

TIPTON, IOWA

January 15, 2019

The Cedar County Board of Supervisors met in regular session at 8:30 a.m. January 15, 2019 with the following members present: Agne, Bell, Gaul, Kaufmann, and Chairperson Smith. Members of the public were also present.

The Board viewed correspondence from various agencies.

The Board acknowledged receipt of the following correspondence from:
Patricia Hadden, Home Health Clinical Manager Notice of Voluntary Resignation effective February 7, 2019
Auditor Dauber for Fees Collected for the quarter ending December 31, 2018.
Chief Deputy Koranda regarding Josh Grothe, Correctional Officer one year anniversary wage increase from \$16.83 to \$17.29 effective 1/15/2019.
Public Health Director Christian regarding Angela Knox, Home Health Nurse increase in hours worked effective January 14, 2019.
Cedar County Clerk for fees collected in the month of December 2018.

It was noted the following Handwritten Disbursement was issued on 1/11/2019 to the Cedar County Treasurer for Benefits, Inc. for an electronic deposit: #418018 for \$1,854.64-self funded medical claims.

Moved by Sup. Kaufmann seconded by Sup. Agne to approve the agenda.

Ayes: All

Chairperson Smith addressed the public for comments. CPC Director Tischuk handed out an updated budget including the transfer of \$134,000.

Moved by Sup. Gaul seconded by Sup. Bell to approve the Board Minutes of January 8, 2019.

Ayes: All

Moved by Sup. Bell seconded by Sup. Kaufmann to approve Claim Disbursements #417834 - #418017 paid on 1/10/2019.

Ayes: All

The Board reported on Outreach/Committee Meetings they attended.

The Board discussed supervisor representatives for the Compensation Board and a Pioneer Cemetery Commission member. No decisions were made

The Board discussed the Cedar County Veterans Grants applications received. They received \$20,775 in requests and they only distribute \$4,600. The Freedom Rock committee requested money for a kiosk to be placed by the rock where people can look up where Veterans are buried. Sup. Bell said first we need to fill the request of the Cemeteries that filled out an application to do restoration of headstones. Sup. Kaufmann told the Board that some cities are matching the Grant amounts given. Consensus of the Board was to have the Freedom Rock Committee make a request to the Board of Supervisors if they want money for a kiosk and distribute the Grant money to Cemeteries.

Erica Christian, Public Health Director met with the Board to present the FY19/20 Public Health budget. No decisions were made.

The Board recessed for five minutes. Sup. Gaul left the meeting and did not return.

Chairperson Smith addressed Pam Lucassen and advised her she had three minutes to speak. Lucassen asked for an extension in time regarding the letter she received from Environmental & Zoning Director LaRue regarding her property at 136 West Rochester Avenue, Atalissa. The Board put this item on next week's agenda and requested the extension to be in writing.

Environmental and Zoning Director LaRue met with the Board to present the FY19/20 E & Z budget. Discussion was held on hiring a part-time employee regarding hours and Board of Health approved position. No decisions were made.

Veteran Affairs Service Officer Hamann met with the Board to present the FY19/20 Veteran Affairs budget. Commissioners Marlin Hillyer, Bill VanWaes and Mike Male were in attendance. No decisions were made.

Conservation Director Dauber met with the Board to present the FY19/20 Conservation and REAP budget. Discussion was held on project updates. No decisions were made.

The Board recessed for ten minutes.

Engineer Fangmann met with the Board to present the FY19/20 Secondary Roads budget. Chairperson Smith left the Boardroom. No decisions were made. Chairperson Smith returned to the Boardroom.

Engineer Fangmann met with the Board for the final voucher for bridge replacement project BROS-C016(100)—5F-16 on Atalissa Road in Section 26 of Iowa Township. Discussion was held.

Moved by Sup. Bell seconded by Sup. Agne to approve the final voucher for bridge replacement project BROS-C016(100)—5F-16 on Atalissa Road in Section 26 of Iowa Township.

Ayes: All

Absent: Gaul

HR Consultant Greufe met with the Board to discuss Compensation Board and Elected Officials. Sheriff Wethington, Chief Deputy Koranda, Chief Deputy Knoche, Recorder Bahnsen and Engineer Fangmann were present. Sup. Smith advised the Board the Compensation Board recommended a 12% increase for all Elected Officials. Smith asked Greufe if the Compensation Board could reconvene and have him explain to each Elected Official and their representative the memo that he put together for the Sheriff. Greufe said in order for the Board of Supervisors to get the Elected Officials wage where they need to be, the Board could ask the Compensation Board to reconvene and have Greufe available to explain and answer questions or the Board give a percentage increase to fix the lowest average and fix the remaining next year. Auditor Dauber entered the Boardroom. Sup. Kaufmann would like to see the Compensation Board reconvene to clear any misinformation and fix the problem with the proper tools. Sup. Smith asked whom the lowest percentage Elected Official is, which is the Attorney at 8.3%. Sup. Agne would like the Compensation Board to reconvene. Sup. Kaufmann and Sup. Bell both agreed the Supervisors could not take an increase to help fix the problem and make money available to other Elected Officials although that wouldn't make a dent in monies needed to help the other elected officials get to where they need to be. Sup. Bell would like the Compensation Board to meet and reconsider by next week. Discussion was held and the Board let other Elected Officials give an opinion. Wethington would like the Compensation Board to reconvene as he feels his representative was misinformed and felt that there is miscommunication between the Compensation Board and Board of Supervisors. Bahnsen agreed to reconvene but would like the Compensation Board to get all the information ahead of time including what comparable counties are being used for what the average wage should be and to be open and honest. Consensus was to contact the chairperson for the Compensation Board and ask if they would consider reconvening. The Board will contact two individuals to be their representatives on the Compensation Board.

HR Consultant Greufe met with the Board for discussion on Classification/Compensation Plan. Sheriff Wethington, Chief Deputy Koranda, Chief Deputy Knoche, Recorder Bahnsen, Engineer Fangmann and Auditor Dauber were present. Greufe said to keep the current Compensation Study up to date every five years the study needs to be reevaluated and go back to the market for figures. Sup. Bell asked how much that would cost. Greufe gave an estimate of \$7,500. Greufe also would like to make the following changes; give an October 1st deadline for all changes to job descriptions, have all changes highlighted and have himself review the changes to see if it needs to go before the committee. Consensus of the Board was to allow those changes. Greufe also reviewed the two new job descriptions for Chief Privacy Officer and Chief Security Officer. These jobs are currently being done by individuals in the CPC Office. Greufe recommended giving the individuals doing the jobs a \$5,000 stipend. Discussion was held.

Moved by Sup. Kaufmann seconded by Sup. Agne to approve a \$5,000 stipend to the Chief Privacy Officer and Chief Security Officer positions.

Ayes: All

Absent: Gaul

Moved by Sup. Bell seconded by Sup. Kaufmann to approve HR Consultant Greufe to conduct a market analysis to reevaluate the current Compensation Study in the amount of \$7,500 and will be paid out of FY19/20 and to meet at a later date to discuss resources and comparable sectors with the Board.

Ayes: All

Absent: Gaul

Moved by Sup. Bell seconded by Sup. Agne to go into closed session as allowed under Section 20.17(3), Code of Iowa. (Exempt from recording)

Ayes: All

Absent: Gaul

Moved by Sup. Bell seconded by Sup. Kaufmann to return to regular session.

Ayes: All

Absent: Gaul

Discussion was held on representatives for Compensation Board.

Moved by Sup. Bell seconded by Sup. Kaufmann to appoint Gary Deerberg and Al Kroeger as Supervisor Representatives to the Compensation Board.

Ayes: All

Absent: Gaul

The Board recessed until 1:45 p.m. for lunch.

The Board reconvened and Chairperson Smith called Paula Shelton-Werling to discuss the possibility to reconvene the Compensation Board and present new information to be reconsidered. Paula informed the Board that the Compensation Board, which is an independent board met as per the Code and voted on the recommendation. She did not feel comfortable and did not agree to reconvene the Compensation Board. Discussion continued. The conclusion of the call was the 12% recommendation was made and there will be no additional meeting held.

Auditor Dauber met with the Board to present the FY19/20 Auditor and Courthouse budgets. HR Consultant Greufe and Engineer Fangmann entered Boardroom. No decisions were made.

HR Consultant Greufe requested to go back into closed session as allowed under Section 20.17(3), Code of Iowa. (Exempt from recording)

Moved by Sup. Bell to go into closed session as allowed under Section 20.17(3), Code of Iowa. (Exempt from recording) Mary Swan feels this is incorrect. A phone call was made to Iowa Public Information Board and a message was left.

Ayes:

Nays: All

Absent: Gaul

Motion failed.

Sup. Smith addressed Greufe regarding the phone call to Paula Shelton-Werling. Greufe said the Board must cut everyone percentage to be all the same, which is not fixing the problem correctly but without the Compensation Board reconvening this is the only option. Discussion was held. Sup. Bell reviewed the prior minutes from the Compensation Board and the representatives and noted Bahnsen agreed to reconvene and her representative is Paula Shelton-Werling. Greufe mentioned other counties schedule two meetings for Compensation Board. One meeting to gather information and another to actually vote. Sup. Kaufmann asked if Greufe has ever seen, a Board of Supervisors give an 8%+ increase across the board, Greufe said no. Greufe and Fangmann left the Boardroom.

Auditor Dauber met with the Board to present the FY19/20 Data Processing, Substance Abuse, District Court, County 911 Coordinator, Human Resource, and Non Departmental budgets. Preliminary fund balances were reviewed and discussion was held. No decisions were made.

Another phone call was made to Iowa Public Information Board with no answer.

Auditor Dauber asked if a Board member would be available for an exit interview with Hunt Kain tomorrow. Sup. Agne will meet with the Auditor at 3:00 p.m. for the exit interview. Auditor Dauber left the Boardroom.

Assistant County Attorney Blank was called into Boardroom regarding closed session. Blank agrees the Board can go back into closed session. HR Consultant Greufe and Engineer Fangmann entered the Boardroom.

Moved by Sup. Bell seconded by Sup. Agne to go into closed session as allowed under Section 20.17(3), Code of Iowa. (Exempt from recording)

Ayes: All

Absent: Gaul

Moved by Sup. Bell seconded by Sup. Kaufmann to return to regular session.

Ayes: All

Absent: Gaul

Moved by Sup. Kaufmann seconded by Sup. Smith to adjourn at 3:17 p.m., to January 22, 2019.

Ayes: All

Absent: Gaul

Cari A. Dauber, Auditor

Dawn Smith, Chairperson