

# The Iowa County Magazine



**January 2026  
2026 ISAC Legislative  
Priorities**



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# The Iowa County

January 2026 \* Volume 55, Number 1

The Iowa County: The official magazine of the Iowa State Association of Counties  
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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.

#### **ISAC OFFICERS**

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**2ND VICE PRESIDENT** David Muhlbauer, Crawford County Supervisor  
**3RD VICE PRESIDENT** Brad Kunkel, Johnson County Sheriff

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Amanda Waske, Ringgold County Auditor  
Lori Elam, Scott County Community Services  
Mike Miner, Mitchell County Conservation  
Rachel Zimmermann Smith, Johnson County Attorney  
Doug Reed, Pottawattamie County Emergency Management  
Wade Weiss, Greene County Engineer  
Sandy Bubke, Monona County Environmental Health  
Micah Van Maanen, Sioux County Information Technology  
Ed Raber, Dubuque County Planning and Zoning  
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*\*\* The views and opinions expressed in articles authored by anyone other than ISAC staff are those of the authors and do not necessarily reflect the official policy or position of ISAC.*

ISAC members are elected and appointed county officials from all 99 counties. The Iowa County (ISSN 0892-3795, USPS 0002-150) is published monthly by the Iowa State Association of Counties, 5500 Westown Parkway, Suite 190, West Des Moines, IA 50266. Periodicals postage paid at Des Moines, IA 50318. POSTMASTER: Send address changes to [rbennett@iowacounties.org](mailto:rbennett@iowacounties.org). Subscriptions: \$25 per year.

## IAWA STATE ASSOCIATION OF COUNTIES

# 2026 LEGISLATIVE POLICY COMMITTEE

The 2026 ISAC Legislative Priorities were developed by the ISAC Legislative Policy Committee (LPC). This committee is composed of two representatives from each affiliate and is chaired by Mary Ward, Cass County Recorder and ISAC 1st Vice President. The Committee has worked together to create a short and cohesive set of legislative objectives for ISAC to pursue in 2026.

In August and September the Committee convened to hear legislative policy proposals from each affiliate. The committee worked hard discussing implications of any changes. The legislative objectives were adopted and top priorities were recommended to the membership.

The 2026 ISAC Legislative Objectives, Policy Statements, and Top Priorities recommendations were presented and voted on by its members who are voting delegates. The Board ratified the legislative package and set ISAC's Top Priorities during its November meeting.

## 2025-2026 ISAC LPC Committee Members

**Committee Chair:** Mary Ward, Cass County Recorder and ISAC 1st Vice President

### Assessors

Lindsey Thomas, Mahaska  
Tom Van Buer, Johnson County

### Auditors

Kerri Tompkins, Scott County  
Jennifer Garms, Clayton County

### Community Services

Wade Stierwalt, Scott County  
Libby Reekers, Tama County

### Conservation

Jim Hanson, Worth County  
Nathan Unsworth, Scott County

### County Attorneys

Darin Raymond, Plymouth County  
Matt Wilber, Pottawattamie County

### Emergency Management

Byron Jimmerson, Plymouth County  
Doug Reed, Pottawattamie County

### Engineers

Lyle Brehm, Poweshiek County  
Josh Sebern, Guthrie County

### Environmental Health

Jared Parmater, Black Hawk County  
Eric Heinen, Black Hawk County

### Information Technology

BJ Covington, Polk County  
Jacob Langholz, Crawford County

### Planning and Zoning

Ed Raber, Dubuque County  
Nathan Mueller, Johnson County

### Public Health

Lynelle Diers, Wapello County  
Danielle Pettit-Majewski, Johnson County

### Recorders

Jordyn Hill, Warren County  
Julie Haggerty, Polk County

### Sheriffs and Deputies

Andy Brown, Pottawattamie County  
Elizabeth Quinn, Story County

### Supervisors

Jack Seward, Washington County  
Lonnie Mayberry, Mills County

### Treasurers

Tracey Marshall, Cass County  
Kris Rowley, Dickinson County

### Veterans Affairs

Chris Oliver, Wright County  
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# 2026 ISAC Legislative Top Priorities

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## PROPERTY TAX REFORM

**PROBLEM:** Legislation passed in 2023 aims to impose reasonable limits on county and city property tax growth and to improve accountability in the budgeting processes of local governments. Legislation passed in 2024 worked to address issues with implementation and unintended consequences. As counties adapt to these changes, more work is needed to address how statewide limitations affect 99 unique counties differently. Further, reductions to future county revenue are not harmonious with the increasing costs of providing local services, oftentimes outside of the control of county supervisors.

**SOLUTION:** Continue to work to improve previously enacted legislation, including consideration of unique circumstances affecting county revenue and/or expenditures. The Legislature should separate valuation growth due to new construction from market value increases for purposes of legislatively imposed limitations. ISAC supports the following steps that the Iowa Legislature could take in conjunction with property tax limitations to address the tax burden of local property owners:

1. Ensure funding or fees for services that the county is required to provide are equal to the cost of providing the services. The fees retained by counties for state services performed at the local level are not covering this cost and property taxpayers are subsidizing these state services.
2. Ensure equity and accountability in the cost sharing arrangements between the State and counties. Some examples include providing space for the judicial branch/courts and the Department of Health and Human Services, as well as the funding of juvenile detention services.
3. Consider revenue replacement or revenue sharing to protect local services in the face of property tax revenue reductions.

## EMINENT DOMAIN

**PROBLEM:** Multiple hazardous material underground pipelines are being proposed for construction in Iowa, and the use of eminent domain to secure land rights will continue to be contemplated. Aside from submitting concerns to the Iowa Utilities Commission (IUC), landowners and county supervisors have little local control in ensuring property rights. The proposed pipelines are not a public utility and arguably, do not provide a public use or public purpose that would trigger eminent domain authority.

**SOLUTION:** Amend Iowa Code Chapter 479B to prohibit the use of eminent domain by a carbon sequestration or other hazardous material pipeline company that is not a public utility and that is not serving a public use and/or purpose.

## MEDICAID FUNDING

**PROBLEM:** Providing sufficient state funding to reimburse dental, emergency medical, hospitals, mental health and disability services, and nursing homes for Medicaid-covered services, especially in rural Iowa where it continues to be a major issue that has resulted in challenges to fund staff and keep these facilities open for our most vulnerable Iowans. In addition, the federal requirement that prisoners lose their Medicaid coverage once they are incarcerated, the financial burden for inmate medical expenses falls to the county taxpayers once an individual is placed in county jail. These medical expenses have significantly grown in recent years, especially for individuals who require medication for treatment of complex mental health needs.

**SOLUTION:** ISAC supports the State of Iowa funding an increase of the reimbursement rate for all Medicaid covered services that at a bare minimum covers the rate of inflation. In addition, the Iowa Department of Health and Human Services is strongly encouraged to apply for a state waiver for Iowa to the federal Department of Health and Human Services that would maintain Medicaid coverage for those housed in county jails. We also support Medicaid expansion to meet the needs of adults incarcerated in our county jails and children being served in our juvenile court system.

# 2026 ISAC Legislative Top Priorities

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## **SECURING AND PROTECTING IOWA'S WATER RESOURCES**

**PROBLEM:** More and more individuals and communities across the state are experiencing threats to their drinking water supplies. These include contamination from PFAs (per- and polyfluoroalkyl substances) and nitrates, as well as water shortages due to drought, development of emerging high-volume industrial uses such as Data Centers, or corporations seeking to export Iowa ground water out-of-state for profit. The need for long-term investment and strategic planning to secure and protect our communities' drinking water supplies, both surface and subsurface, is needed now more than ever.

**SOLUTION:** Iowa Code should be updated to require high-volume uses to develop and operate in ways that preserve water resources, as well as limit or prohibit companies from exporting Iowa ground water out-of-state for profit. In addition, the State of Iowa should partner with Iowa Counties and Cities to look at ways to mitigate contaminants such as nitrates and PFAs in Iowa drinking water supplies, including ways to provide financial incentives and joint planning to aid in these mitigation efforts.

## **IOWA'S NATURAL RESOURCES AND OUTDOOR RECREATION**

**PROBLEM:** Iowa's natural resources and outdoor recreation opportunities are significantly under-funded at the state level. The Natural Resources and Outdoor Recreation Trust Fund continues to remain empty since it was established in 2010. Legislators and the Governor have yet to raise the state sales tax – the funding mechanism in the Iowa Constitution. The funding formula in state law (Iowa Code Chapter 461) is favored by counties, but changes to the formula are expected. In the end, any changes to the Iowa Code funding distribution must meet the integrity of the language that was inserted into the Iowa Constitution in 2010. In addition, ISAC has tremendous concerns over the sunset of the Resources Enhancement and Protection (REAP) Program which is scheduled to expire in 2026.

**SOLUTION:** Raise the sales tax by a minimum of 3/8-cent and retain the integrity of the formula to meet the promises defined in the Iowa Constitution. Any change to the funding formula should be acceptable to county conservation boards and boards of supervisors. There have been proposals to fund the Trust in the past as part of broader tax plans. Any proposal that funds the Trust, retains the integrity of the funding formula, and is a large, net win for conservation is worthy of consideration.

Finally, ISAC supports full funding of REAP through the Natural Resource and Outdoor Recreation Trust Fund. An increase in Iowa's sales tax automatically fully funds REAP, now and into the future. The fallback solution is to fully fund the Program through gaming receipts as originally intended and to extend the sunset for at least another 10 years (2036).

## **COUNTY ACCESS TO THE IOWA COMMUNICATIONS NETWORK**

**PROBLEM:** Unless they were receiving communications services from the state prior to April 1, 1986, political subdivisions are not allowed access to or service from the Iowa Communications Network (ICN). Many counties have ICN fiber in their facilities to serve other entities but are not allowed to access the service. The ICN could be a higher quality, more cost-effective option than private service providers for many counties.

**SOLUTION:** Amend Iowa Code §8D.11(4) to allow all political subdivisions to access and contract for ICN services.

## **E-911 AND PUBLIC SAFETY INTEROPERABILITY**

**PROBLEM:** E-911 surcharge funding is essential to providing 24/7, reliable 911 services in all of Iowa's 99 counties. The 911 wireless surcharge was last set at \$1 per line in 2013. If adjusted for inflation, the surcharge would be around \$1.38 today. Additionally, 911 surcharge dollars continue to pay for less of overall E-911 equipment and services shifting the funding burden to the property taxpayer instead. As costs increase and 911 surcharge funding remains flat, the cost for reliable 911 services must then come from property taxpayers.

**SOLUTION:** ISAC supports increasing the 911 surcharge to ensure 911 services are always available for Iowans and to prevent a continued cost shift to property taxpayers.

# ISAC Group Benefits Program Update

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As it enters its 44<sup>th</sup> year of offering quality employee benefits programs to Iowa Counties, the ISAC Group Benefits Program continues to grow and evolve. Many of the counties in the program today have been members of the program since inception in 1982, which speaks to the consistency and reliability offered by the various program offerings.

Before Thanksgiving, the ISAC Board of Directors approved the FY 2027 ISAC Group Health Program rates, which are effective July 1, 2026. Our ability to provide counties with renewal rates prior to their budget process starting is a significant reason why our health program continues to have so much success. Last July, we added three new counties to the ISAC Health Program, which brings our participating county total up to 31.

For our upcoming renewal, the goal was to make our program even more streamlined and easier to navigate, so we updated our plan designs and underwriting rules. All plans will be offered on both the Wellmark PPO and POS networks, giving counties the flexibility to select the best plans to meet their budget and employee needs. We also will have “copayment” type plans that counties can select to offer employees, which is new to our product offering. These plans offer a more traditional fee structure for office visits than our standard “coinsurance” plans. Both options have positive features, and we are happy to be able to offer more choices to our member counties. From an underwriting standpoint, we will continue to provide incentives to counties that perform better than average, and we will now be reviewing two years of historical claims data. For all 31 participating counties, our average renewal increase for FY 2027 is 2.5%.

We are also adding a new diabetes prevention and reversal program. Nutrition therapy and advanced telehealth are the two primary components of the member experience. This program is 100% paid for by ISAC and members will not be charged to participate. Vendor case studies show 60% of diabetes patients can reverse their condition after one year of participating in the program. The remaining 40% could see an average weight loss of 23 pounds and a significant reduction in their A1C. All members committed to the program should also see a decrease in the number of medications they are taking.

ISAC continues to provide significant county discounts and member incentives for participation in the Wellness Program. Counties can receive up to a 5% health insurance discount based on employee participation in the Wellness Program, which totaled over \$1.8 million in premium dollars saved for next year. ISAC’s annual walking challenge continues to draw outstanding participation, and in 2025, the group recorded 1.8 billion steps. That adds up to walking around the earth 36 times! Employees are rewarded for each day they reach 7,500 or more steps, and ISAC also provides a cash reimbursement for employees wanting to purchase a new wearable tracking device. Employees are also rewarded for having an annual physical each year. This led to 84% of employees receiving the \$100 incentive in 2025. ISAC is proud of its commitment to the health and well-being of county employees.

And, as a reminder, as the exclusive broker for the ISAC Group Benefits Program, our team of insurance professionals helps county officials navigate the complex world of regulations that surround a group health program. Whether it is ACA Employer Reporting, COBRA laws, Iowa State Code, or another area of compliance, we proactively assist and interpret on your behalf.

We are always accepting inquiries regarding membership in the program, so do not hesitate to reach out if you think your county might benefit from this long-standing and successful partnership.



Ryan Berven  
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# Understanding EMF Trends in Iowa Counties

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As IMWCA begins calculating Experience Modification Factors (EMFs) for the upcoming 2026–2027 coverage year, several important trends have emerged. One in particular warrants attention for county members.

Since the 2021–2022 coverage year, the average EMF for counties has increased from 0.82 to 0.86. While this may appear to be a modest change, it is notable because the EMF formula is designed to reflect improvement when paired with decreasing workers' compensation classification rates. That pattern has largely occurred for cities and 28E entities; however, counties have not followed the same trajectory.

Closely tied to this EMF increase is a rise in county loss ratios within the pool — from a low of 54% to a current high of 97%. This trend signals growing claim severity and frequency that ultimately affects both costs and people.

## What Changed?

Prior to 2020, many county members were approaching their minimum EMF ratings. The 0.82 average reflected a balance between counties with very low EMFs and a smaller number with higher EMFs. Counties achieving consistently low EMFs typically maintained active safety committees and fostered strong, hands-on safety cultures within their departments.

The COVID-19 pandemic disrupted many of these efforts. Safety committees were paused or delayed, and in many cases have struggled to regain momentum. At the departmental level, supervisors were often forced to prioritize service delivery under challenging and less controlled circumstances, making sustained safety engagement more difficult.

In some counties, organizational silos and competing priorities across departments have made it harder to address safety issues in a coordinated, county-wide way. Additionally, there has been growth in the number of employees experiencing multiple claims. While repeat claims have increased, limited time, staffing pressures, and competing priorities have made proactive intervention more challenging. The result has been an increase in large claims, reduced effectiveness of safety efforts, and missed opportunities for early intervention. These challenges are understandable given the disruptions counties have faced in recent years — but they are also reversible.

## Why This Matters

With new and ongoing budget constraints, counties are increasingly looking for ways to manage costs without reducing services. As EMFs rise, premiums increase as well — sometimes significantly.

For example, if a county's premium at a 0.75 EMF is \$75,000 and losses increase the EMF to 1.00, that same county could be paying \$150,000 once the EMF increase and the loss of EMF-related discounts are factored in. To use a simple metaphor: it's like paying either \$7.50 or \$15.00 per dozen for the same carton of eggs. The product doesn't change — the cost reflects how heavily the service is being used.

Beyond the financial impact, a rising EMF is an indicator that employees are experiencing serious injuries at a higher-than-average rate. Injuries affect productivity, disrupt operations, and place additional strain on already limited staffing. Replacing employees who are unable to return to work requires time, resources, and access to skilled labor — all of which are increasingly difficult and costly to secure.



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# Understanding EMF Trends in Iowa Counties

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## **Is It All Doom and Gloom? Not at All.**

While a larger number of counties are currently experiencing EMF increases, IMWCA is also seeing counties achieve significant EMF reductions by re-engaging their safety cultures. These counties have recommitted to regular safety committee meetings, renewed supervisory involvement, addressed repeat claims early, and rebuilt trust in safety programs across departments.

The experiences and success stories shared below demonstrate that meaningful improvement is possible — and that even small, consistent steps toward stronger safety engagement can make a measurable difference. IMWCA remains committed to partnering with counties to understand these trends, address challenges, and support practical solutions that protect both employees and budgets.

## **Montgomery County: Rebuilding Safety Through Engagement**

Montgomery County experienced a 27-point decline in its EMF, resulting in significant premium savings. Morgan Lewellen, Safety Coordinator for Montgomery County, shared how the county achieved this improvement, “Montgomery County is on track to reach the lowest Experience Modification Factor in its history. It reflects the strong commitment we’ve built through our Safety Committee, the department heads’ buy-in culture, and the consistent use of the free online platform, NEOGOV, for employee training. By focusing on risk reduction, engagement in safety practices, and continuous education, we’ve created measurable improvements in workplace safety and positioned the county on a continued positive trend in partnership with IMWCA.”

## **Clinton County: A Small Shift That Made a Big Difference**

Alexandria Weller, Human Resources Director for Clinton County, described a turning point following a period of rising EMFs, “In FY 2023-2024, Clinton County had its highest EMF at 1.06. When I think back to my first meeting with Risk Management, in early 2023, the general sentiment was ‘What do you want us to do? They were doing their job correctly,’—and they were. After a few significant incidents, everyone was simply exhausted from talking about safety, so the conversation naturally shifted to the defensive. It was clear that something needed to change.

We didn’t re-invent our program. We still meet bi-monthly, work with the same dedicated people, and inspect the same places. The difference, now, is that we have shifted our perspective. We shifted our focus from ‘Why did this happen?’ to put more emphasis on ‘How can we keep this from happening again?’ It’s a small change in language, but it made a big impact.

First, we needed to re-engage our leaders. We switched to having a different person lead each inspection rather than relying on one dedicated inspector. This small change helped bring fresh eyes, renewed ownership, and a more collaborative tone. As leaders became re-engaged, they also embraced near-miss reporting, allowing Clinton County to get ahead of issues before they caused harm.

We continued reviewing each new incident as they occurred, and for the first time, we also revisited them collectively at the end of the year. We discovered that there was a trend of increased hand injuries in 2023, so we assigned hand safety training to all staff in 2024. Finally, we identified high-risk departments and created department-specific safety programs, including tailored training and safety policies.

Through the efforts of the Risk Management Committee, the employees of Clinton County have refocused on safety. Their efforts have paid off with an EMF of .56 and over \$150,000 in projected taxpayer savings for 2026.”

## **Guthrie County: Consistency and Commitment Pay Off**

Guthrie County has seen a significant decline in its EMF following a renewed commitment to safety. Since starting monthly safety meetings in September 2022, Guthrie County has made a clear decision to put safety front and center — and it’s paying off. With regular safety meetings, hands-on training, and the implementation of an

# Understanding EMF Trends in Iowa Counties

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Incident Review policy, safety awareness has increased across all departments. Just as important, the county has seen strong buy-in from employees, department heads, and elected officials.

By consistently working together, Guthrie County has reduced workplace incidents and workers' compensation claims, helping move the county's experience modification (MOD) rate from a high level to an incredibly low one. That improvement has directly helped control workers' compensation insurance premiums and save taxpayer dollars — so much so that the county's total insurance premium for FY 2025–2026 is less than half of what it had been in previous years.

This is a well-deserved public recognition of Guthrie County for the work being done every day. As Head of Human Resources Jamie Lindsay shared, "The strong collaboration, participation, and input from our department heads and elected officials have been key to the ongoing success of our monthly safety meetings."

## A Clear Takeaway for Counties

As the counties highlighted above demonstrate, with intentional effort and accountability, counties can reverse EMF increases — saving taxpayer dollars, improving productivity, and reinforcing to employees that their safety and well-being truly matter.

*Dean Schade is the Safety and Risk Improvement Manager for IMWCA and can be reached at [deanschade@iowaleague.org](mailto:deanschade@iowaleague.org).*



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# ISAC November Board Meeting Minutes Summary

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## Wednesday, November 19, 2025

President Linda Zuercher called the meeting to order, led the Pledge of Allegiance, and introductions were given.

The October 2-3, 2025, ISAC Board of Directors meeting minutes were unanimously approved. ISAC Board reviewed the ICTS Board of Directors meeting minutes from October 3, 2025, the IGBP Board of Directors meeting minutes from May 7, 2025, and the ISAC Executive Committee meeting minutes from April 1, 2025, for informational purposes.

Jose Garcia and Josh Paulson from McGowen Hurst Clark and Smith, P.C., gave an overview of the FY 2025 ISAC Audit Report. A clean opinion was given. The FY 2025 ISAC Audit Report as presented was accepted unanimously.

President Zuercher recessed the ISAC Board of Directors and convened the Iowa Counties Technology Services (ICTS) Board of Directors at 9:45 am.

The October 3, 2025, ICTS Board of Directors meeting minutes were unanimously approved. ICTS Board reviewed the ICTS Advisory Committee meeting minutes from November 5, 2025, for informational purposes.

Jose Garcia and Josh Paulson from McGowen Hurst Clark and Smith, P.C., presented the FY 2025 ICTS Audit Report. A clean opinion was given. The FY 2025 ICTS Audit Report was accepted unanimously.

Brandi Kanselaar reported on ICTS Advisory Committee recommendations for appointments. It was approved unanimously to name Niccole Schippers and Sandy Sweeney to the ICTS Advisory Committee.

Brad Holtan went over the FY 2027 ICTS Budget. Brandi Kanselaar went over the future of CSN, how other county departments can utilize the software, and proposed CSN fees. Joel Rohne and Andrew De Haan shared about the new ICTS programs that will be starting soon – ITaaS and ERP Software Support. The motion passed unanimously to accept the recommended FY 2027 Budget and amend the proposed CSN fees to be \$2,500 per county and \$4,000 per DAP District.

President Zuercher adjourned the ICTS Board of Directors and convened the ISAC Group Benefits Program (IGBP) Board of Directors at 10:42 am.

The May 7, 2025, IGBP Board of Directors meeting minutes were unanimously approved.

Jose Garcia and Josh Paulson from McGowen Hurst Clark and Smith, P.C., presented the FY 2025 IGBP Audit Report. A clean opinion was given. The IGBP Audit Report as presented was approved unanimously.

Ryan Berven, Assured Partners, and Brad Holtan presented on the ISAC Group Health Program (IGBP) Budget for FY 2027. Holtan recommended the following proposals effective July 1, 2026: Approve moving forward with Virta Health; Approve the restructured plan designs and base rates; Approve the restructured experience and wellness rating plan; Adopt bucketing proposal with loss of discount and penalties limited to 2.5% per year; Adopt proposal to pay PCORI through FY 2027; Approve 2026 Wellness Program and Funding; and Approve dental rate increase of 1.5%. The recommendations as presented as part of the FY 2027 IGBP Budget were approved unanimously.

President Zuercher reconvened the ISAC Board of Directors meeting at 12:50 pm.

Brad Holtan reviewed the financial statements for the quarter ending September 30, 2025. The September financial report was unanimously approved.

Beth Manley gave an overview of changes to the ISAC Board Policies and ISAC Operational Policies. The ISAC Board Policies and ISAC Operational Policies were approved unanimously.

# ISAC November Board Meeting Minutes Summary

Manley gave an update on the three Amicus Briefs in which ISAC is currently participating in and updated the Board on ISAC's IRS Section 115 Status. ISAC is still waiting for a finalized signed copy from the IRS.

Katie Cook reported that the Scholarship Planning Committee met and suggests a slight change in the number of scholarships given in 2026. The recommendation is to award scholarships to six district winners at \$2,500 and one Past President's winner at \$3,500. The scholarship proposal was unanimously approved as presented.

Kelsey Sebern reviewed the 2026 ISAC Spring Conference Agenda and 2026 Events Calendar. The 2026 ISAC Spring Conference Agenda was approved unanimously. Courtney Biere reviewed the 2026 ISAC Board of Directors calendar. The 2026 ISAC Board of Directors calendar was approved unanimously. Jacy Ripperger gave an overview of the ISAC Preferred Vendor Program. Rachel Bennett discussed an external communications campaign that ISAC is working on as part of the 2026 Roadmap to the Future. Biere gave highlights of the 2026 NACo Legislative Conference. Molly Hill gave a demonstration of the new member portal that's part of the new ISAC Association Management Software (AMS) system, Rhythm.

Jamie Cashman and Lucas Beenken presented the results of member voting on the legislative package and summarized the legislative objectives. The ISAC Board ratified the legislative policy statements and objectives as voted on by the membership. Discussion was had over requested changes to two policy proposals from the Conservation affiliate. The legislative policy statements and objectives were amended to include the two changes as put forth by the Conservation affiliate. The motion as amended passed unanimously.

The Board reviewed the ISAC staff, Legislative Policy Committee (LPC), and voting member recommendations for ISAC's 2026 Top Priorities. The following were set as ISAC's 2026 Top Priorities: Property Tax Reform; Securing and Protecting Iowa's Water Resources; Medicaid Funding; Iowa's Natural Resources and Outdoor Recreation; County Access to the Iowa Communications Network (ICN); E-911 and Public Safety Interoperability; and \*Eminent Domain. After further discussion, ISAC's Top Priorities were amended to include \*Eminent Domain, for a total of seven top priorities. The motion passed unanimously.

ISAC Board reviewed the Support Letter Committee Report from May 7, 2025, for informational purposes.

ISAC Endorsed Elite Preferred Vendor County Risk Management Services (CRMS), Inc. provided an update on the state of the property and liability insurance industry.

President Zuercher recessed the Board of Directors Meeting until Thursday, November 20.

## **Thursday, November 20, 2025**

President Linda Zuercher called the meeting to order and led the Pledge of Allegiance.

Andrea Woodard gave a presentation about the 2026 Roadmap to the Future. The 2026 Roadmap to the Future document was unanimously approved as presented. Woodard gave an Executive Director's Report, and ISAC Staff were dismissed from the room to allow for the Board to conduct the Executive Director Annual Review.

President Zuercher adjourned the ISAC Board of Directors Meeting at 11:30 am.



This innovative, online leadership development program—created in partnership with the National Association of Counties (NACo) and General Colin Powell—is designed specifically for county officials and staff. The curriculum provides best practices in leadership, organizational development and change management, negotiation and collaboration, effective business communication, and how to deliver increased value from high performance county management.

- Leveraging positive leadership strategies and mindset for positive outcomes
- Building high-trust for high-performance teams
- Leading effectively through change and uncertainty
- Strengthening communication and collaboration across departments
- Enhancing accountability and results

The program is fully facilitated online, creating a very convenient format and accommodating your busy schedule; participants can complete the program on their own schedule while connecting with peers nationwide in an engaging, interactive environment.

2026	Cohort #1	Cohort #2	Cohort #3	Cohort #4
<b>High Performance Leadership Academy (10 weeks)</b>	1/5/2026	4/6/2026	7/13/2026	10/5/2026
<b>Cyber Leadership Academy (10 weeks)</b>	1/5/2026		7/13/2026	
<b>Leading on Purpose Leadership Academy (8 weeks)</b>	1/12/2026	4/27/2026	7/27/2026	10/19/2026
<b>Artificial Intelligence Leadership Academy (6 weeks)</b>	2/2/2026	5/11/2026	7/27/2026	11/2/2026

 “Many frontline managers are exactly the people we cannot afford to lose. The NACo High Performance County Leadership Academy helps to retain these vital employees and helps enable them to be better leaders.”

Matt Chase, Executive Director, NACo

We hope you'll take advantage of this opportunity to invest in your professional growth and join your colleagues in this nationally recognized leadership program. More than two-thirds of counties across the country use this program to help make existing leaders better and emerging leaders ready to address the pressing issues of our day—and we hope you'll be part of the next cohort.

If you have questions or would like to connect with past participants from our state, please contact Managing Director Luke Afeman at [lukea@pdaleadership.com](mailto:lukea@pdaleadership.com).

# 2026 Calendar

## January 2026

- 14 Iowa Sunshine Laws Webinar - NCO Series (Zoom)  
 21-22 ISAC Board of Directors Meeting (ISAC Office)  
 29 Statewide Supervisors Meeting (Embassy Suites Des Moines Downtown)

## February 2026

- 19 ISAC Board of Directors Meeting (ISAC Office)  
 21-24 NACo Legislative Conference (Washington, D.C.)  
 24-27 ISSDA Spring Jail School (Holiday Inn Des Moines Airport)

## 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)

## April 2026

- 1 SEAT Continuing Education (Crossroads Event Center, Fort Dodge)  
 8 SEAT Continuing Education (Hilton Garden Inn, Cedar Rapids)  
 8-9 Public Health Conference of Iowa (Holiday Inn Des Moines Airport)

- 28-5/1 ISSDA Spring Civil School (Holiday Inn Des Moines Airport)

## May 2026

- 5-8 NACo Western Interstate Region Conference (Maui County, Hawaii)  
 6-8 IEMA Annual Conference (Camp Okoboji, Wahpeton)  
 12-15 Treasurers May School (Isle of Capri Hotel & Conference Center, Bettendorf)  
 20-22 CoZo Spring Conference (Central College, Pella)  
 31-6/5 Veterans Affairs National Conference (Reno, NV)

## June 2026

- 1-5 ITAG Conference (Prairie Meadows, Altoona)  
 7-11 ICAA Spring Conference (Okoboji, IA)  
 17 ISAC Scholarship Golf Fundraiser (Toad Valley Golf Course, Pleasant Hill)  
 18 ISAC Board of Directors Meeting (ISAC Office)  
 23-26 ISACA Summer Conference (Okoboji, IA)  
 24-26 ICRA Summer School (Hilton Garden Inn, Council Bluffs)

Questions? Contact Kelsey Sebern at [ksebern@iowacounties.org](mailto:ksebern@iowacounties.org).

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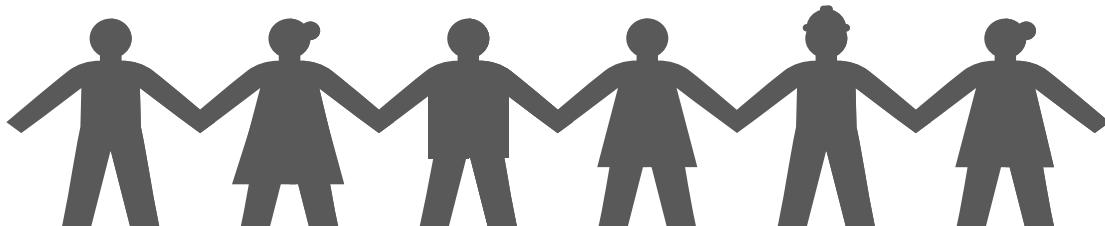
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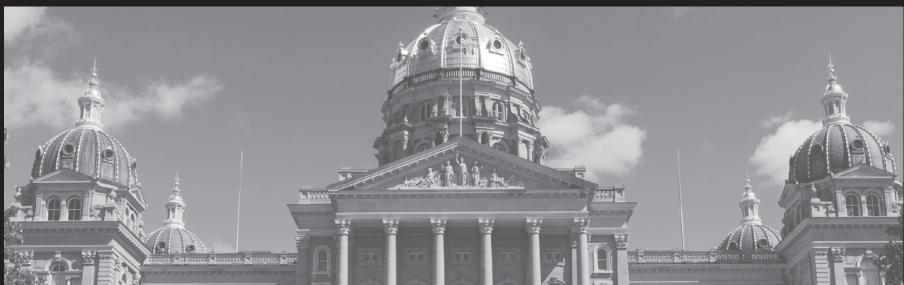
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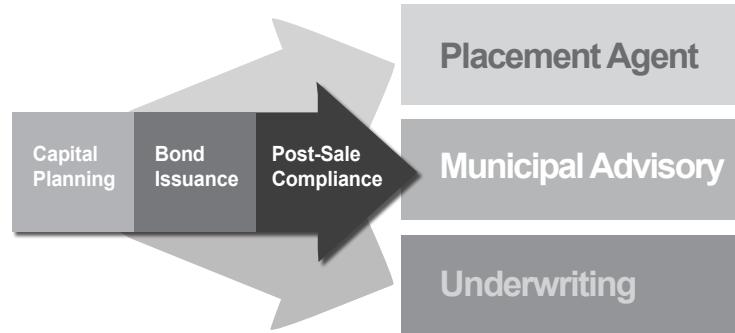
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