

The Cedar County Board of Supervisors met in regular session at 8:30 a.m. October 26, 2021, with the following members present: Smith, Bell, Gaul, and Kaufmann. Chairperson Agne 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:

Joscelyn Rowe, Quad City Community Foundation submitted correspondence to thank the board for the monetary support.

Clayton T. Schuett, D.O. submitted his resignation from the Board of Health effective on November 19, 2021.

Veteran Affairs Service Officer submitted the September 8th minutes and approved October reports.

Leanne K. Boots submitted the Safety Committee Meeting October 19th minutes.

It was noted the following Handwritten Disbursement was issued on October 22, 2021, to the Cedar County Treasurer for Benefits, Inc. for an electronic deposit: #428899 for \$1,733.69-self funded medical claims.

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

Ayes: All

Absent: Agne

Pro-Tem Chairperson Kaufmann addressed the public for comments and there were none.

Moved by Sup. Gaul seconded by Sup. Smith to approve the Board Minutes of October 19, 2021.

Ayes: All

Abstain: Bell

Absent: Agne

Moved by Sup. Bell seconded by Sup. Smith to approve Payroll Disbursements #187370-187526 for the period ending 10/16/21 and to be paid on 10/22/21.

Ayes: All

Absent: Agne

The Board reported on Outreach/Committee Meetings they attended.

Kent Stuart, Chairman of the Compensation Board and a representative for the Board of Supervisors met with the board. Sheriff Wethington, EMA Director Freet, Public Health Director Walker and Preparedness Director Butler were present. Stuart felt the Compensation Board did their due diligence by going through each position and discussing, they did not set a straight percentage for all positions. Kaufmann stated the board approved all the recommendations except for the Supervisor's wage. Stuart did state the Supervisors wage is the lowest in the State and he understands that he does not want to bust the budget but thinks it needs to increase incremental. Stuart confirmed Mike Galloway attended the meeting last year via phone call and that was beneficial. Sheriff Wethington appreciates the board having intelligent and competent individuals representing the board and Wethington appreciates the board. Stuart will set up a meeting for the Compensation Board to convene. Mike Galloway entered the board meeting and discussion. Galloway stated the Compensation Board was very proactive and did a great work last year. Stuart mentioned that the elected officials in Cedar County do more than the elected officials in the larger counties and the larger counties have more staff. Galloway did inform the board the Back the Blue Bill regarding the Sheriff salary has a new standard and new data will need to be developed. Galloway requested the information on the date of the meeting be provided to him so he can make himself available to attend the meeting this year.

Mike Galloway, Ahlers & Cooney Attorney met with the Board for an annual update and to discuss several human resource topics. Galloway informed the board that the Department of Labor has not released information on mandating COVID vaccines. Other topics were discussed were the cost of testing, fines, waivers, guidance on COVID. Galloway discussed the Back the Blue Bill regarding the change of the service disability and the counties medical costs

requirements. Sup. Kaufmann asked Galloway a question regarding the application process for the independent boards and commissions. Galloway stated if you only receive one application for a position you are not required to accept that application. Galloway referenced Chapter 69 on gender balance. Galloway would encourage people to apply, and the search would continue until it is filled. He also stated it is ethically permitted for the board to ask individuals to apply due to the appointment is made by the entire board. Sup. Bell mentioned to the Auditor to make sure the applications are on the county website. Sup. Bell mentioned the cost of living will be extremely high this year and could affect our budget. Galloway stated keep in mind that rarely his clients stay in line with COLA. Galloway stated in the past the board gave the employees more than the cost of living; therefore, it would equal out. Galloway is seeing increases in the 3% range. Sup. Bell asked if a job opening has not been filled and an applicant applied again are we required to interview the applicant again? Galloway stated in an objective reason (skills and abilities) you do not need to interview again. Sup. Kaufmann asked Galloway what he has seen with the I.T. positions. Galloway replied it is a complete struggle for hiring I.T. positions from being flexible to work from home, consulting business and wage. Sup. Bell discussed the ongoing search for I.T., Secondary Roads, and Public Health positions. Discussion was held regarding sharing a I.T., and County Engineer with another county and how it takes two county boards to work together. Galloway further discussed sharing and 28E Agreements and to focus on the services we want to provide and insuring we are protecting the taxpayers in the county that we could provide services by outsourcing the services and save dollars. Sup. Bell mentioned when dealing with outside boards, Conservation, Veteran Affairs, and Public Health the Board cannot dictate services, so how do we work through this. Galloway has experienced this, and joint conversations need to be taking place with the outside boards to discuss what the board will fund these services and the expectations. Galloway stated you have the funding board (Board of Supervisors) and the policy board (Veteran Board, Conservation, Public Health) so at some point the Board of Supervisors need to state the funding dollars to be provided due to better cost-efficient options. Sup. Bell mentioned in the past the Board of Supervisors had to close the county home due to the cost and the services we could not provide to the clients. Sup. Bell recently saw a resident and they have better services, and the resident is doing better. Sup. Kaufmann mentioned if we have a push back from a board then the Board of Supervisors must become a policy board. Galloway agreed. Sup. Bell mentioned about combining departments that has a separate board and the other department reports to the Board of Supervisors. Galloway has had that happen; typically, it is shared, and it is a statutory duty of the board. Sup. Kaufmann generally used Veterans Affairs Office, the board is absolutely not thinking about this, but how would that work? Galloway said logistically the employee would report to the Board and the other board would contract services. Galloway strongly agreed if you have the right employee, it makes sense and works. Sup. Bell asked what if the other board does not follow the handbook. Galloway stated the employee is a county employee and reports to the board. Galloway also mentioned in another county a separate board has allowed an exempt department head to be paid overtime, this impacts compensation equality of all county employees. Sup. Kaufmann questioned the legalities of, and if employees could sue. Galloway stated anyone can sue, but this is a moral issue not necessarily a legal issue. Galloway stated if separate boards and commissions do not want to follow the county policies then the board of supervisors must look at budgets due to check and balances. Sup. Kaufmann asked what Galloway is seeing across the state with the COVID funds? Galloway doesn't know exactly what they are all doing, some are holding tight to see what they can use the funding on and if the mandate is passed if they can use the monies for the cost of the testing. Galloway is not comfortable with expressing an opinion without the guidelines. Sup. Kaufmann agrees, he is not comfortable either. Galloway stated this is one-time projects and dollars. The board appreciates Galloway's work and availability. Galloway will provide any updates to Auditor Dauber.

Engineer Fangmann met with the board to open bids received for Project L-202106--73-16, box culvert on 300th Street. Below are the list of contractors and bids:

Boomerang Corp.	\$359,943.80
Iowa Bridge & Culver, L.C.	\$262,465.55
Jim Schroeder Construction, Inc.	\$274,138.65
Peterson Contractors Inc.	\$281,638.88
Triple B Construction Corp	\$322,664.50

Engineer Fangmann left the room to review the bids and will return.

Roger Shindell, CAROSH Compliance Solutions met with the Board to provide an annual update. HIPAA Compliance Officer Tischuk was present. Shindell provided a handout to the board members. Shindell praised Tischuk and Conrad-Marion on their hard work. Shindell updated the board that in the past twelve months there were two incidents, but they were not reportable breaches. Shindell stated on December 31, 2019, there was a reported breach that was investigated, and he is confident that the county should not have fines or penalties assessed to them due to the actions that were taken from Tischuk and Conrad-Marion. Shindell informed the board he has a Cybersecurity Training Program available to purchase in the amount of \$5,150 yearly. Auditor Dauber stated that program is a requirement from our insurance company. The Board requested Shindell to forward the agreement/contract to the Auditor and will provide statistics for the board on employees not compliant with the online trainings. Overall Shindell stated the training could improve although Cedar County is north of the median.

Engineer Fangmann reviewed the bids that were presented earlier in the meeting, and they all checked out. Fangmann informed the Board that he has budgeted for this project is \$250,000.

Moved by Sup. Smith seconded by Sup. Bell to approve a bridge replacement with a 10' x 6' x 56' reinforced concrete box culvert and grading on 300th Street and accept the bid from Iowa Bridge & Culvert, L.C. in the amount of \$262,465.55.

Ayes: All

Absent: Agne

Moved by Sup. Smith seconded by Sup. Bell to approve a utility permit for Eastern Iowa REC to bore service under Hayes Road. The \$100.00 fee applies.

Ayes: All

Absent: Agne

Moved by Sup. Gaul seconded by Sup. Smith to approve a utility permit for Eastern Iowa REC to run power to 1360 Muscatine Road for a new home. The \$100.00 fee applies.

Ayes: All

Absent: Agne

E&Z Zoning Director LaRue met with the Board to discuss setting public hearing dates for a rezoning petition for Tim Jamison to build a home. LaRue informed the Board the Planning & Zoning Board approved the rezoning request.

Moved by Sup. Bell seconded by Sup. Smith to set November 9th and November 16th at 8:40 a.m. for the public hearing.

Ayes: All

Absent: Agne

Sup. Gaul left the meeting.

E&Z Director LaRue updated the board on other environmental issues in the county. General discussion was held.

Moved by Sup. Smith seconded by Sup. Bell to adjourn at 11:25 a.m., to November 2, 2021.

Ayes: All

Absent: Agne, Gaul

Cari A. Dauber, Auditor

Jeff Kaufmann, Pro-Tem Chairperson