

The Cedar County Board of Supervisors met in regular session at 8:30 a.m. April 9, 2019 with the following members present: Agne, Bell, Gaul, and Chairperson Smith. Sup. Kaufmann was absent. Members of the public were also present.

The Board viewed correspondence from various agencies.

The Board acknowledged receipt of the following correspondence from:
Cedar County Clerk for fees collected for the month of March 2019.
Cedar County Assessor for 2019 Real Estate Assessment on County properties.
Iowa DOT regarding public notice on U.S. 30 Planning Study online meeting.
Cedar County Engineer regarding Road Crew shift four, ten-hour days effective May 6, 2019.
Cedar County Recorder for fees collected 1/1/2019 – 3/31/2019.
Chief Deputy Koranda regarding Kenneth Coffey, Correctional Officer passing orientation period effective April 4, 2019.

It was noted the following Handwritten Disbursement was issued on 4/5/2019 to the Cedar County Treasurer for Benefits, Inc. for an electronic deposit: #419026 for \$8,238.85-self funded medical claims.

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

Ayes: All

Absent: Kaufmann

Chairperson Smith addressed the public for comments. There were none.

Moved by Sup. Agne seconded by Sup. Bell to approve the Board Minutes of April 2, 2019.

Ayes: All

Absent: Kaufmann

Moved by Sup. Bell seconded by Sup. Agne to approve Claim Disbursements #418869 - #419025 paid on 4/4/2019.

Ayes: All

Absent: Kaufmann

The Board reported on Outreach/Committee Meetings they attended.

The Board recessed for five minutes.

The Board presented Assistant Attorney Blank with a five year Certificate of Service.

Cedar County Attorney Renander, Assistant County Attorney Blank, Legal Assistant Cady and Secretary Lilienthal met with the Board to discuss collection compensation for the County Attorney Payment Program (CAPP). Cady gave handouts to review. Renander is asking for additional funds for Cady and Lilienthal for the substantial additional work that has been done getting CAPP for Cedar County. Renander feels we need to reward proactive motivated employees. Cady and Lilienthal voluntarily asked Renander if they could start the collection process which Renander said to go ahead and do it. Cady said they started the program started in July and on an average they are bringing in \$4,000 per week. Discussion was held on the program. Sup. Smith explained this additional duty has been addressed in front of the Compensation Committee and it didn't validate a pay scale increase. Sup. Smith has a concern with one of the options submitted by the County Attorney's Office, which suggests employees receiving a percentage of total amount collected. Sup. Gaul feels they need to be compensated but we need to find a logical way to do it. Sup. Gaul asked if they are skipping breaks to complete work, they agreed they are. Sup. Bell feels we need to take time, review numbers, work with HR Consultant and not set a precedence. Sup. Smith used the Treasurer's and Recorder's office as examples for Driver Licenses and Passports. Blank asked if those two services are required, which they are not. Sup. Smith said the employees in the Recorder's Office and Treasurer's Office are not being compensated for doing those programs, as they are part of their job descriptions. Cady doesn't see how a part time person would work as she gets phone calls regarding the CAPP at all hours of the day. Cady has contacted HR Consultant with numerous

emails. Discussion was held on part-time verses full-time employment. Renander said they have been coming in early and working through breaks but also putting off stuff that needs to be done. Sup. Bell asked if Cady and Lilienthal have been turning in their overtime, they said they are. Sup. Bell asked if the works not getting done how is more compensation going to get the work done. Renander said the work will get done but they can't keep up this intensity without getting compensated. Lilienthal feels they are staying on top of what they need to be doing. Sup. Agne would like to talk to HR Consultant about it. The County receives 28% of all monies collected and after a \$50,000 threshold the County Attorney's Office receives 5% for office upgrades. Sup. Smith feels we need a clean appropriate way to compensate. The consensus of the Board was to contact HR Consultant and place on the agenda for further discussion.

Engineer Fangmann met with the Board to hire for an Engineer Technician vacancy. Discussion was held.

Moved by Sup. Bell seconded by Sup. Gaul to allow Engineer Fangmann to fill the Engineer Technician vacancy.

Ayes: All

Absent: Kaufmann

Engineer Fangmann gave project updates and discussed conditions of gravel roads.

Moved by Sup. Agne seconded by Sup. Smith to adjourn at 9:45 a.m., to April 16, 2019.

Ayes: All

Absent: Kaufmann

Cari A. Dauber, Auditor

Dawn Smith, Chairperson