

The Cedar County Board of Supervisors met in regular session at 8:30 A.M., July 19, 2010 with the following members present: Boedeker, Deerberg, Moeller, Weih and Chairperson Bell.

The Board recited the Pledge of Allegiance.

The Board viewed a report of fees collected for June 2010, submitted by the Clerk of the District Court.

The Board acknowledged receipt of Revised Preliminary Title Opinions from Werling Law Office regarding flood damaged properties in the names of: Wallace C. Axberg and Carol J. Axberg, Norman W. Gritton and Gacie A. Gritton, Cedar County, Dennis R. Parrott and Charlotte M. Parrott and David F. Hitch.

The Board acknowledged receipt of a Manure Management Plan Update for Glenora Feed Yard-Sievers Family Farms, LLC

The Board acknowledged receipt of correspondence from The Heritage Agency regarding a forum to learn about home and community based services on Sept. 13, 2010.

The Board acknowledged receipt of correspondence from the Iowa Department of Economic Development regarding an Iowa Downtown Summit on Aug. 24-25, 2010.

The Board acknowledged receipt of correspondence from the East Central Intergovernmental Association regarding a Notice of Funding Availability for the U.S. Department of Housing and Urban Development's Community Challenge Planning Grants.

The Board acknowledged receipt of the minutes of the June 29, 2010 meeting of the Cedar County Board of Health submitted by the Cedar County Public Health Office.

The Board acknowledged receipt of a copy of correspondence from Iowa Fusion Office Region 6 to the Cedar County Emergency Management Director regarding free railroad training, and correspondence from Thomas A. Hall of FEMA to Patrick J. Hall, Iowa Homeland Security regarding denial of a request to be declared for the Public Assistance program under FEMA-1877-DR-IA (storm of Dec. 2009).

Connie Fett, CPC Administrator met with the Board to give a budget update, discuss a CPC Audit and to give consumer updates. Fett reviewed budget information. Discussion was held regarding projected State funding, stimulus funding and services. Fett anticipates a smaller State payment in FY2012, so the Board needs to be mindful of this when doing the budget this Fall. It is possible that the "extreme" would be that we would not fund vocational, and we would only fund mandated services and RCF. Discussion continued. Connie Fett reported that in June the Department of Human Services was notified by the State Auditor's Office that they would be doing an audit of the CPC process in a sampling of counties. Cedar County was not selected for the audit. Discussion was held.

Connie Fett requested a closed session to give consumer updates.

Moved by Weih seconded by Moeller to go into closed session as allowed under Section 21.5.1(a), Code of Iowa.

Ayes: Weih, Moeller, Deerberg, Boedeker, Bell

Moved by Weih seconded by Moeller to return to regular session.

Ayes: Weih, Moeller, Deerberg, Boedeker, Bell

The closed session concluded at 9:30 a.m.

The Board acknowledged that no decision was made with regard to the prior closed session. The session pertained to the following consumers: 128, 189, 214, 259, 305, 349, 438, X73, 448, Q74, X29, Y19, Y29, 268, 147 & 148.

Mary Dorris, Director; Amy Wehde, Deputy Director; and Carolyn Wood, Office Manager of the Cedar County Public Health Department met with the Board to discuss wage step scales. Connie Fett, CPC Administrator was in attendance. Sup. Boedeker noted the discussion is about longevity pay. He felt this matter is frustrating, and indicated it was acted like this was a back-door deal. He said it was presented to the Board of Supervisors. Boedeker noted the Supervisors approved a pay scale for the Nurses in 2003, so now if they have to take the department apart, they need to know whether to bring all wage scales in the department down to 4 years or if they'll be funding to bring them all up to 25 years. They will not let client care suffer. Boedeker indicated if there is a problem, they should call the Director and then the Chair of the Board of Health. He felt these ladies do an outstanding job. Boedeker noted they were told to get on a pay scale, the same as the others in the department, and then they get chastised. Chairperson Bell didn't recall ever seeing the wage scales for these three positions, but he did recall the Nurses' scale and discussion regarding the Home Care Aides' scale. Amy Wehde felt the scales are for retention purposes only. Mary Dorris noted she didn't come to the Supervisors at the time the scales were approved for the Director, Deputy Director and Office Manager, but she submitted a letter to the Auditor with the step scales in April. Boedeker asked why would they come to the Board, since they are the same scales (number of years). Bell felt the Nurses were different, because they couldn't retain them long. Amy Wehde referred to the Nurses pay scale that is in place and that the Nurses would eventually be coming up towards the Director and Deputy Director salaries. Wehde had an issue with how this was done and felt it is disheartening that this matter went down the way it did. Carolyn Wood noted the pay scales were originally presented to the Board of Health in October. Boedeker said he has asked Carolyn for the minutes, and he has presented them to the Supervisors. Dorris referenced the Supervisors not supporting longevity pay. Sup. Weih felt that is not the case for all, but he noted we don't have a longevity policy in the County. Wehde wondered who decided that. Dorris noted that herself and Wehde would only be in the second step of the wage scales. Weih noted the increases were presented as longevity pay. Boedeker stated the documentation came from the Auditor's Office. It was noted there were no other pay increases for heads of departments. Boedeker told the Supervisors that Linda Beck (former member of the Board of Health) wanted Carolyn Wood included in the pay scales. Dorris asked for a recommendation. Weih recalled that when they started the step increase process, proposals were presented, an adjustment was made on the Nurses and Home Care Aides wages due to problems retaining, every proposed step increase approved has been discussed, but there was no opportunity to discuss these scales. Dorris indicated she did not know she had to bring these to the Supervisors for approval. She felt they had been reviewed and noted they were in the budget. Boedeker thought other departments don't present the scales at budget review time. Bell felt the departments make their requests at budget review time or prior to that time. Weih agreed. Discussion continued regarding scales and wages. Amy Wehde indicated the Nurses would receive the same pay as the management positions. Boedeker referenced the Secondary Road Department management dollars, and stated the Road Supervisor earns more than the Public Health Director and doesn't require a degree. Bell felt comparisons could be made all day long. Boedeker indicated Jon Swanson commented on how great these ladies did on a workers compensation case. Sup. Boedeker felt they deal with life and death situations every day. Sup. Moeller felt the Board of Health could perhaps be stymied on decisions if they are always questioned. Weih didn't think their decisions are questioned except monetary ones. Sup. Deerberg asked what the length of the wage scales are for other departments. Bell noted no other departments have a 25-year scale. It was noted most are three or four years. Carolyn Wood felt an employee doesn't learn everything in four years. Boedeker referenced the work the department did concerning H1N1. Wood referenced emergency preparedness. Further discussion was held regarding wage scales. Deerberg asked if there are other step scales for management. Bell said no. Connie Fett asked that the same passion be voiced for all County employees and to make sure everyone is treated equally. Weih thought he hadn't seen the Board of Health minutes pertaining to the wage scales. Wehde felt all minutes should be checked. Wood said at the point the minutes were complete, she

thought the Supervisors were aware of the scales. Weih felt the department does a good job, but noted the Supervisors had one day to vote on the step increases. Mary Dorris wanted to make it known that there were no attempts to mislead the Board of Supervisors, and she said she is responsible for communications. Deerberg indicated the Supervisors froze the wages of others and management increases were not given to others. Bell clarified that the Supervisors froze others except for step increases. Discussion was held concerning where to go from here with this matter. Some areas of discussion were, but not limited to: leave scales as they are now with no increases for management, Board of Health has full control and an option would be to give the Supervisors one dollar figure at budget time, take all scales in the Public Health Department down to four years, wage scales, option of setting wage scales policy, longevity pay, getting things equal, giving direction to Board of Health, and wage scales for Nurses and Home Care Aides. Bell had no objection to the wage scales in place for the Nurses and Home Care Aides, but he felt the Administrative Assistants' scale should go to three or four years as the rest of the Courthouse. Bell thought the Director, Deputy Director and Office Manager salaries could be dealt with by the Board of Health, without a step scale. He felt the Office Manager position should be on a 3 to 4-year scale. Boedeker stated Bell said he didn't want longevity pay. Bell said they talked about the reasons for the Nurse and Home Care Aide scales. He didn't say he was against longevity, but understood the need for it for those positions. Wehde felt it is needed in every position in public health and to be the same. It was noted they could go for four-year scales and then ask for raises. Weih again noted the Board of Health could come up with pay scales and ask for a budget dollar amount. Moeller felt it should be done at budget time. Bell felt the Board of Health thought the Supervisors knew about the scales, but they didn't. Boedeker noted it has already been said that they wouldn't take the pay increases. Dorris doesn't want to cut something out of the budget for them to get raises. Weih felt there was a communication error. Chairperson Bell advised that the Board of Supervisors can't make a motion as to how the Board of Health handles this matter. Boedeker noted the Public Health Department doesn't have the dollars, that they would need an amendment. It was noted the wage steps for the positions of Nurse, Home Care Aide and Administrative Assistant are in the budget. Deerberg had no problem with the previous step scales, but was not in favor of scales for the positions of Director, Deputy Director and Office Manager. Members of the Board of Supervisors felt they could give a recommendation to the Board of Health. Moeller felt the scales in place would work until the Nurses' salary passes that of the Director. Weih noted the Board of Health has control and suggested they could give increases. Deerberg felt the Board of Health could take a look at what the Nurses make and increase the Director's salary so that it is above that of the Nurses. Wehde wasn't sure how that would turn out. Dorris said she understood the Board of Supervisors doesn't support longevity pay. Weih indicated he does support longevity pay.

Moved by Weih seconded by Deerberg to recommend that all pay scales prior to this stay in place, that being for the Nurses, Home Care Aides and Administrative Assistants.

Discussion was held. Deerberg said he does not support longevity pay. Bell said he would be voting no, because he only supports the scales for the Nurses and Home Care Aides. He again noted he felt the Administrative Assistants shouldn't have a different scale than the other County employees. Deerberg asked what the Administrative Assistant position entails. Dorris noted some of their duties. Deerberg wondered if they had trouble filling those positions. From what he heard, the reason for the Nurse and Home Care Aide scales was due to trouble retaining people. Boedeker noted the wage scale system was developed off of the Nurses' scale. Further discussion was held. Moeller asked if the Administrative Assistant position requires a degree. Carolyn Wood noted Stacy Campion has a degree. Amy Wehde felt the scale is why people stay longer. Bell felt they have to have Nurses for the client care, but they can do without Administrative Assistants for a while. Carolyn Wood thought it is better to keep the people we have than to retrain. Wehde noted the nursing staff relies on the office staff. Bell said it is the same scenario for other departments. Boedeker wondered why not do the same for all positions. Dorris felt it would be a hardship for the department if the scales are changed for the Administrative Assistants. Deerberg thought the Administrative Assistants could be addressed at budget time. Boedeker felt it would be hard to explain to new hires. Moeller thought there was a communication gap, and it

might not be an issue if the Supervisors hadn't zeroed out all wages, but he felt it should have been addressed sooner. He felt this would be a lesson to everyone. Weih felt nothing should be assumed. He said the minutes are multiple pages and when they are talking about dollars, perhaps they need to be more specific to get the Supervisors' attention. Dorris stated it is not the Public Health Office's responsibility to make sure the Board of Health minutes are being read. Wehde felt all of the minutes are important. Weih asked the Supervisors' Clerk about the minutes in their file. The Clerk thought there were minutes from two or three meetings. Wood noted Sup. Boedeker has received copies of the minutes to share with the other Supervisors. Weih clarified that the wage scales for the Director, Deputy Director and Office Manager are not included in the motion.

Ayes: Weih, Moeller, Deerberg

Nays: Bell

Abstain: Boedeker

Supervisors Moeller and Bell both indicated proposals could be presented to the Supervisors at budget time.

Moved by Moeller seconded by Deerberg to approve and authorize Chairperson Bell to sign the FY10-11 transportation contracts between River Bend Transit and the Board of Supervisors and Community Services.

Ayes: All

Moved by Weih seconded by Deerberg to approve the Board Minutes of July 12, 2010.

Ayes: All

Discussion was held regarding the Director and Alternate appointments to the Eastern Iowa Tourism Association.

Moved by Deerberg seconded by Moeller to appoint Trisha Gottschalk as the Director and John Todd as the Alternate to the Eastern Iowa Tourism Association.

Ayes: All

Chairperson Bell signed documentation concerning the expectations of Hunt Kain & Associates for the FY09-10 audit.

Moved by Deerberg seconded by Moeller to approve Payroll Disbursements #141179-141352 for the period ending 7-10-10, which were paid on 7-16-10.

Ayes: All

It was noted the following Handwritten Disbursements were issued on 7/15/10 to the Cedar County Treasurer for Administrative Solutions electronic deposits: #377071 for \$2,055.04-flex claims, #377072 for \$744.09-self funded medical claims, and #377063 for \$664.00-dental claims.

On motion, the Board adjourned at 11:05 a.m., to July 22, 2010.

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Cari Gritton, Auditor

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Jon E. Bell, Chairperson