

The Cedar County Board of Supervisors met in regular session at 8:30 a.m. November 2, 2021, with the following members present: Smith, Bell, Gaul, and Kaufmann. Chairperson Agne was absent.

The Board viewed correspondence from various agencies.

The Board acknowledged receipt of the following correspondence from:
Deputy Koranda regarding Greg Pierce, Correctional Officer completed his six-month probation period will change an hourly rate to \$20.07, effective 11/2/2021.
Deputy Koranda regarding Cole Stineman, Correctional Officer completed his 2nd anniversary will change an hourly rate to \$21.53 effective October 18, 2021.

Manure Management Annual Updates submitted by:
Lafrenz Farms #69544 for a site at 1780 240th Street, Bennett.

It was noted the following Handwritten Disbursement was issued on October 29, 2021, to the Cedar County Treasurer for Benefits, Inc. for an electronic deposit: #429052 for \$4,216.67-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. Bell seconded by Sup. Smith to approve the Board Minutes of October 26, 2021.

Ayes: All

Absent: Agne

Moved by Sup. Bell seconded by Sup. Gaul to approve Claim Disbursements #428900 - #429051 paid on October 28, 2021.

Ayes: All

Absent: Agne

The Board reported on Outreach/Committee Meetings they attended.

Moved by Sup. Bell seconded by Sup. Smith to approve the Electronic Services System 28E Agreement Amendment.

Ayes: All

Absent: Agne

At 9:00 a.m., the Board held their monthly department head meeting. Those in attendance and providing an update on their department were CPC Director Tischuk, Recorder Bahnsen, Engineer Fangmann, Conservation Director Dauber, Attorney Renander, Sheriff Wethington, Assessor Marx, Treasurer Delaney, Public Health Director Walker, EMA Director Freet, and Auditor Dauber. Discussion was held.

At 9:30 a.m., the Board met with Public Health Director Walker, Home Health Division Manager Knox, Board of Health members; Alan Beyer, Pat Lilenthal, and Jeanne Hein. Walker wanted to discuss replacements for her position and Dr. Schuett (Board of Health member). Beyer reiterated that Schuett would stay on for 30 additional days, if a replacement was found for training purposes, otherwise his last day will be November 19, 2021. Walker explained if the Medical Director is not replaced this will impact our Public Health division and not Home Health. If we do not have a Medical Director in place by November 20, 2021, we will not be able to do the following (we have verified this information with IDPH): Order and administer any vaccine (other than the COVID-19 vaccine due to standing orders from the state medical director specific to the pandemic), Two medical practices in Cedar County do not offer the Vaccine for Children Program(VFC) which means any child who needs childhood immunizations to enter school will have to travel outside of the county to receive this service, Ordering and administration of epinephrine, we will not be able to provide

vaccine or blood lead level testing during WIC clinics and will have to rely on Johnson County Public Health to do so, we will not be able to order or administer flu vaccine to adults or children and we will likely not be able to administer TB tests. Walker informed the Board the qualifications for the Medical Director as stated in the Iowa Code Chapter 137 which changed in 2019 to reflect the Medical Director for Local Public Health can consist of one of the following, Licensed physician under chapter 148, Physician assistant under chapter 148C, and an Advanced registered nurse practitioner under chapter 152, or an advanced practice registered nurse under chapter 152E. The Board of Supervisors understands this replacement is the responsibility of the Board of Supervisors and they are working on a replacement. Walker recognizes the replacement for the Public Health Director lies with the Board of Health, although she wanted to inform them of the impact of what it will mean for our Home Health Agency (HHA) if this position is not able to be filled with either a full-time replacement or an interim replacement by Tuesday, November 9, 2021. Because Home Health Services are not an essential public health service it is not required or regulated by IDPH. As a certified Home Health agency, we must follow federal guidelines under the Centers for Medicaid and Medicare (CMS) which requires an administrator who is an employee of Cedar County Public Health. If we do not meet the certification requirements for CMS this means we are unable to provide skilled home health services. This will impact Cedar County Veterans, individuals on Medicaid/Medicare and all other payor sources. Walker received this information from our representative from the Department of Inspections and Appeals (DIA). Walker stated she has received five applications for the Public Health Director position, although one applicant withdrew his/her application and only two of the remaining applicants were qualified. She stated unfortunately, at this time, the three individuals, currently county public health employees, are not willing to serve as interim director until a replacement is found. Walker stated she has reached out to a contiguous county requesting interim coverage and the request was declined. Sup. Kaufmann understands the responsibility the Board of Supervisors has on appointing a Medical Director on the Board of Health and the responsibility to fill the Public Health Director is the Board of Health. Walker stated the Board of Health will not be able to hire a replacement before her departure on Monday. Sup. Bell asked the Board of Health what their next step is. Sup. Kaufmann asked about contracting with other counties, sharing the position, or paying someone. Walker said she wants to set the department up for success before she leaves. Sup. Kaufmann stated there is another county employee that would be willing to be the interim Public Health Director, although she would need to be approved by the Department of Inspection & Appeals. Home Health Division Manager Knox how soon this employee would start. Sup. Kaufmann stated as soon as the employee is qualified. Sup. Kaufmann left the meeting to meet with the employee to call the DIA office for guidance. Sup. Smith asked the Board of Health members what they believe the issue is regarding finding a replacement, is it the money, burnout, or reputation. Beyer stated it is not the money. Lilienthal stated people are leaving public health field due to the pandemic and burnout. Sup. Smith said she contacted the Sioux Land Public Health Director to ask if Cedar County could contract with larger hospital system and he his reply was that they were not interested due to staffing shortages. Walker stated she has been talking about burnout in Public Health for seven months and everything that has been public has made things worse and people can read, and she hopes people would do their research before taking the job and that is the reason why they cannot find an interim or long term in this position. Sup. Bell said there has been a history over the years and have gone through several directors due to other job opportunities, and retirements. Sup. Bell said due to us being a small county this position has been a stopping point or steppingstone. Sup. Bell restated that when we find out whether this person would qualify and if they don't then it will fall back onto the Board of Health to fulfill the position by Tuesday, if not, then phone calls would have to be made. Sup. Smith expressed her disappointment with contracting agencies because they were not consistent, and she feels a lot of these people are able to stay at home due to this service being provided. Knox asked the Board of Supervisors what their intentions are regarding the Public Health Department's budget. Sup. Smith thinks that the thought process came from was when the bonuses came out and the only power the Board of Supervisors have is the funding for the Public Health Department due to the fairness of all county employees. Sup. Bell stated they do not know that, furthermore last week after Walker and Butler left the board meeting; someone went down to the PH department and told employees they will be losing their jobs. Walker stated the staff makes assumptions and she makes transparent conversations with the employees that if her position does not get filled here there are consequences for the clients and county. Sup. Bell said this is not only driven by budgets but by the resignations and difficulty filling positions so are we at a spot that we can't have the services we had in the

past. This was looked at twenty years ago and the Board wanted to provide services for the county residence, although now there are more available services. Discussion was held on the qualifications of the Medical Director and a member of the Board of Health; they must be a county resident. Knox will provide a qualified list of Medical Directors. Sup. Smith stated they will assist the Board of Health as needed. Sup. Kaufmann returned to the meeting. Sup. Kaufmann stated the person from DIA he spoke to was very, very guarded, and vague and would not provide any input on the employee being qualified. She told Kaufmann that the Board of Health would need to make an assessment. Sup. Smith asked how long it would take. Sup. Kaufmann said he informed the DIA it is a temporary situation and they are trying to continue services. Walker said they will be guarded because she is normally the contact person. Sup. Kaufmann believes he was dealing with a super cautious person, and she will be calling the employee back to discuss today. Sup. Kaufmann stated therefore at this point we will have to wait for this conversation to take place and the next step will be the Board of Health members will be notified and they will make the final decision. Hein stated we have to have this position filled by Monday, so does a joint meeting need to be held prior to discuss staff and clients. Knox asked if we do not have a Public Health Director and the services have to be stopped temporarily, how are the employees paid and what is the process. Sup. Bell stated they will be hourly employees and it will be up to Board of Health, due to the absence of an interim Public Health Director, to determine what the next steps are for the department, layoffs or decertification. Sup. Bell stated the only items the Board of Supervisors can regulate is the budget, appoint members and very little policies. Sup. Smith relied past history and she wants the services to continue. Auditor Dauber recommended the Board of Health to consult with Mike Galloway to discuss the situation and request assistance on the next steps to be taken based on the decisions that will be made by the Board of Health. Hein commented it seems as though the Board of Health has a huge task and she is asking for support. Sup. Kaufmann stated the Board of Supervisors will provide support and dedication to the Board of Health to assist fulfilling this position, although due to the parameters the responsibilities lie with the Board of Health.

Engineer Fangmann met with the Board to finalize final payment for the bridge replacement project on 330th Street in Section 31 of Rochester Township.

Moved by Sup. Bell seconded by Sup. Smith to approve the final voucher payment in the amount of \$196,534.33 to Iowa Bridge and Culvert for project L-202005—73-16.

Ayes: All

Absent: Agne

Moved by Sup. Smith seconded by Sup. Bell to approve a utility permit for Windstream for work on 300th Street and Yankee Avenue. The \$100.00 fee was waived due to this is a county project.

Ayes: All

Absent: Agne

Engineer Fangmann updated the Board on the change of responsibility regarding the process for inspections, and notices for utilities, and pipeline installation per the Iowa Utilities Board. Discussion was held. Auditor Dauber informed the Board they have received two companies' invitations to provide these services. Fangmann informed the Board he cannot undertake this role due to the departments project load. Fangmann recommended the Board to meet with these two companies to answer any questions and to make a decision. The board requested Auditor Dauber to set up these meetings.

The board recessed for five minutes.

Safety Coordinator Boots and Maintenance Gritton met with the Board to discuss the fire alarm system for the courthouse and safety gadgets for office doors. Boots provided estimates from ATECH Freeman Systems, Midwest Alarm Services, and Iowa Fire Equipment Company obtained by Gritton regarding maintenance and inspection for the current fire alarm system. Discussion was held. Gritton recommended the board to approve ATECH Freeman Systems for this service.

Moved by Sup. Bell seconded by Sup. Gaul to approve the maintenance agreement with ATECH Freeman Systems.

Ayes: All
Absent: Agne

Discussion continued with Boots and Gritton on the two security gadgets for the exterior doors of all office doors. The Board requested Boots order two door barricades and then report to the board on the satisfaction of the devices before ordering for all exterior office doors.

Moved by Sup. Smith seconded by Sup. Kaufmann to adjourn at 11:25 a.m., to November 9, 2021.

Ayes: All
Absent: Agne

Cari A. Dauber, Auditor

Jeff Kaufmann, Pro-Tem Chairperson