

The Cedar County Board of Supervisors met in regular session at 8:30 a.m. August 13, 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:  
Cedar County Clerk for Fees collected for the month of July 2019.  
Engineer Fangmann regarding returning to five, eight-hour days effective September 9, 2019.  
Conservation Director Dauber regarding Chance Koch last day of employment effective July 31, 2019.  
Iowa DNR regarding Notice of Intent to Issue a Permit for Nick Sander Site.  
ECIA regarding staffing update for the Cedar County Great Places program.

It was noted the following Handwritten Disbursement was issued on 8/9/2019 to the Cedar County Treasurer for Benefits, Inc. for an electronic deposit: #420443 for \$4,142.95-self funded medical claims.

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

Chairperson Smith addressed the public for comments. Mary Swan voiced her concerns regarding the Cedar County Sheriff budget and the City of Tipton Police budget estimated at 1.1 million. Swan feels the County should spend more time patrolling elsewhere. Swan also said that the Tipton Post Office contacted her regarding her mailbox and offered to move it to the end of her driveway.

Moved by Sup. Bell seconded by Sup. Agne to approve the Board Minutes of August 6, 2019.  
Ayes: All

Moved by Sup. Bell seconded by Sup. Kaufmann to approve a Work Request for the Clerk's Office to hang pictures and for Public Health to remove wall supports for a table and move to the west wall.  
Ayes: All

Moved by Sup. Agne seconded by Sup. Gaul to approve Claim Disbursements #420267 - #420442 paid on 8/8/2019.  
Ayes: All

The Board reported on Outreach/Committee Meetings they attended.

Moved by Sup. Agne seconded by Sup. Gaul to approve payment of the ISAC FY20 membership dues.  
Ayes: All

Moved by Sup. Bell seconded by Sup. Gaul to approve a step wage increase for Cody Kuehl, MW II from \$21.52 to \$22.65 effective August 15, 2019.  
Ayes: All

Moved by Sup. Bell seconded by Sup. Kaufmann to approve the Semi-Annual Settlement Report of the Board of Supervisors submitted by the County Treasurer.  
Ayes: All

HR Consultant Greufe met with the Board to discuss the rate of pay for the Deputy Assessor position pertaining to the Compensation Study. Sheriff Wethington, Recorder Bahnsen, Deputy Sorgenfrey, Treasurer Delaney, Auditor Dauber, Engineer Fangmann, Assessor Marx, Deputy Assessor Lemburg were present. HR Greufe said his understanding from conversations is that the job description doesn't reflect the actual duties of the job. Years of experience and budgeting knowledge were discussed and how the scoring reflects the pay band of the Deputy Assessor. Lemburg said she is the lowest paid Deputy in the building but yet her job requires testing and

continuing education. Greufe said the job titles may be similar but the job descriptions are not. Greufe recommends they update the job description the Deputy Assessors job duties and have the Compensation Committee review it this fall. Sup. Bell asked that they work with Greufe to update the job description prior to submitting for rescoring.

Greufe updated the Board on the market analysis. He has sent out two mailings requesting information. Sup. Kaufmann asked if he has received anything from the private sector. Greufe said no. Kaufmann said we should reach out to the vendors that the County has spent over \$50,000.

HR Consultant Greufe met with the Board on revisions to the Cedar County Employee handbook regarding the following items; Vacation, Funeral Leave, Monetary rate for sick payout at retirement, Social Media, Light duty and required physicals. Sheriff Wethington, Recorder Bahnsen, Deputy Sorgenfrey, Treasurer Delaney, Auditor Dauber, Engineer Fangmann, Assessor Marx, Deputy Assessor Lemburg were present. Vacation leave was discussed. Below is a portion of the leave table.

	<b>Union</b>	<b>Non-Union</b>
<b>Service Requirement</b>	<b>Vacation Days</b>	<b>Vacation Days</b>
1 year	5	5
2 years	10	10
4 years	10 ½	10
6 years	11	11
7 years	12	12

Sup. Bell said the goal has been to align union and non-union the same. Sup. Kaufmann recommended meeting in the middle removing years 4 & 6 and adding a year 5 earning 11 days then year seven earning 12 days. Discussion was held on the recommended change by Kaufmann. Auditor Dauber ran a report showing approximately 42 employees would be affected.

Funeral leave was discussed. Below is the leave table.

	<b>Union</b>	<b>Non-Union</b>
<b>Relationship</b>	<b>Days</b>	<b>Days</b>
Parent, Spouse, Child (Step)	5	5
Grandparent, Grandchild (Step)	2	1
Brother, Sister (Step)	2	1
Brother-in-law, Sister-in-law (Step)	2	0
Aunt, Uncle	1	0
Cousin	1	0
Niece, Nephew	1	0

General discussion was held on step, foster and in-laws. Greufe said the bottom three isn't something he commonly sees. Consensus of the Board was to add "great" for grandparents and grandchild, add foster to child/brother/sister and add in-laws to brother/sister. Eliminate the bottom three and keep 5 days for parent, spouse, child and 1 day for remaining.

Unused sick leave upon retirement was discussed. Below are the current amounts.

<b>Union</b>	<b>Non-Union</b>
Federal Minimum Wage (\$7.25/hr)	\$5.15/hr

Sup. Gaul thinks they should be equal and go with the Federal minimum wage of \$7.25. Dauber said at the time \$5.15 was selected based on the Federal minimum wage and the union kept up with the changes. Discussion was held on the language (Federal minimum wage versus dollar amount) as the Federal minimum wage could possibly be going up to over \$15.00/hr. Consensus of the Board was to change the unused sick leave upon retirement to state \$7.25/hr.

Social media was discussed. Sup. Bell asked if the proposed language had been reviewed by HIPAA Tischuk and Conrad. Greufe said it hasn't but will work with them to get the proper

language and resubmit. Light duty was discussed. Greufe said the only change is adding the last sentence “Cedar County will not accommodate non work related injuries or illnesses, unless required by state or federal law. Required Physicals were discussed. The only change is adding the sentence “Cedar County Public Health Department employees are required to have an up to date hepatitis B vaccine.” Drug testing was also discussed. Greufe said he reached out to Heartland and they are not recommending it. Consensus of the Board was to take this topic back to Heartland for further review. Greufe will make all recommended changes and submit to the Board.

Chairperson Smith opened the following public hearing at 10:00 a.m. for review/consideration/action on the following petition: Eric and Dawn Siech, 545 E. 4th Street, Tipton, IA (Contract Buyers) and Janet Ford, 1126 235th St., Tipton, IA (Owner) – Requesting a change in zoning from A-1 Agricultural District to R-1 Suburban Residential District for the purpose of constructing single family dwellings on a proposed three (3) lot minor Subdivision on property described as Parcel “J” located in the NW ¼, SW ¼ and the SW ¼, SW 1/4, Section 18, T-80N, R-2W, in Center West Township. Said petition is to rezone 1.99 acres on each of the proposed lots. Said proposed subdivision will consist of 30.00 acres more or less. Environmental and Zoning Director LaRue, Eric & Dawn Siech, Nolan Ford and Engineer Fangmann were in attendance. Chairperson Smith read the legal notice. There were no written or verbal objections on file. Review and discussion was held.

Moved by Sup. Bell seconded by Sup. Agne to approve the petition as defined above and waive the second hearing.

Ayes: All

Chairperson Smith opened the following public hearing at 10:15 a.m. for review/consideration/action on the following petition: Section 8, Discontinuation and De-Commissioning of Cedar County Ordinance #47, Regulating the Placement of Wind Energy Conversion Systems (WECS) on Property Located in the Unincorporated Areas of Cedar County, Iowa. Environmental and Zoning Director LaRue was in attendance. There were no written or verbal objections on file. Review and discussion were held.

Moved by Sup. Kaufmann seconded by Sup. Bell to approve the petition above for County Ordinance #47.

Ayes: All

Discussion was held on 136 W Rochester Avenue property. Mike Lucassen, Sheriff Wethington, County Attorney Renander, Deputy Fields and Environmental & Zoning Director LaRue were in attendance. LaRue said on March 12, 2019 the Notice of Violation was sent and it has been partially cleaned up. Sup. Kaufmann asked why Lucassen can't get the property cleaned up. Lucassen said he has no help and can't do anything currently due to his health. Lucassen said he will be gone by October 1, 2019. Discussion was held.

Moved by Sup. Kaufmann seconded by Sup. Bell to extend the deadline to October 1, 2019 due to health concerns of the tenant.

Ayes: All

Moved by Sup. Gaul seconded by Sup. Smith to adjourn at 10:44 a.m., to August 20, 2019.

Ayes: All

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Cari A. Dauber, Auditor

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Dawn Smith, Chairperson