



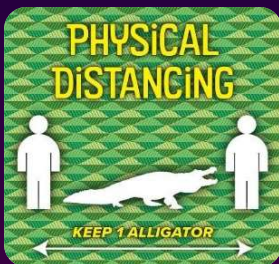
SAVE THE DATES:

The ICCS Calendar &
Zoom Meeting Room
Bookings
are available online via

mycountyparks.org

- * Nov. 4-6 – IAN Fall Workshop, - VIRTUAL*
- * Jan. 26-28 – Winterfest 2021 – Postponed to 2022
- * Feb. 18 – E-Commerce Summit (MCP) – TBA*
- * Feb. 23 – ICCS New Employee School – TBA*
- * Mar. 11-12 – ISAC Spring Conference – TBA
- * Aug. 25-27 – ISAC Annual Conference – TBA

(* Online registration available or pending)



2021 ICCS

65th Anniversary +1
Fall Conference
September 15-17, 2021

Ames, IA



Newsletter

Volume 62
Issue No. 4
October 21, 2020

INVEST in IOWA PLAN to Return in the 2021 Legislative Session?

*"I was really, really proud of the initiative, just the coalition that it brought together, and it really was, I thought the way that we set the table for the next 10 years, the next decade, and talk about why Iowa is a great place to live, work and raise a family," Reynolds said. "I think we have an opportunity to just say to people on the East and West coasts, and honestly in Minnesota and Missouri, hey, things are going well here, there's a lot of opportunity, we have a great quality of life and all components of that really helped build that out," she noted. Adding to that, Reynolds said, is the fact that **the pandemic has caused more Iowans to spend more time outdoors and discover "the amazing assets that we have in our state and county parks"** that the state could improve and build on using elements of the **Invest in Iowa Plan**. (Governor Kim Reynolds, 10/15/2020)*

It is notable that the broader discussions across Iowa are about "Quality of Place" - to make and build places that people want to come and raise a family. Our support for **Funding the Trust** will be where we can to help bring this 11-year effort across the finish line in 2021. We don't know yet what the political landscape will look like until after the November elections, but it is noteworthy that the Governor is talking about these issues in advance of November 3rd. Stories and statistics that you may have that compare park / trail usage in 2020 to previous recreation seasons will be important, and we invite you to share those with us. Also, images you have taken of public recreation these past 7 months will assist us in telling the story of our collective 2020 adventures! 😊

mycountyparks.com PORTAL

CONTACTS FILES JOBS BEST PRACTICES



Board Member Recruitment & Orientation in Portal

COMING SOON! To a new **"BOARD MEMBER RECRUITMENT"** file in the Portal. ICCS is working on a "family" of guidelines, templates and other resources for use by Directors and Conservation Board Members – as well as Board of Supervisors. An early-November announcement as to the availability of these will be sent to Directors & Board Members, along with links to additional online resources.

BROCHURES to YOU via USPS! 📬

They arrived in March - **25,000 strong** – those new ICCS/MCP Rack Card Brochures. Statewide travel has yet to resume....so they are coming to you via express snail mail! 150 (+/-) will arrive to your mailing address on file with ICCS sometime over the next several weeks. Therefore – the first 15,000 will be in your hands with supplemental supplies available when ICCS gets back on the road to District Meetings and other travel as 2021 progresses. **THANKS for your patience!** (Additionally – we may need some assistance for delivery to Tourism Welcome Centers in your county....Thanks!)



IACCB@mycountyparks.org

(515) 963-9582

mycountyparks.com



It Works When YOU Share!

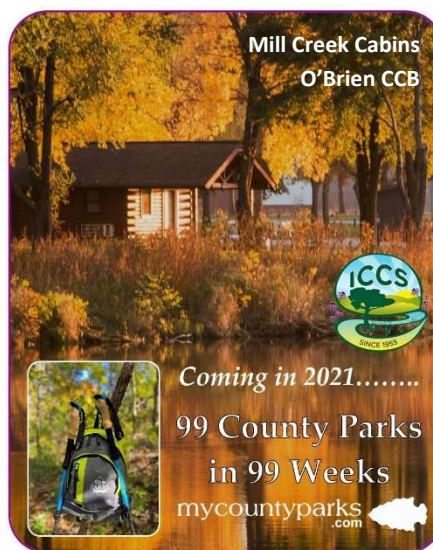
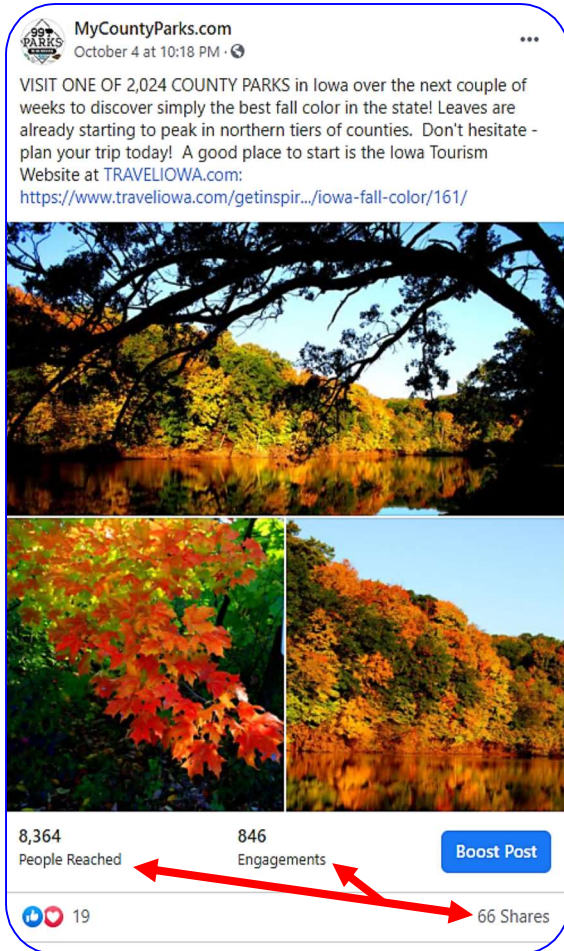
Yeah, I know – it's a social media thing, and most of you just want to tune it out!? BUT – this is about building on what the past SEVEN MONTHS have brought to us, what we have learned, and how we can leverage what is currently “Top of Mind” into our efforts to **FUND THE TRUST in 2021!!!** Look forward to more information in the weeks ahead about this awesome **Facebook and Instagram** promotion in 2021 & 2022!*

mycountyparks.com

Instagram - mycountyparks

Facebook - MyCountyParks.com

(*Beginning in mid-January 2021, ICCS will feature one CCB each week on social media for the next 99 weeks! We already have digital files for each county with accumulated pictures, etc. from the past 40+ years.....and each posting will link to your CCB's presence on MyCountyParks.com. Soooo.....if you have some great (and/or recent!) pictures that you would like us to consider – send them all in! Posts will feature 4-10 pictures, and highlights of what your CCB has to offer.....then providing the MCP link for visitors that want more information. What will make this a more smashing success will be your sharing of these posts on your CCB's, as well as your personal social media platforms! 😊 When will your CCB be featured? As opposed to alphabetically, or just randomly – we are going to start from the beginning, with the “Original 16” CCBs that were formed in 1956 – and progress all the way through to Allamakee CCB that was established in 1989. The targeted-week database is set for this promotion and will be distributed to Directors for review shortly! Time to GET ONBOARD!



Gearing-Up for the 2021 Legislative Session - “Talking Points” that were updated in late summer for funding of the **Natural Resources and Outdoor Recreation Trust Fund** are still very much on point, and now coincide with the visions of Governor Reynolds as noted on Page 1 of this newsletter. Known as the “One Pager” or the “Explainer”, this along with other resources are available in a new **“IWILL 2021” Portal File**, and online at: <http://www.iowaswaterandlandlegacy.org/resources/>



WATER QUALITY	ECONOMIC DEVELOPMENT	RURAL REVITALIZATION	PUBLIC HEALTH
<p>The majority of Trust Fund dollars can go toward water quality improvement projects, including lake restoration, soil and water protection, and enhanced flood protection efforts. The Trust Fund emphasizes sustainable agriculture and will aid farmers and landowners in adopting voluntary conservation practices outlined in the Nutrient Reduction Strategy.</p>	<p>Investing in Iowa's natural resources ensures that our communities benefit from ecotourism and Iowa companies can recruit and retain a quality workforce. In Iowa, outdoor recreation accounts for \$8.7 billion in consumer spending, 83,000 jobs and \$649 million in state and local tax revenue.</p>	<p>Rural Iowa will benefit from the economic capital growth, tourism sales and conservation benefits the Trust Fund will provide. IEDA reports that access to natural landscapes and outdoor recreation are among the top factors that influenced an individual's decision of where to live. Quality of life initiatives will encourage people to choose thriving rural communities to live, work and raise families.</p>	<p>The preservation and investments to protect Iowa's green spaces, water and air quality can be keys to improving the physical and mental health of current and future Iowans. Children's risk for obesity can increase by as much as 60% if they don't have nearby parks, sidewalks and other green space or recreational amenities.</p>

2020 VIRTUAL ICCS ANNUAL MEETING

Tuesday, November 24th – 9:00 AM

ICCS Zoom Meeting Room (*link to be provided*)

The **2020 ICCS Annual Meeting** will be a virtual event – in the ICCS Zoom Meeting Room on November 24th. **The link for the meeting will be distributed to CCB Directors a week to 10 days in advance of the meeting for distribution to interested Board Members.** The **Meeting Agenda** is posted on the **MyCountyParks.org** website via the link to the right. The **FY2020 Annual Report** is also available via this link, and contains the minutes of the 2019 Annual Meeting. Hope you will be able to join us – *stay tuned for more information to come in the weeks ahead!* 😊

Iowa's County Conservation System 2020

61st ANNUAL MEETING

November 24, 2020 - 9:00 AM

ICCS ZOOM MEETING ROOM (Online)

(*Meeting will also be recorded & posted online*)



AGENDA - 2020 ANNUAL MEETING
[Download File](#)

ICCS ANNUAL REPORT - FY2020
[Download File](#)

Link to Meeting Information:

<https://www.mycountyparks.org/conferences.html>



FY2020 IWLA Habitat Improvement Awards to be Announced on Nov. 24th

In conjunction with the **ICCS Annual Meeting**, we will be announcing the 1st, 2nd, and 3rd place winners in each of the two categories (</> 20,000 population) during the New Business portion of the agenda. **Congratulations to all 20 CCBs that were nominated for these prestigious 2020 Awards!** Inasmuch as the winners will be announced at a virtual meeting, arrangements will be made for presentation of the plaques at a future local Conservation Board meeting by a representative from ICCS and/or the Iowa Chapter of the Izaak Walton League of America.

COUNTY	PROP. TAXES	INCOME	TOTAL BUDGET	Job No	Job Class	ExpCo	ConsExp	ExpPos	Salary	Vac	Sick	Health	F/S	Life Ins	Unif	Hous	Util	Veh	Pop
Story '19	\$ 2,292,537.77	\$ 638,921.86	\$ 2,931,459.63	85.04	Naturalist	15	15	14	\$ 50,294.00	20	18	8,810-22,293	S/F	\$ 25,000.00	Y	N	N	N	89,542
Story '19	\$ 2,292,537.77	\$ 638,921.86	\$ 2,931,459.63	85.04	Naturalist	14	14	5	\$ 47,216.00	10	18	8,810-22,293	S/F	\$ 25,000.00	Y	N	N	N	89,542
Story '19	\$ 2,292,537.77	\$ 638,921.86	\$ 2,931,459.63	85.04	Naturalist	11	11	8	\$ 48,235.00	15	18	8,810-22,293	S/F	\$ 25,000.00	Y	N	N	N	89,542
Story '19	\$ 2,292,537.77	\$ 638,921.86	\$ 2,931,459.63	85.04	Naturalist	7	7	6	\$ 47,237.00	15	18	8,810-22,293	S/F	\$ 25,000.00	Y	N	N	N	89,542

FY2021 SALARY SURVEY REPORTS AVAILABLE



TWO preliminary reports from the **FY2021 ICCS Statewide Salary Survey** were made available on October 8th, and can be found in the **IACCB Portal**

REPORT #1 – Salary Survey Compilation. This is a PDF report that compiles the salary and years of service data only for all FULL-TIME employees reported to us in the survey responses. The cover email that accompanied the original distribution of this report included an explanation of how ICCS calculated the final data presented in this compilation report.

REPORT #2 – V.1 Database of Full-Time Employees. This is an Excel workbook that contains requested data about all 674 permanent employees. The data that is shaded **purple**, is financial data from the **FY2019** REAP Certification Reports. Once we receive the FY2020 REAP Reports – these numbers will be updated. Shaded in **light blue** is FY2010 population numbers – these numbers will be updated to 2020 census numbers once they become available (*most likely not until the FY2022 Salary Survey is released*). Shaded in **pale yellow** are the job classifications, years of experience, salaries, and assorted other benefits. This is a sortable database that allows comparison of positions, counties, populations, budgets, etc. As with the Compilation Report – suggestions on how best to utilize this database were in the cover email of the announcement. As always – feel free to be in touch with ICCS with any questions you may have. **Many thanks for your collective participation!** 😊

Some interesting salary survey data shared in the October 8th distribution email:

- There are 674 total permanent employees for FY2021. An increase of 13 employees over FY2020
- Average years of service for ALL employees is 13.26 years. (down from 13.77 years in FY2020)
- Total budget for ALL permanent CCB staff across the state for FY2021 is \$36,353,225 - an increase of \$1,515,738 from FY20

FY2021 SALARY SURVEY

(Permanent, Full-time Positions Only)

POSITION	# IN CLASS	SALARY RANGE	AVERAGE	MEDIAN	AVG. YEARS
DIRECTOR	99	\$39,520 - \$166,064	\$64,412	\$80,708	22.59
PARK RANGER	130	\$36,058 - \$85,378	\$52,917	\$51,480	11.93
NATURALIST / Env. Ed.	121	\$25,812 - \$89,501	\$49,942	\$49,379	17.52
OPERATION SUPVR.	38	\$40,602 - \$94,162	\$57,963	\$54,019	17.92
MAINTENANCE TECH.	114	\$28,018 - \$85,378	\$48,284	\$45,635	15.36
NAT. RES. / VEG. SPEC.	73	\$36,400 - \$89,610	\$51,834	\$49,889	12.48
ADM. PERSON - OTHER	45	\$32,354 - \$118,892	\$55,170	\$52,320	10.18
CLERICAL / OFFICE MGR.	38	\$15,985 - \$84,913	\$42,013	\$40,872	9.84
OTHER - FULL TIME	16	\$32,100 - \$89,669	\$50,911	\$48,904	15.31
TOTALS	674	\$36,353,225 in total annual CCB full-time payroll 8,936 total years of experience in CCB full-time payroll Average of 13.26 years of experience - all full-time employees			



OCTOBER 2020 PERSONNEL DIRECTORY

The 96-page **"Personnel Directory"** - produced from the **IACCB Portal CONTACTS** on October 16th is now available in the **Portal FILES** system. Alphabetical by county, the PDF report contains the Names, Positions and contact information for all CCB Employees and Conservation Board Members. Uniquely – ALL the data in this report is provided and maintained by MCP County Administrators in each CCB. If some of the information is out-of-date or incorrect – **IT IS THE RESPONSIBILITY OF EACH CCB to keep it up-to-date!** This is the secure source that we harvest email addresses from for our statewide communications network. In addition to ICCS – your IACCB Districts and Affiliate Divisions also pull primarily names and email addresses from this database for their organizational digital networking. It is CRITICAL that this information be kept as current as possible.

As most of you are aware, ICCS generally harvests an entire new database of email addresses every 3-4 months. We do this to keep our network current with personnel changes as well as email provider changes that you may have locally. Our next target for this scoop of data will be in early February to hopefully allow enough time for you to update new Board Member information for those that may have onboarded in January. We very much appreciate your assistance in helping us to keep in touch with YOU!

Some Early Results of the 2020 ICCS Strategic Transition Survey

The window of opportunity to participate in the survey expired on October 1st with a total of 85 CCBs participating – many thanks! The survey results are being tabulated for review by the Planning Committee, and there is a bunch of data and comments to compile for a final report. In **Question #1**, survey participants were asked to rate 19 services currently provided by ICCS as to the importance to their local county conservation operations – from MOST to LEAST importance they are: 1. MyCountyParks.com website; 2. Legislative Advocacy & Lobbying; 3. Legislative Updates & Communications; 4. IACCB Portal; 5. Statewide Surveys; 6. ICCS Newsletter; 7. Website Training; 8. ICCS Presence at District Meetings; 9. Marketing & Tourism; 10. Winterfest Conference; 11. Division (Affiliate) Support; 12. New CCB Employee School; 13. CCB Director Onboarding/Training; 14. Board Member Handbook; 15. Online Reservation System; 16. ICCS Annual Fall Conference; 17. Board Member Onboarding/Training; 18. ICCS Preferred Vendor Program; 19. ICCS Guide to Outdoor Adventure. As did a similar survey in 2011 – these results, along with other discussions will assist the ICCS Board of Directors in charting a path forward as we transition to a new CEO in 2022.

Grant Application Opportunity

Grants ranging from \$5,000 to \$15,000 may be used to fund the production of print, radio, or television ads; to pay for advertising space or airtime; or to produce or distribute pamphlets, books, videos, or press packets. The **application deadline is December 15, 2020**. Additional information and application can be found on their website: <http://temperfund.org/>



Everything you should know about LWCF
(Land and Water Conservation Fund)

October 26, 1 - 2:15 p.m. EDT

LWCF Webinar – Next Monday, October 26th – 12:00-1:15 PM CST

The National Association of State Outdoor Recreation Liaison Officers (NASORLO) is hosting the webinar on the Land and Water Conservation Fund (LWCF) program, available funding, key issues to consider when applying and what to expect in future financial rounds. It is important for grantees to learn as much as they can prior to applying, and this should be very informative. **To register:**

<https://www.playcore.com/events/good-news-special-edition>



Dates On-Tap for Annual E-Commerce Summit and ICCS New Employee School

At their Sept. 10th meeting, the **MCP Advisory Committee** recommended a statewide survey of E-Commerce related CCBs to ascertain interest and possible attendance to the **E-Commerce Summit** (in-person or virtually). 75% of CCBs responding to the survey expressed interest in an in-person event – assuming that COVID-19 mitigation efforts were in place. The survey further indicated that

February 2021 would be the preferred month for the Summit to be held. The Committee has targeted **Thursday, February 18th** as a potential date – pending facility availability. Stay tuned for additional information concerning this event!

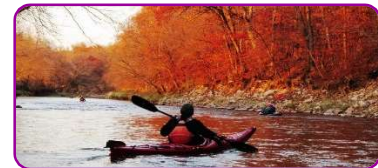
Additionally, with the number of new CCB employees that have come on board over the past year, it is important that ICCS maintains its statewide new employee orientation & training. Similar to the E-Commerce Summit, our preference is to hold the

New Employee School in-person with similar mitigations in place. ICCS has selected **Tuesday, February 23rd** as the potential date for this school at a location TBD in Central Iowa. Because of the several guest presenters that we have at this school, the gymnastics required to pull this off is a bit more complicated. As more details firm up for both of these annual events, we will keep you in the loop! ☺

(NOTE: IPRA (Iowa Parks & Recreation Association) has been successfully hosting similar-sized in-person events around the state with COVID-19 mitigation practices in place. I will be attending one of these in a couple of weeks to take note of the details and protocols so that ICCS can replicate their successes...we are all in this together!)



“You don’t need to practice social distancing from Mother Nature: Enjoy Iowa’s County Parks!”



Paddling the switchback – Pammel Park, Madison CCB

mycountyparks.com



■ Full Time

■ Seasonal/Part-Time

<https://www.mycountyparks.com/Jobs/Default.aspx>

1. WAPELLO Co. - Naturalist
2. WARREN Co. - Conservation Director
3. CERRO GORDO Co. – Vegetation Manager
4. SEASONAL POSITIONS – 3 opportunities listed on website

10/21/2020



Kayaking – West Lake Park, Scott CCB