

The Cedar County Board of Supervisors met in regular session at 8:30 a.m. June 22, 2021, with the following members present: Smith, Bell, Gaul, Kaufmann, and Chairperson Agne.

The Board viewed correspondence from various agencies.

The Board acknowledged receipt of the following correspondence from:
Heartland Insurance Risk Pool employee motor vehicle records reviews for 2020 and 2021.
Claudia Beyer resignation from the Board of Adjustment, effective June 30, 2021.

Manure Management Annual Updates submitted by:
Alex Achenbach for a site at 254 190th Street, Lisbon.
David Meyer for a site at 1823 Yankee Avenue, New Liberty.

It was noted the following Handwritten Disbursement was issued on June 18, 2021, to the Cedar County Treasurer for Benefits, Inc. for an electronic deposit: #427586 for \$2,770.02-self funded medical claims.

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

Chairperson Agne addressed the public for comments and there were none.

Moved by Sup. Kaufmann seconded by Sup. Smith to approve the Board Minutes of June 15, 2021.
Ayes: All
Abstain: Bell

Moved by Sup. Bell seconded by Sup. Gaul to approve Payroll Disbursements and Comp time payout # 185936-186100 for the period ending 6/12/21 and to be paid on 6/18/21.
Ayes: All

Auditor Dauber informed the Board the two Compensation Board Representatives' term is ending on June 30th and asked if they would reach out to them. The Board members will place the call.

The Board reported on Outreach/Committee Meetings they attended.

Discussion was held whether to pay the \$5,900 ISAC dues. Sup. Smith mentioned that if the Board does not pay the dues, she will not be able to be on the ISAC Board and no training would be provided. Sup. Kaufmann stated ISAC has a monopoly. Sup. Bell stated they need to accommodate for the departments and need to pay the dues so they can continue with the training. Sup. Smith suggested the Board write to the ISAC Board and state why they are not satisfied.

Moved by Sup. Smith seconded by Sup. Bell to pay the ISAC dues in the amount of \$5,900.00. Further discussion was held. Sup. Smith reiterated she would hate to see us lose training opportunities due to personal issues Sup. Kaufmann has with ISAC. Sup. Kaufmann replied, "It is not personal." They use public funds to interact with legislators. Sup. Kaufmann further stated this has been ongoing for two years and he does not know how a letter can encompass it when he participated in a telephone conversation without any success. This is not a personal issue it is with ISAC lobbying power for the urban counties is not a personal issue, and he feels this is a waste of money for the Supervisors. Although he does not want to take away the choice for the other departments. The consensus of the Board was to email the department heads and inform them that if they are not satisfied with their ISAC affiliate to not pay their affiliate dues.
Ayes: All

E&Z Director LaRue met with the Board to set public hearing dates for Teo & Judith Castillo, dba/Teo's Towing.

Moved by Sup. Bell seconded by Sup. Kaufmann to set the public hearing dates for July 13th & 20th at 9:00 a.m.

Ayes: All

At 9:00 a.m. the following department heads were present, as requested by the Board, to present the following information due to the Board of Health approving hazard and overtime pay to the Public Health employees.

- Extra time for each Department Head, and hourly employee's
- Level of danger due to COVID-19
- Extra cost incurred to your department due to COVID-19
- Other previous disasters your department has been through.

Sheriff Wethington, Correctional Officer Ries, Correctional Officer DeFauw and Chief Deputy Knoche informed the Board the services never stopped due to COVID, they kept COVID out of the population of the inmates, additional PPE was purchased from their budget, any extra time the hourly employees incurred was compensated, the deputies and correctional officers were not able to socially distance, they were not able to work from home, they did not get any extra time off, they delivered PPE supplies, they were requested to perform welfare checks on the Public Health clients due to the staff was not providing a service, deputies had to go into businesses and shut them down per the Governor's order, they had excessive calls to go on due to the number of people allowed at gatherings. During COVID they also had to deal with the DERECHO and the George Floyd case, so they experienced stress even when they went home. Treasurer Delaney informed the Board she did not document all the time she worked after hours answering emails because that is part of her job and for the citizens of Cedar County. Delaney appreciated the work from home policy since a couple of her staff had COVID in her office. EMA Director Freet presented a list of disasters since 1974 that the EMA office has responded and worked on. Currently she is working on six disasters. She obtained grants for the PPE costs, she was working at a high level of danger delivering supplies and her office did not close on election day as did the Public Health Office. Due to her EMPG Grant she is required to document her time and she has a total of 456 hours of overtime totaling approximately \$17,000 and her assistant has 75 hours of comp time. Freet stated they are public servants here for the guts not the glory and if one department receives a payout then we all should receive a payout. Public Health Director Walker stated the documents she provided to the Board was from September 2020 to May 2021. Prior to that date they have over 600 overtime hours worked but were not reimbursed nor accounted for distribution of vaccine, and the increased call load before the vaccine was distributed. The total dollars the Board of Health approved for each employee are as follows: Jamie Walker - \$12,087.45, Bonnie Butler - \$12,501.31, Ashley Hansen - \$6,103.62, Colleen Boyer-Kauffman - \$2,500.00, Erica Christian - \$1,500.00, Angela Knox - \$3,080.28, Vickie Byrd - \$1,500.00, Mary Dorris - \$1,500.00, Deana Drumbarger - \$4,937.79, Carrie Harper - \$1,500.00, Hannah Hodges - \$375.00, Angela Keller - \$1,500.00, MarySue McKillip - \$562.50, Whitney Randolph - \$5,880.89, Bryanna Simmermaker - \$375.00, and Elizabeth Voss - \$3,404.45. Engineer Fangmann informed the Board the road crew are hourly employees, so they were paid any overtime, except for the Engineer and Assistant Engineer, they are exempt employees therefore they are not paid for each hour worked. His department was provided PPE from the EMA Office. In past disasters he has dealt with FEMA reimbursement, which is stressful, every year they experience stress due to long hours during snowstorms and call outs. Veterans Affairs Director Hamann stated she does not track all the extra hours she puts in because she is an exempt employee and that is included with her salary, she does what she needs to do to serve her constituents; she returned emails and answered calls when she was off on funeral leave and COVID, she met with people at night to limit the exposure, she worked from home and the office, during the DERECHO she assisted due to the funds were available and as for the level of danger she has assisted in the men and women who have served and fought for our country in hazardous conditions therefore, she would have a hard time taking money. Deputy Assessor Lemburg informed the Board the office did not track the extra time, any PPE was supplied by the EMA Office, and they purchased plastic barriers to limit the exposure. The total cost for the barriers and extra postage was \$864.00, that was paid out of their departmental budget. CPC Director Tischuk informed the Board her office remained opened due to the need to assist the public at times of people losing their job. Her office is mandated to track their time although did not pay out the excess overtime for the hours. Her staff was exposed to COVID and she worked with Auditor Dauber to have the phones transferred to her cell phone so her staff could continue to provide the services to the public. She was concerned about the traffic on election day although the Auditor had a plan, and it was not a problem. She was disappointed in the amount

of people in the hallways during the vaccine clinics, they were not properly socially distancing and the risk for exposure was high. Her office was a main player in the DERECHO delivering supplies. She is not asking for money because this is our job and her office is still assisting due to COVID. Recorder Bahnsen informed the Board all the extra time her office did not track. She would answer emails, phone calls on the nights and weekends as needed. She has extended her office hours due to the public needs for passports. She is still in COVID mode, it is what we must do, we saw the public every day; closing her office is not an option. She purchased plastic barriers although did not occur any costs due to the availability of grants. I.T. Director Cahoy informed the Board since he started, he has just under 22 days of overtime although he is an exempt employee and that is his job. Auditor Dauber informed the Board her office was mandated to assist voters in their car for the Primary Election, this was a very high level of exposure. Her staff received compensation for any extra hours and any PPE that was purchased was funded by a SOS Grant. Auditor Dauber has experienced several disasters in her 20+ years at the county although in the past all the departments would work together and build some great working relationships. The extra hours are part of the job and you do what you do for the citizens of Cedar County. Public Health Director Walker stated the majority of the staff in the department are exempt so they would not receive overtime although this was a sixteen-month pandemic for seven days a week. At the state level the Governor made sure her staff was paid. It is unfortunate that wanting to pay my staff for the work is being frowned upon by the rest of the county. I believe we should be paid for the work that they did, and I do not apologize for doing this. Just because we are county employees doesn't mean we should not be compensated for the work we did. Sup. Bell informed Public Health Director Walker that he and the EMA Director placed a call to the chairman of the Board of Health at the beginning of the pandemic to voice concerns about the interim director being in over her head especially if the pandemic were to rise to epidemic proportions. There was help offered but it was shut down. Sup. Bell told all departments that he appreciates what everyone has done during this pandemic although he is upset that Public Health Director Walker is requesting overtime pay when help was available and the Board of Supervisors told her to get some help too. Public Health Director Walker was not aware of what happened prior to her starting employment, and she is focusing on now. Public Health Director Walker stated it is hard to train staff and communicate the guidance and it was difficult to function as a department let alone relying on others to assist. Public Health Director Walker informed the Board the hours she presented for payment does not include that time. Sup. Bell informed the Board that he has done some research on the monies they are dealing with right now and it is under the control of the Board of Supervisors. The BOS will make the decision not the Board of Health because the Board of Supervisors applied for the grant and the resolution was signed by the Board Chair and Auditor. Public Health Director Walker said once the money was placed in her department and the Sheriff's Department under the Code of Iowa it allows those boards to spend the monies. Sup. Bell said he understood the money was in the General Fund. Public Health Director Walker said her money is not in the General Fund. Auditor Dauber clarified and stated all the monies are in the General Fund. Public Health Director Walker reiterated per the Code of Iowa the Board of Health has the final authority on the expenditures of the line items. Auditor Dauber stated the Public Health Department does not have this money allocated in an expense line item. Sup. Bell discussed with Joel Anderson at the Governor's Office that in the discussion he had with Public Health Director Walker, she may have assumed that when he said the Board, she mistakenly may have thought he meant the Board of Health. He went on to say it is the Board of Supervisors responsibility for the final decision making. Sup. Agne agrees due to this is taxpayer money so that would make sense. Further discussion was held on a resolution with Buchanan County Board of Supervisors regarding the Public Health Department. Sup. Kaufmann stated the Board of Health has advocated thru the vote what they would like for us to do although we need to vote on what this Board will do. Sup. Bell stated it is very difficult to pinpoint for each person what and how they were exposed and how do they make that determination. Sup. Agne stated and what happens on the next time when there is no money from the government. Sup. Kaufmann stated we are elected and we have to make sure we are fair to every employee. He appreciates what everyone is doing and the Public Health is doing but it is about fairness. Fairness between the private sector not valuing the public more than the private or the private more than the public. Sup. Kaufmann further stated this is the worst fiscal policy in four decades dumping trillions in the economy, although he has no control over that but the Board can do something with this money. Sup. Kaufmann appreciates what everyone is doing. Sup. Bell mentioned examples that he personally has experienced with COVID and doctors in this county that have taken a pay cut; so the private sector fairness is something we have to deal with. Sup. Bell understands what a toll this has taken on everyone in dealing with the pandemic. He personally lost his sister due to COVID, so he truly understand

the sacrifices made. He greatly appreciates the sacrifice everyone has taken and how everyone stepped up to the plate because that is what we do here at our county. Sup. Smith asked Public Health Director Walker how many of the payments are for the employees that go directly into the homes? Public Health Director Walker stated eight. Smith stated the employees that were in direct contact are the ones that are receiving the smaller bonuses. Public Health Director Walker stated some were prorated on how long they worked, and they are part time direct care workers so that was related to the calculation. Public Health Director Walker stated the hourly employees were compensated for the hours except for the nurses. Further discussion was held on why some employees are considered exempt. Public Health Director Walker stated she has never worked in a place of employment in the healthcare field that nurses are exempt. Auditor Dauber replied welcome to county government, there are exceptions to the rules. Sup. Gaul expressed that he voted no on this payout at the Board of Health meeting due to the problems it would cause, and it was not fair. Discussion was held on the spreadsheet and calculations of the payout dollar amounts. Sup. Kaufmann would like to make a motion unless the other board members need more time, but we have jurisdiction on the dollars and we can decide what to do with these dollars once we have time to look at all employees. Sup. Kaufmann stated this has nothing to do with Public Health Director Walker's creditability, passion or honesty and he trusts these numbers, although we better obtain the additional hours from the other exempt employees for the overtime hours. Sup. Bell stated we need to look at the whole group not just a department. Auditor Dauber wanted to clarify to the Board that this grant for the time period March 2020 to December 2020.

Moved by Sup. Kaufmann seconded by Sup. Bell to put a hold on the expenditure of these dollars at this point and not expend these dollars for hazard and overtime pay until we take a look at all the employees as a whole.

Ayes: All

Sheriff Wethington stated that would make a positive impact on his staff. Sup. Smith stated her biggest problem is what about the private employees that COVID has impacted, and they did not receive additional pay. Sup. Smith agrees with Walker that they need to spend the money, or it will be returned. Auditor Dauber stated this grant is not being returned it was initially for reimbursing the county for expenses due to COVID. General discussion was held on the money and how it will be spent. The Board thanked all the departments for attending.

Moved by Sup. Bell seconded by Sup. Smith to approve the step wage increase for Dawson Hamdorf, Excavator Crew from \$21.42 to \$24.26 effective on July 6, 2021.

Ayes: All

CPC Director Tischuk met with the Board and presented a MOU for transportation services with River Bend Transit. Tischuk stated the rate is \$8.00 a trip.

Moved by Sup. Smith seconded by Sup. Kaufmann to approve the MOU between Cedar County Community Services and River Bend Transit for transportation services.

Ayes: All

Sup. Bell provided an update on the breach and Galloway provided a letter to review so this matter is wrapping up and then can be presented to the boards it affects.

Moved by Sup. Smith seconded by Sup. Bell to adjourn at 10:41 a.m., to June 29, 2021.

Ayes: All

Moved by Sup. Smith seconded by Sup. Kaufmann to reconvened at 10:44 a.m. with Public Health Director Walker. Sheriff Wethington and Chief Deputy Knoche were present. Public Health Director Walker informed the Board that she has received approximately \$50,000 for the administration of the vaccine and asked the Board if she could use this money to pay her staff. Auditor Dauber tried to explain the revenue and expense do not offset each other; you are allowed to spend the money allocated in your expense budget. Public Health Director Walker stated that she will not listen to the Auditor because she is disrespectful towards her. Sup. Kaufmann stated even if you find the money in your budget it then becomes a Board of Supervisor problem. Sup. Smith stated we must be equitable for all departments. Sup. Kaufmann stated it could be seen as money tied to a disaster. Sup. Gaul would like to see both boards work together in a positive case. Sup. Smith questioned the delayed timeliness of phone calls made to

citizens from the Public Health Department regarding the tracing of COVID. Public Health Director Walker stated that it was a notification lag at the State level. Public Health Director Walker asked the Board if they would like to meet with the Board of Health to discuss this matter of payouts for the Public Health Department. The consensus of the Board was to meet with the Board of Health to explain the budgetary factor in the decision-making process. Public Health Director Walker will contact and coordinate a time for a meeting. Sheriff Wethington stated his staff does not have a problem; he just wants us to be fair.

Moved by Sup. Kaufmann seconded by Sup. Smith to adjourn at 10:55 a.m. to June 29, 2021.
Ayes: All

Cari A. Dauber, Auditor

Steve Agne, Chairperson