. At Home: Why It Matters for County Officials and Professionals Personally

Iowa county officials are public figures in their communities. That makes them targets for AI misuse. Personal Facebook pages, home addresses, and family photos can all be leveraged into convincing scams.

- **Risk #5: Blurred personal/professional lines.** If a supervisor’s personal social media account is compromised, it could be used to spread fake county announcements.
- **Risk #6: Family targeting.** Scammers have already used AI-generated voices to mimic children in distress to trick parents. Public officials are prime targets for such attacks.
- **Best practice:** Keep strong privacy settings, separate personal and professional accounts, and talk with family members about these risks. Awareness is the first defense.

Conclusion: Building Trust in the AI Era

AI in 2025 is powerful, accessible, and—at times—unreliable. For Iowa’s county officials and professionals, the challenge is balancing the efficiencies AI can bring with the duty to safeguard public trust and protect sensitive data.

The bottom line: **AI should assist, not replace, human judgment.** When county leaders apply common-sense security practices such as verifying information, protecting confidential data, and preparing for deep fakes, they not only protect their counties but also strengthen public confidence in local government.

AI is here to stay—and by taking proactive measures, Iowa counties can harness its advantages to save time, boost productivity, and better serve their communities.

This article has approximately 50% AI generated material.

ICIN: Two Years of Growth

I'm pleased to report that the Iowa Cyber Intelligence Network (ICIN) continues to grow and make a measurable impact on cybersecurity across Iowa. First, some stats:

BY THE NUMBERS:

- **50+** Twice-weekly ICYMI bulletins published.
- **50+** Positive feedback from members.
- **100+** Registered ICIN members (as of August 2025).
- **100+** Bulletins posted, including pass-through threat intelligence.
- **500+** Portal logins by ICIN members (as of September 2025).
- **450K+** News articles processed each month to power ICYMI.

ICIN exists to facilitate information sharing and to keep Iowa counties informed, improving statewide cybersecurity. We're working to expand the network by welcoming new members, including from more SLED partners, and expanding our capabilities.



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ICYMI

In March of this year, ICIN began publishing a twice-weekly news bulletin called ICYMI (In Case You Missed It). ICYMI includes summaries and links to articles that are useful or interesting to local government cyber defenders. The goal is to save ICIN members' time by automatically scanning hundreds of news sources to find important information.

Custom software tracks news stories across some 120 online sources that publish over 200 news feeds. The system ingests an average of 450,000 articles each month and leverages artificial intelligence to generate summaries. Each item is scored, and the best ones become candidates for ICYMI, subject to review by a human in the loop.

The feedback has been overwhelmingly positive, and we already have a success story. Readers can click a link to indicate, with a simple yes or no, whether ICYMI was helpful. As of this writing, we have over 50 "yes" responses (and no noes). One county IT director even reported that ICYMI's coverage of a security flaw alerted them to patch their systems – a definite win.

WHAT'S NEXT?

Since its founding, ICIN has published original analyses of cyber threats and shared those products with other organizations, impacting cybersecurity beyond the borders of Iowa. We intend to expand this work while continuing to provide ICIN members with timely threat intelligence.

In June, I gave a talk at the Iowa Technology and Geospatial (ITAG) Conference about ICIN. In that presentation I addressed two near-term goals for the network: providing tailored alerts for ICIN members, and doing our own collection to obtain data for analysis and dissemination. Progress is being made on both fronts.

One of our top priorities has always been enabling ICIN users to receive notifications tailored to the specific products and technologies they use. To accomplish that, we need to know what options to provide as choices on the ICIN portal.

ICIN: Two Years of Growth

ISAC's Technology Service Bureau (TSB) has begun a survey project to identify what's in use across the state. Preliminary responses have been helpful, and we should soon have everything we need. The survey also addresses a related initiative: sharing Indicators of Compromise (IOCs). We want to make actionable intelligence, like IOC data, easy to use.

On the collection front, we are adding a Cyber Field Intelligence Report (CFIR) form to the portal. The plan is to capture information about attempted attacks, scans, and other suspicious cyber activity as well as IOCs. Our goal is to provide a quick, secure way for ICIN members to report what they observe, strengthening protection across the entire network.

These initiatives will help us to do more analysis and to share intelligence, rather than the raw information. On a tactical level, rapid warnings of emerging threats already benefit ICIN members. Expanding these efforts, and tracking long-term trends, will also provide members with strategic benefits. Given the widespread cutbacks to national resources, ICIN intends to help fill the gaps and continue keeping Iowa counties well-informed and secure.

ICIN is a collaboration of the ISAC TSB, the Iowa Counties Information Technology (ICIT) Security Committee, and the Iowa Department of Public Safety (DPS) Iowa Fusion Center. Membership is free and open to public sector employees who have a *need to know* about cyber threats, including IT professionals, public officials and professionals, and others responsible for defending their organizations, data, and constituents.

Join today! Visit <https://iowaintex.gov/icin>.

Renewable energy projects by Apex Clean Energy are helping rural Iowa counties and their communities renew their economic base, while providing a reliable and affordable energy source. One project at a time!

America's Cyber Defense Agency

As America's Cyber Defense Agency and the National Coordinator for the Security and Resilience of United States. Critical Infrastructure, Cybersecurity and Infrastructure Security Agency (CISA) leads the national effort to understand, manage, and reduce risk to the cyber and physical infrastructure that Americans rely on every hour of every day.

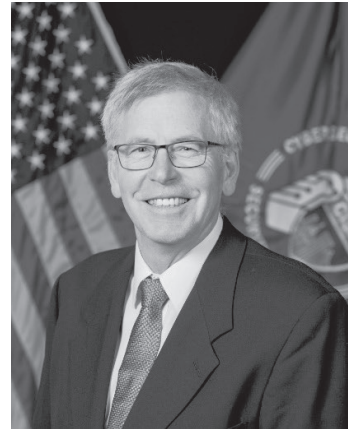
We continue to help you, our stakeholders, stay resilient in the face of ever-increasing threats to your organization, your community, and our nation.

For example, on August 27, 2025, the National Security Agency (NSA), CISA, Federal Bureau of Investigation (FBI), and other United States government and international partners issued a joint Cybersecurity Advisory warning that the People's Republic of China (PRC) state-sponsored cyber actors are targeting critical infrastructure networks, especially in the telecommunications sector, worldwide. These actors are exploiting common vulnerabilities and exposures (CVEs) in large backbone routers—particularly provider edge (PE) and customer edge (CE) routers—to gain persistent access to sensitive systems. This advisory details the tactics, techniques, and procedures (TTPs) leveraged by these APT actors to facilitate detection and threat hunting and provides mitigation guidance to reduce the risk from these APT actors and their TTPs. The advisory can be found here: <https://www.cisa.gov/news-events/cybersecurity-advisories/aa25-239a>.

For another example, on August 13, CISA, in collaboration with the NSA, FBI, Environmental Protection Agency (EPA), and international partners, published a joint guide, Foundations for Operational Technology (OT) Cybersecurity: Asset Inventory Guidance for Owners and Operators. An OT asset inventory and taxonomy are essential for identifying and securing critical assets, reducing the risk of cybersecurity incidents, and ensuring the continuity of the organization's mission and services. This guide helps OT owners and operations across all critical infrastructure sectors to develop a systematic approach to creating and to maintaining an OT asset inventory and taxonomy. This guide outlines the importance, benefits, and process for creating and maintaining OT asset inventory and taxonomy. It also presents the key elements and best practices for creating an asset inventory as well as industry-accepted approaches for developing an OT taxonomy. By following the process in this guide, organizations can enhance their overall security posture, improve maintenance and reliability, and ensure the safety and resilience of their OT environments. This guide was developed through the Joint Cyber Defense Collaboration and in collaboration with several organizations that include United States federal agencies and the private sector. With our United States and international partners, CISA encourages owners and operators to review and to implement the recommended steps to develop an OT asset inventory and taxonomy to enhance asset inventory process. We also encourage organizations to socialize this guidance within your organization and peers and provide feedback on this product. The guide can be found at this link: <https://www.cisa.gov/resources-tools/resources/foundations-ot-cybersecurity-asset-inventory-guidance-owners-and-operators>.

We have also developed and released tools that can help you protect your environment from threats.

One of these tools is Malcom. The Malcolm service is a robust and easily deployable tool suite for network traffic analysis, handling full packet capture artifacts (PCAP files), Zeek logs, and Suricata alerts. Its centralized framework enhances the detection capabilities for both public and private entities. Malcolm utilizes Arkime and OpenSearch Dashboards to offer intuitive visualizations for network analysts, while lightweight forwarders to enable real-time



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ingestion and analysis of PCAP files directly on Linux systems. More information can be found at this link: <https://www.cisa.gov/resources-tools/services/malcolm>.

Another tool is Logging Made Easy (LME). CISA's LME is a centralized, no-cost log management and threat detection solution for small to medium-sized organizations with limited resources that would otherwise have little to no functionality to detect attacks. LME offers centralized logging, proactive threat detection and enhanced security by allowing organizations to monitor their network, identify users, and actively analyze Sysmon data to quickly identify potential malicious activity. As a locally run application, CISA cannot access LME data, ensuring the privacy and security of an organization's information. Leveraging Elastic and Wazuh, LME also offers real-time alerting, enabling organizations to monitor their network and user activity and analyze alerts to detect potential malicious activity. This setup provides comprehensive and customizable logging through filters using open-source software, which blends cost-efficiency with robust functionality. The straightforward installation process and adaptable dashboards enhance user-friendliness, while frequent updates maintain its effectiveness and security. LME is dedicated to evolving with the cybersecurity needs of its community. To get started with LME, download it directly from CISA's GitHub page. More information can be found at this link: <https://www.cisa.gov/resources-tools/services/logging-made-easy>.

Finally, we still offer the in-person discussions around the table that we in Iowa have always done. Our cyber and physical security advisors stand ready to meet you where you are, providing tailored assessments and options for consideration that have been the basis for so much great work across our state. Reach out, and let's see what we can do to help you and your organization meet the future safely and securely.



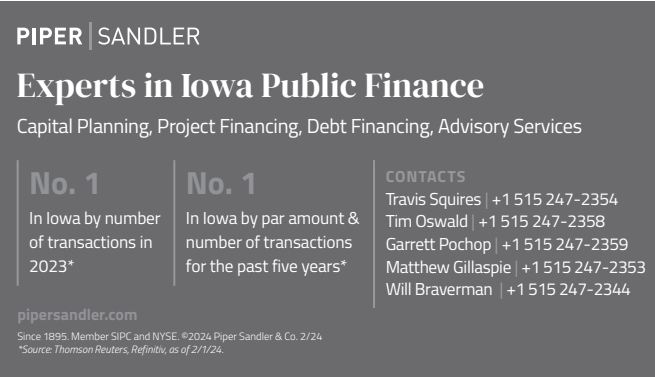
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No. 1	No. 1
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EMPOWERING
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Building County Cyber Resilience

No-Cost Cybersecurity Services for Iowa's Counties

In today's digital landscape, county governments are more connected and vulnerable than ever. Small and mid-sized counties have become frequent targets for cybercriminals, with troubling trends emerging across the country. In just the first half of 2024, ransomware attacks on United States local governments rose by 34%, often affecting vital county functions like 911 dispatch, payroll, property records, elections, and public health systems.

IOWA STATE UNIVERSITY
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These aren't isolated incidents. According to the Multi-State Information Sharing and Analysis Center (MS-ISAC), more than 50% of government cyberattacks reported in 2024 involved jurisdictions with populations under 50,000—many of which are counties. Coveware's 2024 report shows average recovery costs now exceed \$500,000, and average downtime lasts 24 days. However, the impact extends beyond budgets: delayed emergency responses, compromised utility systems, and interrupted public services, which can jeopardize public safety and trust. Cybersecurity isn't optional; it's essential to county operations. The good news is that help is available.

Introducing the Iowa Cyber Resilience Initiative

Thanks to the federal State and Local Cybersecurity Grant Program (SLCGP), Iowa counties can now access expert cybersecurity support at no cost. Led by Iowa State University's Center for Cybersecurity Innovation and Outreach (CyIO), the Iowa Cyber Resilience Initiative (ICRI) is a statewide program focused on building cyber capacity within Iowa's political subdivisions, including counties. ICRI is Iowa's coordinated response to the federal SLCGP initiative. Rather than offering grants for equipment or upgrades, Iowa's approach focuses on delivering services directly to political subdivisions, especially those without dedicated cybersecurity personnel. ICRI offers cities and counties a way to take proactive steps without the financial burden. Through the asset inventory, assessment, and CIME offerings, Iowa counties gain expert-led services, tailored guidance, and hands-on planning at no cost to the county. ICRI services are not just compliance or paperwork; they're practical, actionable support to protect the public services residents rely on daily.

What Services Are Offered?

ICRI currently offers three practical, free services to counties:

1. Asset and Services Inventory

Before you can protect your infrastructure, you need to know what you have. This three to four hour virtual session helps counties identify:

- Digital systems and devices
- Critical services (e.g., 911, elections, public health, tax, and records)
- Third-party vendors (e.g., cloud storage, outsourced IT, and managed services)
- Physical assets tied to cyber systems (e.g., HVAC, SCADA, and access control)

This gives your county a clearer view of what systems and services are essential and how they're connected—helping you prioritize protection where it matters most.

2. Cybersecurity Assessment

Using a simplified tool based on the National Institute of Standards and Technology (NIST) Cybersecurity Framework, trained facilitators lead a structured conversation (about five to 10 hours over a few sessions) with relevant county staff. The assessment evaluates:

- Access and password controls
- Incident response readiness
- Backup procedures

Building County Cyber Resilience

- Vendor and risk management
- Governance and policies

You'll receive a tailored report with realistic recommendations, that will be useful for county IT teams, supervisors, and future grant applications.

3. Cybersecurity Incident Management Exercise (CIME)

This hands-on tabletop exercise brings your team together to simulate a realistic cyber incident, like ransomware or email compromise, and understand how your county would respond. The two to three hour exercise is held onsite at your chosen location and involves your leadership, department heads, IT staff, emergency managers, and others. The goal is to build awareness, improve communication, and strengthen your response and recovery capabilities. Exercises are customized based on your services and organizational structure, and facilitators provide feedback and a follow-up report.

Fall 2025 Cybersecurity Conference

ICRI will also host a Statewide Cybersecurity Conference for Political Subdivisions on October 16, 2025, in Ames. The one-day event will feature:

- Iowa county and city case studies
- Emerging threats and trends
- Incident planning workshops

While space is limited this first year, priority will be given to subdivisions that are participating in the ICRI services. In future years, the Conference will expand to include vendors, regional organizations, and others in the cybersecurity ecosystem.

Why Counties Should Participate

- It's free. The federal SLCGP program fully funds these services.
- It's tailored to counties. The services are designed to support counties with diverse structures and limited cybersecurity capacity.
- It's actionable. The process generates usable reports and plans you can implement or share with your board, IT providers, or contractors.
- It strengthens services. Protecting systems like 911, elections, and records ensures public safety, trust, and continuity.

Counties don't need to navigate cybersecurity alone. Whether you have a full IT department or rely on outside support, ICRI meets you where you are and helps build a foundation for long-term resilience.

How to Get Started

Participation starts with a short consent form signed by a duly authorized county official. Once that is received, ICRI staff will reach out to schedule the first service (the virtual asset inventory). All services are designed to require minimal disruption to daily operations and are conducted in collaboration with your team.

To learn more or begin the process, visit cyio.iastate.edu/icri. You'll find information about the services, a request form, and contact information for the ICRI Team.

Join the Movement

Cyber threats aren't just a big county problem; they impact communities of every size. ICRI empowers Iowa's counties to take meaningful steps toward resilience. The opportunity is here. Don't wait for an incident to start preparing.



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2025-2026 Calendar

October 2025

- 1-3 ISAC Board of Directors Retreat
(Carroll County)
- 5-8 Assessors Fall School
(Holiday Inn Des Moines Airport)
- 16 Iowa Cyber Resilience Conference and Workshop
(Scheman Building, Ames)

November 2025

- 19-20 ISAC Board of Directors Meeting
(ISAC Office)

December 2025

- 2-5 ISSDA Winter School
(Holiday Inn Des Moines Airport)
- 3-5 79th Annual Iowa County Engineers Conference
(Veterans Memorial Community Choice Credit Union Convention Center, Des Moines)

January 2026

- 29 Statewide Supervisors Meeting
(Embassy Suites Des Moines Downtown)

February 2026

- 21-24 NACo Legislative Conference
(Washington, D.C.)

March 2026

- 11 ISAC Legislative Reception
(Hilton Des Moines Downtown)
- 12-13 ISAC Spring Conference
(Veterans Memorial Community Choice Credit Union Convention Center, Des Moines)

July 2026

- 17-20 NACo Annual Conference and Expo
(Orleans Parish/New Orleans, Louisiana)

August 2026

- 19-21 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.

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- 31 member counties



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- Accident includes AD&D and wellness
- Voluntary Life and Voluntary AD&D
- Group disability products



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



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- Employee Assistance Program
- Consolidated Billing
- COBRA administration



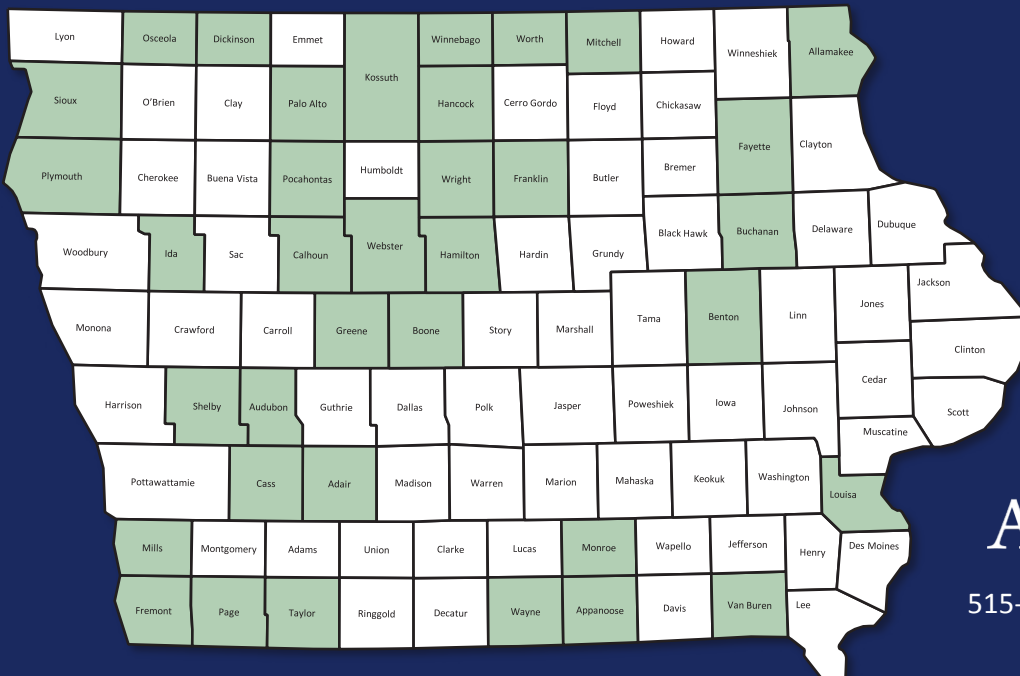
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