

The Cedar County Board of Supervisors met in regular session at 8:30 a.m. April 23, 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:
Correspondence from Iowa Homeland Security and Emergency management regarding the three-year monitoring requirement for open space-Cedar County HMGP DR-1763.
Kelley Deutmeyer, ECIA regarding Property Tax legislation.

It was noted the following Handwritten Disbursement was issued on 4/19/2019 to the Cedar County Treasurer for Benefits, Inc. for an electronic deposit: #419165 for \$349.42-self funded medical claims.

Moved by Sup. Agne seconded by Sup. Gaul to approve the agenda.
Ayes: All

Chairperson Smith addressed the public for comments. Larry Hodgden updated the Board on the Freedom Rock and said currently the pavers are being laid.

Moved by Sup. Kaufmann seconded by Sup. Bell to approve the Board Minutes of April 16, 2019.
Ayes: All

Moved by Sup. Agne seconded by Sup. Gaul to approve Claim Disbursements #419028 - #419164 paid on 4/18/2019.
Ayes: All

Other business Sup. Smith updated the Board on the West Rochester issue after meeting with Environmental & Zoning Director LaRue. LaRue said things are moving forward as requested.

The Board reported on Outreach/Committee Meetings they attended.

GIS Teut met with the Board to discuss the Census Bureau's Local Participant Statistical Areas Program (PSAP). He has received an email regarding the PSAP and would like to enroll and make himself the contact person. Sup. Agne asked the cost and time to be the contact. Teut said he would enroll in webinars and maybe spend a few hours. Discussion was held. Consensus of the Board was to have him see what it all entails and enroll.

Engineer Fangmann met with the Board to discuss hiring Jeff Berge for part-time employment. Due to the Engineering Tech staff shortage and immediate needs Berge has agreed to work two-three days a week for up to one month. His hourly wage will be \$20.00 with no benefits.

Moved by Sup. Kaufmann seconded by Sup. Bell to approve hiring Jeff Berge as part-time for Secondary Roads.
Ayes: All

Engineer Fangmann met with the Board to request approval for a utility permit for Mechanicsville Telephone at Hayes Avenue and the \$100 fee applies.

Moved by Sup. Bell seconded by Sup. Gaul to approve the utility permit for Mechanicsville Telephone and the \$100 fee applies.
Ayes: All

Engineer Fangmann met with the Board to request approval for a utility permit for Mechanicsville Telephone at Adams Avenue and the \$100 fee applies.

Moved by Sup. Bell seconded by Sup. Kaufmann to approve the utility permit for Mechanicsville Telephone and the \$100 fee applies.

Ayes: All

Engineer Fangmann gave project updates.

HR Consultant Greufe met with the Board for discussion on compensation study market analysis comparability groups. Alan Beyer-Board of Health, Auditor Dauber, Mary Swan, Wade Winekauf, Laura Twing, Pat Lilienthal-Board of Health, R.N. Program Coordinator Mente, Preparedness Division Manager Butler and Chief Deputy Knoche were in attendance. HR Consultant Greufe provided a handout of the current list of comparability groups including County Government, Other Organizations and Additional Resources. HR Consultant Greufe asked the Board if there are any other Comparability groups or different groups they would like to add or remove from the current list. Discussion was held. The Board feels we need to add the University of Iowa, Eastern Iowa Community College Districts, St. Ambrose University, Wilton Development Corp. and DMACC to the list. Mente and Butler expressed concerns for Public Health recruitment. General discussion was held on comparability's and regions.

The Board recessed for five minutes.

HR Consultant Greufe met with the Board for discussion on compensation for the County Attorney Payment Program (CAPP). Alan Beyer-Board of Health, Auditor Dauber, Mary Swan, Wade Winekauf, Laura Twing, Pat Lilienthal-Board of Health, County Attorney Renander, Assistant County Attorney Blank, Legal Assistant Cady, Legal Secretary Lilienthal, R.N. Program Coordinator Mente, Preparedness Division Manager Butler and Chief Deputy Knoche were in attendance. HR Consultant Greufe provided a powerpoint presentation on how the classification and compensation works. HR Consultant Greufe explained that the additional duties of CAPP is no different than the General Assistance Program that went from Veteran Affairs Office to Case Management or the Passport Program in the Recorder's Office or the Driver's License Program in the Treasurer's Office with no extra compensation. Sup. Kaufmann asked what HR Consultant Greufe's suggestion would be to compensate Cady and Lilienthal without going away from the compensation study. HR Consultant Greufe explained the increase in wage would be reflected by the increase in hours worked. Discussion was held on retroactive pay which hasn't been done in the past and that's why we are doing the comparability study every three to five years. General discussion was held on how other Counties handle the CAPP within the Office from adding additional employees and/or compensation. HR Consultant Greufe recommends waiting until the market analysis study is complete to see if there is an impact or not. Attorney Renander said we might as well quit right now. Sup. Kaufmann said you don't quit, this is something good for Cedar County. Further discussion was held on different options the Board could choose from to compensate employees for adding the CAPP and how other counties have handled it. Sup. Agne said we can't compare to a private sector as the public sector is completely different. HR Greufe said the employees can get a bump in pay within the system as long as it stays within the pay band, which is not his recommendation, and then be prepared as other employees will come forward wanting the same thing. Renander said all employees have downtime but they do not after adding the CAPP to their job duties. Lilienthal asked why they can't receive a stipend. HR Consultant Greufe said it is within their current job description. A stipend happens when an employee is doing a completely different job description. Discussion was held on the Compensation Study and the market analysis. Consensus of the Board was to wait until the market analysis is complete and if the rates change we could implement the new market study before July 1, 2020.

HR Consultant Greufe met with the Board for discussion on procedures and follow-up with Public Health vacancies. Alan Beyer-Board of Health, Auditor Dauber, Mary Swan, Wade Winekauf, Laura Twing, Pat Lilienthal-Board of Health, R.N. Program Coordinator Mente, Preparedness Division Manager Butler and Chief Deputy Knoche were in attendance. The Board of Health has met twice in April and have created an interim Public Health Director position and a part-time position for the current Director, which will be Quality Assurance Coordinator. The Board of Health wants to try this for six months to see if it works and if it does great, if it doesn't they will meet again and reconsider. The interim position is the Preparedness Division Manager with additional roles added from the Director position. Sup. Bell asked the Board of Health members what they thought. Pat Lilienthal feels this trial period will work. Discussion was held on the restructuring of the Public Health Department, job descriptions and how these changes will work within the Compensation Study. After the six month trial period the Board of Health will report back to the Board.

Moved by Sup. Kaufmann seconded by Sup. Agne to approve the six month trial period as recommended by the Board of Health.

Ayes: All

Discussion was held on high turn-over rates and shortages in departments. Butler again asked the Board what she is to tell her Nurses regarding wages. HR Consultant Greufe gave a powerpoint presentation showing different options to try and eliminate the shortage in departments and high turn-over rates. Discussion was held. Sup. Kaufmann thanked Public Health employees for coming up and voicing their concerns and that their voices have been heard. Consensus of the Board was to wait until the market analysis is done and review the updated information.

Moved by Sup. Kaufmann seconded by Sup. Gaul to adjourn at 11:58 a.m., to April 30, 2019.

Ayes: All

Cari A. Dauber, Auditor

Dawn Smith, Chairperson