

February 5, 2024

The board met in regular session at 8:30 a.m. Members present Diana Dawley, Jeff Tindle, and Jason Roudabush. Also present: Tylor Nelson, Conservation Director

Moved by Tindle, 2nd by Roudabush to approve agenda. 3 ayes. Motion carried.

Moved by Roudabush, 2nd by Tindle to approve February 1, 2024, board minutes. 3 ayes. Motion carried.

Moved by Tindle, 2nd by Roudabush to approve application and agreement for use of highway right-of-way for utilities accommodation to MidAmerican Energy Company for work in Section 12, Union Township and Section 7, Jackson Township. 3 ayes. Motion carried.

8:55 a.m. Lyle Brehm, Engineer joined the meeting.

Brehm stated the road crew has been delivering rock.

9:00 a.m. Delphina Baumann and Brian Manatt, Pow-I80 met with board to discuss economic development. Pow-I80 has not had an executive director since April 2020. They have established a new board and are now looking to hire a new executive director to work on economic development for the entire county. City of Grinnell has indicated they will provide an office space for the administration. They feel it would be a good fit for the executive director to be a “quasi” employee of the county. Funding would come from Pow-I80, but payroll would be issued by county and the employee would have county benefits.

Manatt further stated the City of Grinnell has agreed to contribute \$75,000 to Pow-I80 annually and he would like to see the county contribute at that level as well.

Dawley stated the board would discuss the request and would need to check on the feasibility of “quasi” employee and the funding request.

Board reviewed cost allocation plan. Moved by Roudabush, 2nd by Tindle to authorize Chairman Dawley to sign certificate of cost allocation plan. 3 ayes. Motion carried.

9:44 a.m. Sandy Ross, Treasurer joined the meeting.

Board discussed the recommendations from compensation board regarding elected officials salaries for FY25. Board felt the recommendations were high and discussed lowering the recommendations. Board stated they were comfortable with not taking any pay increase. Board felt that the recommendations for other elected officials should be cut by thirty percent. Per the Code of Iowa, if the board makes a cut to the compensation board recommendation, it must be the same across all elected officials with the exception of the supervisors, which may be lowered a different percentage. Board stated they have obtained information from other counties and those supervisors have indicated an average of three percent wage increases.

It was moved by Tindle, 2nd by Roudabush to reduce the compensation board recommendation for elected official salaries by thirty percent and to decrease the board of supervisors recommendation to zero increase in wages. Tindle – aye; Roudabush – aye; Dawley – aye. Motion carried.

9:54 a.m. Jennifer Anderson, Jennifer Norris, Jessica Hutchcraft, Sierra Maschmann, Angie Rudd, and Megan Tindle, Treasurer Office employees joined the meeting.

Discussion was held on the FY25 wages for non-contract employees. Dawley stated they have been obtaining information from other counties and from that information, the average was a 2%-3% increase. Dawley stated they have looked at how the county stands with other counties and also that the board provided a larger increase last year to get wages caught up. Roudabush stated he felt \$.75 per hour would favor the lower paid employees by a larger percentage increase than the higher paid employees, thus working to get the lower paid employees caught up to where they need to be.

10:00 a.m. Julie Cline, Assessor's Office joined the meeting.

10:02 a.m. Jodi Meyer, Recorder's Office joined the meeting.

Roudabush stated he is working with Iowa Workforce to get a wage study for the entire workforce region. Roudabush further stated Mahaska County was finishing up a wage study and they were going to share that information with him.

Megan Tindle expressed her concern with wages because she has been here 11 years and a new employee starting in another office is making more than her.

Meyer inquired if the board has looked at the longevity and considered increasing that for those dedicated to working for the county.

Dawley stated the State is always making changes that affect county budgets and the supervisors have to keep budget in check and work to try and not increase property taxes too much. Roudabush stated the new legislation is limiting the growth of the county.

Dawley stated employees need to consider the good benefits with the county and what the county pays for employee benefits. The county pays for the single insurance plan with the employee having no contribution and employees contribute a small portion toward family insurance, which has not been increased for several years. Insurance costs keep going up and the county is covering that and not transferring that to the employees. The county also provides contribution to employee IPERS retirement fund.

Board stated they will consider comments today and plan to make a decision on the non-contract employee wages for FY25 at the next board meeting on Thursday.

10:44 a.m. Laura Tish, Auditor's Office joined the meeting.

Tish stated her concern that last year was a higher increase to try and catch wages up to like positions and now this year it is back to a standard increase. Tish wonders if wages will fall behind again by not keeping up with cost of living.

11:39 a.m. Moved by Roudabush, 2nd by Tindle to adjourn. 3 ayes. Motion carried.

Melissa Eilander, Poweshiek County Auditor

Diana Dawley, Chairman