

The Cedar County Board of Supervisors met in regular session at 8:30 a.m. December 2, 2025 with the following members present: Barnhart, Gaul, Kaufmann, and Chairperson Bell. Bixler was absent. Minutes reported by Deputy Auditor Hamdorf. Members of the public were also present.

The Board viewed correspondence from various agencies.

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

Ayes: All

Absent: Bixler

Chairperson Bell addressed the public for comments. There were none.

Moved by Sup. Barnhart seconded by Sup. Gaul to approve the Board Minutes of November 25, 2025.

Ayes: All

Absent: Bixler

Moved by Sup. Barnhart seconded by Sup. Kaufmann to approve Payroll Disbursements #203486-203641 for the period ending 11/22/25 and to be paid on 11/28/25, this includes vacation buy back.

Ayes: All

Absent: Bixler

The Board reported on Outreach/Committee Meetings they attended.

EMS Director Dinsch asked to be rescheduled to next week regarding EMS job descriptions.

At 9:00 a.m. the Board held their monthly department head meeting. Those in attendance and providing an update were Environmental & Zoning Director LaRue, Engineer Fangmann, Community Services Director Tischuk, Public Health Director Wagaman, Treasurer Delaney, Auditor Welch, Veterans Affairs Service Officer Hamann, EMA Director Brown, EMS Director Dinsch, Sheriff Wethington, Conservation Director Dauber, IT Director Pierce, County Attorney Blank and Recorder Bahnsen. Discussion was held and input was given on time tracking by department heads.

Karen Lafrenz and Larry Martens met with the Board for a FY26/27 funding review for the Senior Center. Lafrenz distributed FY25/26 Senior Center budget documents. Currently the County funds the Senior Center at \$22,000. No decisions were made.

Dave Shinker, Doug Schroeder and Molly Haub with the Cedar County Fair Association met with the Board for a FY26/27 funding review. Shinker provided the FY2025 Financial Statement and updated the Board on current and completed projects. Shinker requested a \$2,000 increase in funding from the County. Currently the County funds the Cedar County Fair Association at \$43,000 a year. No decisions were made.

Librarian Denise Smith, Tipton and other Librarians attended the Board meeting for the FY26/27 funding review of the County Libraries. All Librarians provided an update to the Board. They requested a \$5,000 increase in funding from the County. Currently the County funds the County Library Association at \$145,500. No decisions were made.

Moved by Sup. Barnhart seconded by Sup. Kaufmann to approve final plans for the Cedar River bridge near Rochester Project #HDP-C016(114)--6B-16.

Ayes: All

Absent: Bixler

Sherri Hunt, Cedar Jones Early Childhood Iowa Director, met with the Board for a FY26/27 funding review. Hunt provided an overview of what the Dolly Parton Library program provides. Current County funding for Cedar Jones ECI is \$1,000. We also serve as the fiscal agent at no cost. Discussion was held. No decision was made.

Moved by Sup. Barnhart seconded by Sup. Kaufmann to approve and authorize Chairperson Bell to sign the Actuarial Services Agreement between HUB International Great Plains and Cedar County for GASB 75.

Ayes: All

Absent: Bixler

Auditor Welch and Payroll/HR Deputy Angela Driscoll discussed employee time tracking with the Board and department heads attended. Welch informed the Board this would not be a time clock but an electronic time sheet customizable for each department and compatible with Solutions software. Currently every department submits a different style timesheet therefore this would have similar format of timesheets, reduce paper, help eliminate errors and save time. Fair Labor Standards Act (FLSA) was also discussed on exempt vs non-exempt employees. Welch received two quotes: one was \$4,000 annually with a one-time set-up cost of \$4,500 and the other was \$2,592 annually with a one-time set-up cost of \$1,200. Discussion was held with no decision made.

Auditor Welch and Payroll/HR Deputy Angela Driscoll discussed Dental rates with the Board. Welch informed the Board if we would go directly to Delta Dental, we could save almost \$6,000 without a broker. Delta Dental provided Benefits, Inc with rates on 9/24/2025 and we didn't receive the rates until 11/25/2025 from Benefits, Inc. Sup. Bell said we were directly with Delta Dental at one time and had many problems and Benefits, Inc rescued Cedar County. Further discussion will be held with Benefits, Inc on 12/16/2025 when they are meeting with the Board.

Moved by Sup. Barnhart seconded by Sup. Kaufmann to approve the following monthly employee dental rates with no change for 2026: single \$41.28, two-person \$82.14, and family \$127.78.

Ayes: All

Absent: Bixler

Auditor Welch and Payroll/HR Deputy Angela Driscoll discussed Flex Benefits with the Board. Benefits, Inc contract has no change in rates and will continue to be \$2,381 annually and a \$15 debit card charge per card. Welch got a quote from another broker at \$898/year. Their rates are based on the number of employees participating so it could change depending on the number of employees. The quote included \$50/month for up to 10 employees plus \$4/month for additional employees. Debit cards can be issued to all participants and their dependents at no charge. Rob Fangmann, Melissa Bahnsen, Caitlin Boyle and Sandy Delaney said communication with Benefits, Inc has been a real struggle with multiple phone calls and multiple emails with no response, and the website is not user friendly. Julie Tischuk feels the service is great. Consensus of the Board was to wait and have this discussion with Benefits, Inc on 12/16/2025.

Moved by Sup. Barnhart seconded by Sup. Gaul to adjourn at 12:11 p.m., to December 9, 2025.

Ayes: All

Absent: Bixler



Nicki Welch, Auditor



Jon Bell, Chairperson