

**PROCEEDINGS OF THE WASHINGTON COUNTY BOARD OF SUPERVISORS MEETING  
WEDNESDAY, JANUARY 2, 2019**

Chairperson Abe Miller called the meeting to order at 9:00 a.m. in the Courthouse chambers in regular session. Items on the agenda included the following: approval of agenda; administration of Oath of Office for newly elected County officials and deputies; appointment of 2019 Board of Supervisors Chairperson; appointment of 2019 Board of Supervisors Vice-Chairperson; personnel change requests – Communications; personnel change request – Treasurer; personnel change request – Conservation; personnel change request – Engineer; establish bid letting date for road grading and surfacing project on Palm Avenue south of Hwy 92; appointment of various commission, board, and committee members; discussion and action regarding 28E Agreement with Keokuk County for a shared assistant county attorney; discussion and action regarding FY20 compensation recommendations from Washington County Compensation Board for elected officials; discussion and action regarding establishment of departmental compensation guidelines for FY20 departmental budgets; public comment; adjourn. Supervisors Stan Stoops, Bob Yoder, Richard Young, and Jack Seward, Jr., were also present.

Others attending were: Mary Zielinski, The News; Gretchen Teske, Washington Evening Journal; Sally Hart, KCII Radio; Jacob Thorius, County Engineer; Cyndie Sinn, County IT/Budget Director; Jeff Garrett, County Treasurer; John Gish, County Attorney; Zach Rozmus, County Conservation Director; Sue Rich, County Veteran Affairs/General Assistance Director; Jennine Wolf, County Environmental Health Director; Cara Sorrells, County Communications Director; Bobbie Wulf, County Mental Health/Disabilities Director; Jared Schneider, County Sheriff; Jennifer Lerner, Asst. County Attorney; Dan Kitchen, Judge of the Eighth Judicial District of Iowa; Aaron Wulf, County Buildings and Grounds Manager; Jo Greiner, County Recorder; Danielle Pettit-Majewski, County Public Health Director; Marissa Reisen, County Emergency Management Coordinator; Amber Williams, Board of Supervisors Administrative Assistant; and citizens Bill Miller, Karyl Miller, Jan Miller, Tom Dayton, Katie Mitchell, Illa Mae Earnest, and Les Zickefoose.

All motions were passed unanimously by those Supervisors in attendance unless noted otherwise.

On motion by Yoder, seconded by Stoops, the Board voted to approve the agenda as published.

Associate District Court Judge Dan Kitchen administered the oath of office to the following newly elected County officials and their deputies: John Gish, County Attorney; Jen Lerner, Asst. County Attorney; Jo Greiner, Recorder; Abe Miller, Supervisor; Richard Young, Supervisor; Jeff Garrett, Treasurer; Shelley Reed-Wulf, Deputy Treasurer; Jolene Colthurst, Deputy Treasurer; Teresa Long, Deputy Treasurer.

Miller nominated Yoder for the position of Chairperson of the Board of Supervisors for calendar year 2019 and Stoops seconded. Seward stated that while in general the position of Board Chairperson had been passed around by the various members of the board such is not the case for 2019 due to a member of the board that does not wish to serve as Chairperson. Seward emphasized that he honors and respects the opinion of that individual. Seward continued by stating that Supervisors set policy and provide direction and leadership. He also stated that responsibilities of the Chairperson include much more than merely conducting Board meetings, following a meeting agenda, asking for motions, etc. Instead the Chairperson must have at least a basic knowledge of all items on the Board meeting agenda, the importance of such items, be able to articulate and explain such items to members of the public, and have a long-range vision for future items that may require the Board's attention. Young opined that everyone should have the opportunity to serve as Chairperson and he stated agreement with Miller who earlier in the meeting said that the Board consists of 5 members rather than just the Chairperson and all 5 members share a leadership role. Board members should support and assist one another. Seward pledged his full and complete support for the individual elected to the position of Board Chairperson for 2019. Stoops stated that all Board members should support one another and that advice should be given tactfully, diplomatically, and respectfully. There being no further discussion Miller called for a vote, the vote was unanimous, and Yoder assumed the duties of Board Chairperson.

Stoops nominated Seward for the position of Vice-Chairperson of the Board of Supervisors and Young seconded the nomination. Hearing no further discussion and no other nominations, the Board voted to appoint Seward as Board of Supervisors Vice-Chairperson for calendar year 2019. The vote on the motion: Aye-Stoops, Young, Miller, Yoder; Abstain-Seward.

On motion by Seward, seconded by Stoops, the Board voted to acknowledge, and authorize the Chairperson to sign, a personnel change request from Communications for a change in pay rate for Brittany Stutzman, effective February 4, 2019, at which such time Stutzman will be compensated at a rate of \$20.80 per hour when working the 1<sup>st</sup> shift, \$21.15 when working the 2<sup>nd</sup> shift, and \$21.30 per hour when working the 3<sup>rd</sup> shift.

On motion by Miller seconded by Young, the Board voted to acknowledge, and authorize the Chairperson to sign, a personnel change request from Communications for a change in pay rate for Lydia Powers, effective March 22, 2019 at which such time Powers will be compensated at a rate of \$20.80 per hour when working the 1<sup>st</sup> shift, \$21.15 when working the 2<sup>nd</sup> shift, and \$21.30 per hour when working the 3<sup>rd</sup> shift.

On motion by Miller, seconded by Young, the Board voted to acknowledge, and authorize the Chairperson to sign, a personnel change request from the Treasurer for Shelley Reed-Wulf, whose rate of compensation will change from \$20.52 per hour to \$21.50 effective January 3, 2019.

On motion by Stoops, seconded by Seward, the Board voted to acknowledge, and authorize the Chairperson to sign, a personnel change request from Conservation for Steve Anderson whose last day of employment occurred December 31, 2018.

On motion by Seward, seconded by Young, the Board voted to acknowledge, and authorize the Chairperson to sign, a personnel change request from the County Engineer for David Patterson whose employment classification will change from full-time exempt to temporary non-exempt and whose rate of compensation will change from \$3,234.40 bi-weekly to \$40.43 per hour, effective January 9, 2019.

On motion by Miller, seconded by Stoops, the Board voted to establish a bid letting date of 3:00 p.m. on January 28, 2019 for Road Project L-B-344. The planned project includes grading and surfacing 3.1 miles of Palme Avenue south of Hwy 92.

On motion by Stoops, seconded by Seward, the Board voted to appoint Tom Patterson to a 4-year term as Cedar Township Clerk with such term ending December 31, 2022.

On motion by Seward, seconded by Stoops, the Board voted to appoint Ronald E. Bowser to a 4-year term as Cedar Township Trustee with such term ending December 31, 2022.

On motion by Miller, seconded by Stoops, the Board voted to appoint Linda Finke to a 4-year term as Crawford Township Clerk with such term ending December 31, 2022.

On motion by Stoops, seconded by Seward, the Board voted to appoint Randy Finke to a 4-year term as Crawford Township Trustee with such term ending December 31, 2022.

On motion by Seward, seconded by Stoops, the Board voted to appoint Pamela Dunbar to a 4-year term as Dutch Creek Township Clerk with such term ending December 31, 2022.

On motion by Seward, seconded by Miller, the Board voted to appoint Daniel Luers to a 4-year term as Dutch Creek Township Trustee with such term ending December 31, 2022.

On motion by Stoops, seconded by Seward, the Board voted to appoint Tim Kleese to a 4-year term as Franklin Township Clerk with such term ending December 31, 2022.

On motion by Seward, seconded by Miller, the Board voted to appoint Jim Cuddeback to a 4-year term as Franklin Township Trustee with such term ending December 31, 2022.

On motion by Miller, seconded by Stoops, the Board voted to appoint Bruce Temple to a 4-year term as Highland Township Clerk with such term ending December 31, 2022.

On motion by Young, seconded by Stoops, the Board voted to appoint David Swailes to a 4-year term as Highland Township Trustee with such term ending December 31, 2022.

On motion by Miller, seconded by Stoops, the Board voted to appoint Bev Colbert to a 4-year term as Iowa Township Clerk with such term ending December 31, 2022.

On motion by Miller, seconded by Stoops, the Board voted to appoint Denny Klein to a 4-year term as Iowa Township Trustee with such term ending December 31, 2022.

On motion by Young, seconded by Miller, the Board voted to appoint Bill Ebert to a 4-year term as Jackson Township Clerk with such term ending December 31, 2022.

On motion by Seward, seconded by Stoops, the Board voted to appoint Lonnie Litchfield to a 4-year term as Jackson Township Trustee with such term ending December 31, 2022.

On motion by Miller, seconded by Stoops, the Board voted to appoint Robert Kuhns to a 4-year term as Lime Creek Township Clerk with such term ending December 31, 2022.

On motion by Seward, seconded by Stoops, the Board voted to appoint Robert Richard Griffith to a 4-year term as Lime Creek Township Trustee with such term ending December 31, 2022.

On motion by Stoops, seconded by Young, the Board voted to appoint David Schantz to a 4-year term as Marion Township Clerk with such term ending December 31, 2022.

On motion by Millers, seconded by Stoops, the Board voted to appoint Steve Leichty to a 4-year term as Marion Township Trustee with such term ending December 31, 2022.

On motion by Young, seconded by Miller, the Board voted to appoint Colleen Bean to a 4-year term as Oregon Township Clerk with such term ending December 31, 2022.

On motion by Miller, seconded by Stoops, the Board voted to appoint John K. Skubal to a 4-year term as Oregon Township Trustee with such term ending December 31, 2022.

On motion by Stoops seconded by Seward, the Board voted to appoint Marilyn J. Sieren to a 4-year term as Seventy Six Township Clerk with such term ending December 31, 2022.

On motion by Seward, seconded by Stoops, the Board voted to appoint Bob Romoser to a 4-year term as Seventy Six Township Trustee with such term ending December 31, 2022.

On motion by Young, seconded by Miller, the Board voted to appoint Robert A. Kennedy to a 4-year term as Washington Township Clerk with such term ending December 31, 2022.

On motion by Stoops, seconded by Miller, the Board voted to appoint Ryan Gallagher to a 4-year term as Washington Township Trustee with such term ending December 31, 2022.

On motion by Seward, seconded by Stoops, the Board voted to appoint Craig Capps to a 5-year term on the Washington County Conservation Board that ends December 31, 2023.

On motion by Seward, seconded by Yoder, the Board voted to approve the appointment of the following individuals to one-year terms that begin January 1, 2019 on the Washington County Eminent Domain Commission: **LICENSED REAL ESTATE SALE PERSONS OR BROKERS:** Peter Bell, Patty Elliott, Jeff Hazelett, Kathy Richardson, Molly Reeves, Jenny Morgan, Connie Larsen, Clay Whisler

On motion by Young, seconded by Stoops, the Board voted to approve the appointment of the following individuals to one-year terms that begin January 1, 2019 on the Washington County Eminent Domain Commission: **OWNER-OPERATORS OF AGRICULTURE PROPERTY:** David Birney, Jim Dunn, Keith Hora, Keith Murphy, Dale Roberts, Caryl Smith, Eugene Steele.

On motion by Stoops, seconded by Seward, the Board voted to approve the appointment of the following individuals to one-year terms that begin January 1, 2019 on the Washington County Eminent Domain Commission: **CITY OR TOWN PROPERTY OWNERS:** James Miller, Ron Ornduff, Ralph Schnoebelen, Robert Swartzendruber, Roger Adams, Dave Mueller, Pat Smith.

On motion by Miller, seconded by Young, the Board voted to approve the appointment of the following individuals to one-year terms that begin January 1, 2019 on the Washington County Eminent Domain Commission: **BANKERS, AUCTIONEERS, PROPERTY MANAGERS, PERSONS RESPONSIBLE FOR MAKING LOANS ON PROPERTY AND PROPERTY APPRAISERS:** Larry A Love, Milo Orris, Jim Mostek, Jim Millward, Melissa Myers, Greg Giardino, George Gerot.

On motion by Young, seconded by Stoops, the Board voted to appoint Dr. Paul Towner to a 2-year term as Medical Examiner that ends December 31, 2020

On motion by Seward, seconded by Miller, the Board voted to appoint Marion Hayes, Joan Sieren, and Daniel Stigers to individual 2-year terms as Medical Examiner Investigator that end December 31, 2020

On motion by Young, seconded by Stoops, the Board voted to appoint Jack Seward, Jr. to a 1-year term on the 8<sup>th</sup> Judicial District Correction Board that ends December 31, 2019. The vote on the motion: Aye-Yoder, Young, Miller, Stoops; Nay-none; Abstain-Seward.

On motion by Miller, seconded by Seward, the Board voted to appoint Layne Twinam to a 3-year term on the Crawford Township Benefitted Fire District that ends December 31, 2021

On motion by Stoops, seconded by Seward, the Board voted to appoint Larry Love to a 3-year term on the Crawford Township Benefitted Fire District that ends December 31, 2020. It was noted that Love's term actually began January 1, 2018 but due to an oversight Love was not officially appointed at that time.

On motion by Stoops, seconded by Seward, the Board voted to appoint Fred Stark to a 2-year term as the County's representative on the Eastern Iowa Tourism Association and to appoint Marianne Hanshaw to a two-year term as the County's alternate representative on the Eastern Iowa Tourism Association. Each term will end January 1, 2020.

On motion by Miller, seconded by Young, the Board voted to appoint Jack Seward, Jr. to a 1-year term as the County's representative on the South Iowa Area Crime Commission and to appoint Stan Stoops to a 1-year term as the County's alternate representative on the South Iowa Area Crime Commission. Each term will end January 1, 2020.

On motion by Stoops, seconded by Miller, the Board voted to appoint David Collins to a 3-year term on the East Central Iowa Council of Governments (ECICOG) Board of Directors that ends December 31, 2021.

On motion by Miller, seconded by Stoops, the Board voted to appoint Bobbie Wulf to a 2-year term on the ECICOG Region 10 Passenger Transportation Advisory Committee and to appoint Danielle Pettit-

Majewski to a 2-year term as an alternate on the ECICOG Region 10 Passenger Transportation Advisory Committee with the terms of each individual ending December 31, 2020.

On motion by Young, seconded by Stoops, the Board voted to appoint Bob Yoder to a 2-year term on the ECICOG Region 10 Transportation Policy Committee and to appoint Abe Miller to a 2-year term as an alternate on the ECICOG Region 10 Transportation Policy Committee with the terms of each individual ending December 31, 2020. The vote on the motion: Aye-Seward, Young, Miller, Stoops; Nay-none; Abstain-Yoder

On motion by Young, seconded by Seward, the Board voted to appoint Brent Hinson to a 3-year term on the ECICOG Region 10 Transportation Technical Advisory Committee and to appoint Dennis Murray and David Collins as alternates on the ECICOG Region 10 Transportation Technical Advisory Committee with the terms of each individual ending December 31, 2021. The vote on the motion: Aye-Seward, Young, Miller, Stoops; Nay-none; Abstain-Yoder

On motion by Seward, seconded by Miller, the Board voted to appoint Zach Rozmus and Richard Young to 2-year terms on the ECICOG Region 10 Regional Trails Advisory Committee and to appoint Stan Stoops to a 2-year term as alternates on the ECICOG Region 10 Regional Trails Advisory Committee with the terms of each individual ending December 31, 2021. The vote on the motion: Aye-Yoder, Young, Miller, Seward, Stoops; Nay-none; Abstain-Young.

On motion by Stoops, seconded by Young, the Board voted to appoint Terry Engelken to a 1-year term on the ECICOG Revolving Loan Fund Committee that ends January 1, 2020.

County Attorney John Gish addressed the Board regarding an existing 28E agreement between Washington and Keokuk Counties for the sharing of an Assistant County Attorney. Gish stated that the existing agreement, signed in December of 2018 and ending June 30, 2018, called for the individual in the role of Asst. County Attorney to spend one day per week in Keokuk County working on matters related to in Keokuk County and spend four days per week in Washington County working on matters related to Washington County. However, since joint approval of the 28E agreement occurred, Keokuk County requested that the 28E Agreement be amended to state that the Assistant County Attorney spend at least two days in Keokuk County as well as to expand the effective end of the agreement beyond July 1, 2019. Gish refused to agree to the proposed modifications. As a result the 28E agreement with Keokuk County will be terminated. Gish added that as a result of the termination of the 28E agreement he will not be hiring a second Asst. County Attorney at the present time.

The Board took up discussion regarding salary recommendations for elected officials from the Washington County Compensation Board (WCCB) which met on December 10, 2018. The WCCB formally recommended one-time adjustments of \$4,500.00 for the County Attorney, \$1,000 for the Sheriff, \$0.00 for the Auditor, \$1,500.00 for the Treasurer, \$1,500.00 for the Recorder, and \$0.00 for each Supervisor. The WCCB also recommended a 3% increase for all elected officials and continuation of a \$150 monthly stipend for the Chairperson of the Board of Supervisors. According to the WCCB the purpose of the recommended one-time adjustments was to achieve the goal of the WCCB that Washington County elected officials be ranked at least 15<sup>th</sup> on a scale of 1 to 99 of county compensation levels with 1 being the highest compensation level. With regard to the recommendations, the County Board of Supervisors may either 1) approve the salary adjustments for all elected officials as proposed by the WCCB, 2) decrease the recommended WCCB salary adjustments for the Auditor, Recorder, Treasurer, County Sheriff, and County Attorney by an equal percentage of not more than 100%, or 3) independent of any salary adjustment for other elected officials, decrease the recommended WCCB salary adjustment for the Board of Supervisors by not more than 100%. Young stated that besides the goal of the WCCB to bring salaries for elected officials to a ranking of 15<sup>th</sup> among all 99 counties he was also aware of the opinion held by some that the Recorder, Treasurer, and Auditor should be compensated equally. In order to take steps to accomplish both goals yet minimize the budget impact for FY20, Young moved, and Stoops seconded, a motion to approve a 10% decrease in the FY20 compensation for elected officials as recommended by the Washington County Compensation Board. Discussion followed with Miller stating that the recommendation made by the WCCB would result in an overall 4.58% increase in salaries for elected officials in FY19 and would bring the compensation to a more even amount for the Auditor, Treasurer, and Recorder. However, Miller described the 4.58% increase as being greater than what the County should be considering and instead suggested a 50% reduction. Seward reminded that the compensation for elected officials also impacts the compensation for other county employees and also recommended that consideration be given to the actual dollar amount of the proposed increases and not only the percentage rate of increases. He added that he struggles with the lump sums that the WCCB recommended but not the 3% increase that was also recommended. Yoder drew a comparison between annual compensation increases for University of Iowa employees, which he noted as ranging from approximately 1% to 3% for the past 5 to 10 years, and annual compensation increases for Washington County employee which have averaged 2.2% for the past 5 years. Yoder also noted that the 2019 Social Security cost-of-living adjustment is 2.8%. Yoder called for a vote on the motion made earlier by Young and seconded by Stoops that called for approval of a 10% decrease in the FY20 compensation for elected officials recommended by the Washington County Compensation Board and the motion failed as follows: Aye-Stoops, Young; Nay-Yoder, Seward, Miller. Seward moved, and Young seconded, a motion to approve a 25% decrease in the FY20 compensation rate for elected officials as recommended by the Washington County Compensation Board. Miller restated his belief that a 50% reduction of the WCCB recommendations was in order as such a reduction would result in an overall average increase of 3.25%

which he admitted would not result in a great deal of progress in reaching the goal of equal compensation for the Auditor, Treasurer, and Recorder. Miller blamed the WCCB for the current problem due to its unrealistic recommendations and questioned the goal of the WCCB to bring salaries for elected officials to a ranking of 15 among 99 counties. In answer to a question from the audience Yoder stated that a 25% reduction in the WCCB recommendations would result in the following increases: County Attorney \$5,893.00, Sheriff \$2,862.00, Auditor \$1,651.00, Treasurer \$2,673.00, Recorder \$2,649.00, Supervisors \$825.00. Seward announced that according to his calculations such increases amounted to an average increase of 3.44%. Stoops stated that he was bothered by the fact that presently there are various department heads that are compensated at rates higher than that of elected officials and added that he was of the opinion that such a situation needed to be rectified prior to FY21. Citizen Keith Hora questioned whether the increase in compensation was justified by increased work and productivity of elected officials. Seward responded by saying that county government was not a for-profit entity and did not produce a tangible product. Instead, county government employees must perform their duties as required by law and do them in a satisfactory manner. Yoder called for a vote on the motion made earlier calling for approval of a 25% decrease in the FY20 compensation for elected officials as recommended by the Washington County Compensation Board and the motion passed as follows: Aye-Stoops, Yoder, Seward, Young; Nay-Miller.

WASHINGTON COUNTY  
ELECTED OFFICIALS COMPENSATION

	FY 2019-20	FY 2018-19	increase
County Attorney	\$117,819	\$111,926	5.27%
County Sheriff	\$ 96,727	\$ 93,865	3.05%
Auditor	\$ 75,062	\$ 73,411	2.25%
Treasurer	\$ 71,457	\$ 68,784	3.89%
Recorder	\$ 70,425	\$ 67,776	3.91%
Supervisors	\$ 37,482	\$ 36,657	2.25%
Supervisor Chair	\$ 1,500	\$ 1,500	0.00%

On motion by Young, seconded by Miller, the Board voted to continue the \$150 monthly stipend for the Board Chairperson in FY20.

The Board next took up discussion and action regarding establishment of departmental guidelines and recommendations for FY20 departmental budgets. Stoops expressed comfort with the guidelines from the past which included a 0% increase unless an increase could be justified by the department head and agreed to by the Board. After general discussion on motion by Stoops, seconded by Seward, the Board voted to approve a 0% target increase, with the exception of wages, for departmental spending unless an increase could be justified by the department head and agreed to by the Board of Supervisors.

The Board took up discussion of wage guidelines for non-elected employees. Miller stated his feeling that non-elected county officials should receive the same percentage increase as elected officials. After general discussion on motion by Miller, seconded by Seward, the Board voted to approve a 2.8% increase in compensation for non-elected employees in FY20.

There was no public comment from those assembled.

At 10:40 a.m. on motion by Stoops, seconded by Miller, the Board voted to adjourn.

ATTEST:  
January 2, 2019

ROBERT C. YODER  
Chairperson, Board of Supervisors

DANIEL L. WIDMER  
County Auditor