

Scott County Board of Supervisors
November 29, 2018 5:00 p.m.

The Board of Supervisors met pursuant to adjournment with Holst, Earnhardt, Knobbe, Beck and Kinzer present. The Board recited the Pledge of Allegiance.

Moved by Beck, seconded by Kinzer a motion to approve the minutes of the November 14, 2018 Special Board Meeting (Canvass of Votes), the minutes of the November 15, 2018 Regular Board Meeting and the minutes of the November 27, 2018 Committee of the Whole Meeting. All Ayes.

Moved by Beck, seconded by Kinzer the second of three readings of an ordinance to amend Chapter 13-34 of the Scott County Code relative to designated speed limits on Scott County Secondary Roads (Section 13-34R-County). Roll Call: All Ayes.

AN ORDINANCE TO AMEND CHAPTER 13-34 OF THE SCOTT COUNTY CODE RELATIVE TO DESIGNATED SPEED LIMITS ON SCOTT COUNTY SECONDARY ROADS.

BE IT ENACTED BY THE BOARD OF SUPERVISORS OF SCOTT COUNTY, IOWA:

SECTION 1.

Add to Sec. 13-34R, Add Item No. 13 and 14 to read:

R. County

14. 35 MPH – On 52nd Avenue from 50th Avenue north 1,600 feet.

15. 55 MPH - On 102nd Avenue from Y4E north 2,800 feet.

35 MPH – On 102nd Avenue from a point 2,800 feet north of Y4E north 2,650 feet to the end of pavement.

35 MPH – On 285th Street from 102nd Avenue east 980 feet.

SECTION 2. The County Auditor is directed to keep and maintain a copy of the Ordinance in the County Auditor's office.

SECTION 3. SEVERABILITY CLAUSE If any of the provisions of the Ordinance are for any reason illegal or void, then the lawful provisions of this Ordinance shall be and remain in full force and effect, the same as if the Ordinance contained no illegal or void provisions.

SECTION 4. REPEALER All Ordinances or parts of Ordinances in conflict with the provisions of this Ordinance are hereby repealed.

SECTION 5. EFFECTIVE DATE This Ordinance shall be in full force and effect after its final passage and publication as by law provided.

Moved by Beck, seconded by Kinzer the second of three readings of an ordinance to amend Chapter 13-34 of the Scott County Code relative to designated speed limits on Scott County Secondary Roads (Section 13-34S, Wapsi River Environmental Education Center). Roll Call: All Ayes.

AN ORDINANCE TO AMEND CHAPTER 13-34 OF THE SCOTT COUNTY CODE RELATIVE TO DESIGNATED SPEED LIMITS ON SCOTT COUNTY SECONDARY ROADS.

BE IT ENACTED BY THE BOARD OF SUPERVISORS OF SCOTT COUNTY, IOWA:

SECTION 1.

Add Sec. 13-34S, Add Item No. 1 to read:

S. Wapsi River Environmental Education Center

1. 25 MPH - On 52nd Avenue from 1,600 feet north of 50th Avenue north to the Park.

SECTION 2. The County Auditor is directed to keep and maintain a copy of the Ordinance in the County Auditor's office.

SECTION 3. SEVERABILITY CLAUSE If any of the provisions of the Ordinance are for any reason illegal or void, then the lawful provisions of this Ordinance shall be and remain in full force and effect, the same as if the Ordinance contained no illegal or void provisions.

SECTION 4. REPEALER All Ordinances or parts of Ordinances in conflict with the provisions of this Ordinance are hereby repealed.

SECTION 5. EFFECTIVE DATE This Ordinance shall be in full force and effect after its final passage and publication as by law provided.

Moved by Beck, seconded by Kinzer that the following resolution be approved.
All Ayes.

BE IT RESOLVED: 1) That the bid for abatement of asbestos on the third floor of the Courthouse is hereby approved and awarded to IITI in the amount of \$15,840.00. 2) That the bid for carpeting material and installation on the third floor of the Courthouse is hereby approved and awarded to Paragon Commercial Interiors in the amount of \$26,750.36. 3) That the Director of Facility & Support Services is hereby authorized to execute contract documents on behalf of the Scott County Board of Supervisors. 4) This resolution shall take effect immediately.

Moved by Kinzer, seconded by Beck that the following resolution be approved.
All Ayes.

BE IT RESOLVED: 1) The hiring of Vicki Doner for the position of Correctional Health Coordinator in the Health Department at the rate of \$73,424/year.

Moved by Earnhardt, seconded by Holst that the following resolution be approved regarding Family Farm Tax Credit Applications. All Ayes.

BE IT RESOLVED: 1) A total of 31 applications covering 3,924.67 acres were received in the Davenport City Assessor's office. All applications meet the eligibility requirements of Iowa Code Section 425A and are recommended for approval by the Davenport City Assessor's office. 2) A total of 562 applications covering 105,713.26 acres were received in the Scott County Assessor's office. 560 applications are recommended for approval, covering 105,638.711 total acres. The following 2 applications covering 74.540 acres are recommended for disallowance by the Scott County Assessor's office due to various reasons: NAMES & ADDRESS; PARCEL(S); CITY/TOWNSHIP; ACRES; REASON, DAVIS FAMILY LLC, 28030 238TH ST, LECLAIRE IA 52753; 021403001; ALLENS GROVE TWP; 46.00; 021405003; ALLENS GROVE TWP; 9.70; 021421003; ALLENS GROVE TWP; 17.90; total: 73.60; DOES NOT QUALIFY WHILE ENROLLED IN THE CONSERVATION RESERVE PROGRAM (CRP) PER USDA, ELLIOTT AND EMILY FARRO, 30376 210TH AVE, LONG GROVE IA 52756; 040939001; BUTLER TOWNSHIP; .94; total: .94; CLASSIFIED RESIDENTIAL. 3) This resolution shall take effect immediately.

Moved by Earnhardt, seconded by Holst that the following resolution be approved. All Ayes.

BE IT RESOLVED: 1) Authorization for Administration and Information Technology Departments to enter into agreement with Tyler Technologies for CAFR / GASB Reporting module. The agreement is authorized for \$15,725 one-time fees, \$2,475 recurring fees and estimated travel expenses of \$2,000. 2) The Director of Budget and Administrative Services is authorized to sign the agreement. 3) This resolution shall take effect immediately.

Moved by Earnhardt, seconded by Holst a motion to approve the filing of first quarter FY19 quarterly financial reports from various county offices. All Ayes.

Moved by Earnhardt, seconded by Holst a motion approving a Class E liquor license addition for Locust Mart. All Ayes.

Moved by Earnhardt, seconded by Holst that the following resolution be approved. Roll Call: All Ayes.

BE IT RESOLVED: 1) The Scott County Board of Supervisors approves for payment all warrants numbered 295225 through 295511 as submitted and prepared for payment by the County Auditor, in the total amount of \$931,035.01. 2) The Board of Supervisors approves for payment to Wells Fargo Bank all purchase card program transactions as submitted to the County Auditor for review in the amount of \$98,113.33. 3) This resolution shall take effect immediately.

Under other items of interest, Supervisor Holst said she would like to review the purchasing policy regarding Secondary Roads payments with Jon Burgstrum and Mary Thee, and how to update and get more oversight on those expenditures. She said in the four years she has been at the County she did not know the County was spending more than the amount approved in resolutions.

Holst also said she questioned the salary study because the study did not include employee benefits when comparing midpoints. She said she thought that benefits were included in the midpoint numbers in the report when the Board made a decision which may increase the budget another \$300,000, and she is questioning what the Board saw. She also said, when she looked through the comps on the job descriptions, there were more than thirteen jobs for which the consultant did not have private sector comps. She said that based on the lack of comps she questioned the reliability of the data. She said she would like to see the County pull back from this and hold off based on the fact that the Board did not have all of the facts.

Supervisor Knobbe said he found it interesting that everyone was in such a rush to put out the study into the public when it was not complete yet and the County has not implemented anything yet.

Holst said the report is in draft form and the Board should have been able to see it prior to voting. She said she would have felt more comfortable about making a decision on what midpoints were. She said they should have been able to see it at the Committee of the Whole on Tuesday before making a decision.

Knobbe asked about the 13 jobs that Holst was referencing and to give an example.

Holst said a road's maintenance worker did not have a private sector comp, neither did a victim and witness advocate, a plat room specialist, a skilled maintenance worker, a park manager, a seasonal maintenance worker as well as others.

Knobbe said he presumes in the other ones that there are private sector comps.

Holst answered yes.

Knobbe said he does not know the reasons that the vendor chose some and did not choose others. He said that he remembers that Holst was quite concerned that nonprofits were included in the study, that nonprofits are part of the market and that our employees can leave to go anywhere they want. He said it is the job of the professional consultant to determine where the other places that our employees might consider going to work. He said maybe in some cases private sector, maybe in some cases nonprofits, maybe in some cases other governmental agencies and that he does not know their thought process.

Supervisor Earnhardt asked Holst if she thought that the midpoint was not high enough.

Holst said we do not know, and that if you included benefits in the private sector, it may very well likely drive down that midpoint. She said if you are looking at the other government entities, it is probably not but she is not going to speculate because she does not know. She said the rush was asking the Board to make a decision.

Knobbe said clearly the rush was to release the information before all of it was received. He also said the County had accepted the work that had been done, which was his understanding of how the Board voted. He said the Board did not implement anything and did not put anything into the budget. He said we needed to know that the work was done and that there was a ballpark figure being arrived at. He said he did not know if benefits change that any.

Supervisor Beck said he when he looks at a job he looks at salary first and then he compares benefits. He said he does not combine them together. He said that in the private sector employees pay for part of their insurance and that is what the County is starting to do. He said in making the calibration between private and public sector benefits, the question is how much we ask employees to be participants in their benefits, with insurance being the major one.

Holst said that she respectfully disagrees and that she does look at benefits.

Earnhardt said everyone looks at things differently and that there are some people that do not look at or care about the benefits, but that as people get older, they look at the insurance plus the job salary.

Holst said as a taxpayer she does look at it as combined so that she can tell how much employees cost.

Knobbe said the study had two main purposes; one, are we treating employees fairly and two, are we treating taxpayers fairly.

Beck said when looking at benefits the Board needs to decide if something needs to be done to be more compatible with the private sector.

Supervisor Kinzer said that a complete salary study was due on the first of September. He said the day that the study was shown, October 16th, only part of it that was shown at that point in time and that study should be one hundred percent complete and released one hundred percent to the Board and to the employees. He said it was teased by virtue of showing a little bit and then the gentleman had to leave and catch a plane.

Kinzer also said that he sees that there were three FOIA requests regarding the study and that is a shame. He said he received multiple phone calls about distrust, how letdown employees were and that this could have been done a whole lot different. He said we continue to say our employees are our most valued asset and that they are the ones that make this all happen, and that it upsets him and disappoints him that employees have to submit a freedom of information act to gain access to something

that, on October 16th should have been complete, should have been complete on September 1st, and it should have been released. He asked if there is a cost to filing a FOIA request.

Mary Thee said that the IT department is working with Assistant County Attorney Rob Cusack to determine any costs associated with it.

Kinzer asked if there was any cost for the people that filed the requests.

Thee answered that Cusack is working with the IT department.

Kinzer said any cost should be paid for by the County, to make them do something that, to him, clearly should have been a complete document September 1st and since they sat anxiously from when they started in February and when in March they had get their information compiled and sent in and sat those months waiting and waiting.

Earnhardt said, going back to the FOIA requests, she knew about two employees, but that one was from an attorney, and that generally when an attorney asks for information the County charges them.

Thee said there is an administrative policy and that Cusack is working through that.

Kinzer said this is in the minutes, talked about in the North Scott Press and that the Board know his feelings on it.

Knobbe said he finds it interesting that a contractor has a zero-tolerance for a contract being delivered late and that he finds it interesting that several times it's been explained to us that the reason it was not delivered when initially projected, was because we asked the consultant to switch from the Hays system to a market-based system, which is no small task. He also said he found it really interesting that somebody who is talking about valued employees and trust publicly question the honesty and integrity of the County administrator and said he finds that is either something Kinzer regrets now or irreprehensible, one of the two.

Kinzer asked when he did that.

Knobbe answered it was when Kinzer asked Mr. Sharma, do you have the report and are you sure and that it was as if to say you did not accept his answer.

Kinzer said correct and that he asked a question and that it is his job to ask questions. He said he mentioned that once before when Knobbe accused him of going around his back that it is his job. He said he represents all of Scott County and that he will pick up the phone if he does not get the answer he wants, he will do that again. He also said, and by the way, the election is over, it is not an election year.

Beck said, being a consultant we will miss deadlines often, especially when the client

changes something. He said that we went from one system to another and that the Board is not giving any credit to the consultant for having to jump through that hoop and that the deadlines do not always happen. He said he does not appreciate the fact that everyone was going around trying to stir up this activity to come in and question this study that is not done. He said it is like trying to eat a cake that is not even baked yet, it tastes pretty lousy. He said now it tastes pretty lousy with all the employees having a little bit of taste of this when they only know, as Supervisor Holst said, we do not have anything all put together and do not even have the budget for the benefits put together. He said information was sent out to our employees that was not ready to be sent to them, and that he thinks this was a disservice. He said that they are trying to work together to help the County and the taxpayers to make sure that we are giving them an employee that is getting paid fair and square and they are doing their work.

Kinzer asked Beck if employees have talked to him.

Beck said he has not had a single one come and complain.

Kinzer said they have come to him.

Beck said he is not a union person.

Kinzer asked what does that have to do with it.

Beck answered union employees go to other union employees.

Kinzer said he did not know what that had to do with anything and asked if Beck thought all the ones that talked to him were union employees. He said they were not.

Holst asked if the County changed the contract when they realized they were going to switch from the Hay system.

Thee said that she has said repeatedly that the reason the study was not delivered on September 1st is on her. She said she did not like product the consultant was producing, that she asked the consultant to rate every single position under the Hay system, which was under the contract. She said that the consultant met with her and her staff and they all agreed that the approach that they were taking to the study was the right approach. She said that is why it was not delivered on September 1st. She said she has taken one hundred percent responsibility for that and would agree with Mr. Beck that this is what happens when you change the scope of the discussion as you are going through it.

She said they were ready to produce a product which she said did not meet the terms of the contract, they met and discussed and agreed with the direction they were taking. She said then they worked on getting things fine-tuned a little bit better so that it could go to the Board. She said what went to the Board was the concept moving away from the Hay system but that there was nothing in the resolution about a \$300,000 cost. She said that what was presented to the Board was what they anticipate what the cost is

based on their study, and that it is still a draft and is not a complete document. She said she had a conversation with the consultant this afternoon and that this will not be a one hundred percent complete and accurate document until June 30th because salaries will change between now and then, and the impact of all of that will change.

She said that she thinks the release of the study was bad, but the law is what the law is, the County Attorney said it was a public document, and she thinks that what the County did was a disservice to employees by not providing context. She said they were not able to explain to employees how the study was conducted, why things landed where they did and all of that. She said conversations with employees since are that they do not understand how to read the document, they do not know what it means and that there is a mistake in it. She said she knows there is a mistake because the data is based on data from July and that data changes every two weeks in payroll. She said the concepts in the document are correct.

Beck said that longtime Bettendorf City Councilwoman, Debe LaMar had passed away.

Moved by Earnhardt, seconded by Kinzer at 5:34 p.m. a motion to adjourn. All Ayes.

Tony Knobbe, Chairman of the Board
Scott County Board of Supervisors

ATTEST: Roxanna Moritz
Scott County Auditor