

Scott County Board of Supervisors
April 16, 2019 8:00 a.m.

The Board of Supervisors met as a committee of the whole and pursuant to adjournment with Kinzer, Maxwell, Beck, Knobbe and Croken present.

Barb Pardie, Fleet Manager, reviewed the bids and recommendation for replacement of two pickup trucks for the Sheriff's Office. She said that one vehicle was identified for replacement due to age and mileage, but another vehicle needed replacement due to damage from an accident. She said the specs were for Dodge Ram special service vehicles, that 14 dealers downloaded the specs, and two offered bids, although one bid was for 2019 Ford F150 police vehicles. She said the low bid was from Deery Brothers Motors out of Iowa City for \$29,557 each or a total of \$59,114.

Supervisor Croken asked what happens to replaced vehicles.

Pardie answered they go to auction and then whatever money is recouped from the auction goes into the general fund.

Supervisor Beck asked if the bids were exact replacements with side boxes.

Pardie said the replacements were identical, except for side boxes, and that equipment, cages, etc. will be swapped out of the old vehicles.

Supervisor Knobbe asked what constitutes a special service vehicle and the difference with the Ford police vehicle.

Pardie said the differences have to do with suspensions, brakes, engine, pursuit rated tires and the inside is set up to take on additional lights.

Taylor Beswick, Planning and Development Specialist, reviewed the first of two readings of an ordinance to rezone a 1.46 acre tract, more or less, from "Agriculture Preservation District (A-P)" to "Single-Family Residential District (R-1)," legally described part of the SW $\frac{1}{4}$ NW $\frac{1}{4}$ of Section 5, Pleasant Valley Township. He said the property is on Forest Grove Road, the Planning Commission unanimously recommends approval and there were no other comments from the public. He said the rezoning would allow the plotting for sale of two existing houses.

Beswick also reviewed a request by the City of Davenport to amend Scott County Code Chapter 36, which allows the city to purchase the tax sale certificate on abandoned or vacant properties with delinquent taxes prior to such certificates being offered at the Treasurer's annual public bidders' sale. He said the ordinance has been amended twice since 2000.

Supervisor Maxwell asked if properties acquired under this ordinance in the future could be sold by the city.

Mary Thee, Assistant County Administrator, said the city has federal programs for building new houses and selling them to build up a neighborhood.

Supervisor Kinzer asked about the process for changing the ordinance.

Croken said the process began with an ad hoc committee of two Davenport aldermen, city planning staff, city attorney and himself discussing how the city has been disadvantaged in revitalization efforts by the current tax certificate process. He said the change allows the city to jump the tax certificate auction line, so to speak, and acquire properties that need stabilization.

Tammy Speidel, Director of Facility and Support Services, reviewed weather damage to the Administrative Center and a proposed contract for EIFS removal. She said after very heavy winds and rain in February a section of EIFS on the north side of the building fell, and last week another section gave way on the back. She said this seems to be an emergency with the potential for more sections to give way, and that after consulting with the County Administrator and notifying the Board by email, she authorized the low bidder, River Valley Construction begin the removal process. She said River Valley Construction had been on site since Friday and made good progress, and they anticipate about a week for the north and south sides each and shorter than a week on the east and west sides. She said the low bid from River Valley was \$138,718.

She said there may be additional costs for roofing because the cap on the building, that protects the roof membrane, needs to be removed for access to the EIFS near the roof line. She said Sterling Roofing, who did the courthouse, made a bid for roofing of \$15,500. She said costs can be reduced by having the roof work done while the lifts are in place, and that she may contact the Board for approval of the roof work before the next meeting if the timing does not work out to keep the lifts in place.

She said the next step in the process will be a request for architectural services, and that a window replacement project scheduled several years out can be moved up. She said after the architectural design process construction services can begin, and likely this will stretch to next spring because windows are not replaced in the summer due to the heat or in the winter. She said she will consult with the budget director to figure out financing for the repairs.

Beck asked to include on the next agenda a resolution for the roof work not to exceed \$15,500.

Speidel said she would prepare that resolution.

Kinzer noted that only two firms, River Valley and Allied, provide this type of service.

Speidel said she contacted a general contractor to make a bid, but they would have used one of these firms as a subcontractor so that would increase the cost.

Thee noted a resolution to approve a staff appointment in the Sheriff's Office.

Roxanna Moritz, County Auditor, reviewed the resolution to approve insurance coverage for a part-time employee. She said that Cheryl Kuhlmann has worked for Scott County for 45 years and plans to retire in 2020. Moritz said in 2008 she downsized staff by one full-time position and reduced a full-time position to a part-time position as it was a financially difficult time for the County. She said that Kuhlmann, who worked part-time in accounts payable, moved into the reduced part-time position in elections which made her a full-time employee. She said at that time Kuhlmann received insurance as a grandfathered part-time employee. She said Kuhlmann would like to go back to part-time because of a life-changing event and would like to keep her insurance with knowing that she will retire in 2020.

Croken said that he believes this action is compassionate, prudent and not a significant precedent.

Moritz said that she has looked at restructuring payroll and accounts payable, which currently employ four staff, into a unified financial department which would employ three staff, and Kuhlmann's retirement will expedite that possibility.

Knobbe asked how many other employees could be in this situation.

Thee said that there are two formerly part-time employees who now have full-time status, but added that the resolution is an exception to the policy and other requests would be reviewed individually.

Thee reviewed proposed changes to General Policies 4, 9, 11, 28, 30, 34 and 44, and Human Resource Policies C, D, F, G, I, J, K, L, P, S, U, and V. She said the County has about 70 policies which are available on the internet for view by the general public and county employees. She said about half are human resource policies, and that these policies are similar to an employee handbook or manual found in the private sector where management sets rules and expectations for employees and employee benefits are listed.

She said the other set of policies are administrative policies which can sometimes apply to employees, such as the parking policy, but many of these policies involve the general public such as policies related to FOIA requests, the costs for photocopies etc. She said all of these policies have been approved by the Board of Supervisors. She said that before policy updates come to the Board, staff conduct an internal drafting and review process. She said the process usually begins within a department, such as human resource policies started in the Human Resources Department, and when the policy is at a certain level of development it goes to the department heads for review at their monthly meeting. They review it, comment on it, we make any modifications that seem to be necessary or are appropriate and then we bring the policies to the Board of Supervisors for review and approval. Once the Board approves a policy it is posted on the Internet and shared with the employees that there have been changes.

She said that Policies 11, 30 and G were updated to comply with federal requirements for processing purchases made with federal grant money. She said that the need to update arose when the federal government audited the County's policies during a review of a flood buyout for property on the Wapsi River.

Knobbe asked what the process is for a department head to designate another employee to authorize purchases.

Thee answered that generally speaking if a department head is gone the head can forward an approval request in the enterprise resource planning system (ERP) to another employee in the department.

Croken asked if there is requirement to document forwarding the approval to another employee.

Thee said it is all in the ERP system, most departments have more than one person designated to approve purchases and grants, but some smaller departments may not have a designee. She said in those situations where the department head is not available, another employee not in the department is designated as the backup.

Croken asked if some departments have multiple employees who can approve.

Thee said there is usually at least two people in the department who can approve.

David Farmer, Budget Director, said that the system is at least two deep on any type of transaction and that the backup personnel need to review physical documents before approving a transaction.

Croken asked if there was an order to who acts as a backup.

Farmer said that the assistant director then most senior employee would be the backup.

Kinzer asked where the county administrator falls in the hierarchy.

Thee said the administrator approves items from the administration department.

Kinzer asked if the administrator would be in the order of backup approval.

Thee said unless the transaction is over a certain dollar amount approval is made at the department level. She said that either she or the Budget Director sign off electronically on items over \$15,000 that the Board has approved.

Beck asked if the department head and the designee were gone would the county administrator be next in line to make approvals.

Thee said the administrator is not in line in the system to approve but it could be

arranged if it was an emergency and needed to be done. She said approvals are programmed electronically and would have to be reprogrammed to make that change.

Thee reviewed Policies 28, Electronic Devices and 34, Technology Use. She said as more nonexempt FLSA employees use smart phones or other electronic devices those employees are eligible for overtime and usage outside of normal work hours needs to be tracked. The changes require supervisors to preapprove overtime or track the usage for overtime purposes. She said Policy 34 also extends record retention from three years to five years. She said some types of documents have different retentions, some are stored forever and those documents are stored by the department or stored in the electronic content management system.

Thee reviewed Policies 4, Emergency Plans and 44, Emergency Notification and Alerting. She said Policy 4 was updated to reflect that 911 can be directly dialed from a phone in any County office building, and that prior to a technology upgrade, 911 could not be directly dialed as the 911 system was tied into the County phone system. She said another change to Policy 4 was renaming the Emergency Operations Team into the Crisis Operations Team. She said Policy 44 is a new policy addressing implementation of a new employee notification system. She said the policy defines who would have responsibility for issuing alerts, define specific types of emergencies and alert messages, etc.

Thee reviewed Policy 9, Credit Card policy, and said this policy addresses how to take credit card information over the telephone. She said the Conservation Department takes credit card information over the telephone for campground and cabin reservations. She said the policy restricts over the phone card transactions to hospitality reservations.

Thee reviewed Policy C, Recruitment and Selection and said the policy was modified to reflect the actual recruitment process utilized by the County. She said the policy was modified to address supervision issues regarding personnel who become family members, including reporting requirements and alternative supervision plans.

Knobbe asked if currently there are any plans in place.

Thee said there are no current plans in place.

Thee reviewed Policy D, Classification and Compensation. She said the changes remove references to the Hay system and instead references the pay plan system that the County adopted as recommended by Public Sector Personnel Consultants. She said the policy directs the Human Resources Department on how to process promotions, demotions, transfers, etc.

Thee reviewed changes to Policy F, Performance Appraisal and Development System. She said the changes updated the appraisal system to coordinate with the adoption of step progressions where personnel move up the pay range every year. She

said the policy requires employees who do not receive an overall score of three for their performance evaluations do not receive step progressions, and instead are placed on a performance improvement plan (PIP). She said the policy also includes some language clarifying the rating guidelines. She said Human Resources will provide training for how to rate employee performance, including how to develop a PIP. She said past ratings indicate six or fewer employees per year do not meet expectations.

She said the changes also eliminated the bonus for employees who reached the top of the pay scale. She said the bonus program largely functioned as an attendance bonus, and that other policies address encouraging attendance at work. She said that changes to Policy P replace the bonus program by increasing the deferred comp match to encourage employees to save for retirement.

Kinzer asked what a rating of three means to employees.

She said a three rating is meeting expectations, which is being a good employee, doing what is expected to perform your job, but not going above and beyond to get a four or being the star employee to get the five.

Kinzer asked about self-evaluations.

She said the self-evaluation is released about 60 days before the evaluation is due and has been a part of the evaluation process for a long time. She said it gives employees an opportunity to tout achievements of the past year, which helps supervisors have better perspective on a year's worth of performance.

Knobbe asked about the distribution of employee ratings.

She said the current average rating is 4.04 out of 5.0 points, and that the average is related to the bonus program. She said it is important to adequately judge employees when it comes to disciplinary action. She also said that while individual supervisors may view scores differently, each individual supervisor needs to be consistent in rating employees. She said there is a lot of subjectivity in judging anybody and that cannot be gotten rid of. She said the Treasurer's Office has some really good performance metrics systems, such as error rates, that are used in setting employee goals and expectations. She said another challenge is that every department has a different line of business.

Kinzer asked if the County has issues with a lot of employees.

She said the County does not have a lot of issues with employees any more than any organization with 500 employees. She said that about six employees every year are rated below three and those employees would be put on performance improvement plans. She said in her experience PIPs work about fifty percent of the time to improve employee behavior.

Kinzer asked if supervisors are also evaluated.

Thee said all employees receive an annual evaluation.

Thee reviewed changes to Policy I, Hours of Work. She said due to changes in the collective bargaining law, supplemental pay is no longer in union contracts, and is now addressed in Policy I. She said that most employees serve from 8:00 a.m. to 4:30 p.m. but some union contracts had shift differentials up to about \$0.47 and the policy rounded up shift differential to \$0.50 for any employee. She said the policy also includes paying an extra \$1.00 for field training officers (FTO). The FTOs work in departments with formal training programs such as the jail or the dispatch center, and those FTOs are trained to train and rate first year employees in those departments.

Thee reviewed changes to Policy J, Overtime Compensation and said one change added language to encourage employees, if they believe a mistake has been made in calculating their pay, to contact the Auditor's Office or Human Resources. She said the policy was changed to give overtime pay to bailiffs, bailiff sergeants, classification specialists and corrections sergeants for working past the end of their regular day. She said that in 2008, due to the economic crisis, the County got rid of automatic overtime after an eight hour day, and instead, complied with the fair labor standards act for overtime after 40 hours in a week. She said the Sheriff requested these particular positions be considered for overtime at the end of the workday.

She said the final change involves compensatory (comp) time, and that the changes made comp time more consistent with the various departments. She said that at the request of an employee, comp time can be given to that employ in place of overtime pay at the rate of one and one half hour off for each hour of overtime worked. She said the new policy allows employees to accrue up to 60 hours of comp time at any time in a refillable bank, with a yearly limit of 100 hours, and comp time accruals not used by the end of the fiscal year will be paid in overtime at the June 30th hourly rate.

Kinzer said the Board needs to change the 12 hour shift to an eight hour shift. He said continuous 12 hour shifts are hard on employees due to conditions in the jail.

Beck asked how the County came to adopt the 12 hour shift, and how the 84 hours in a two week period are distributed by week.

Thee said the 12 hour shift predated her time, but she believed a staffing study conducted when the new jail was under construction advised going to it. She said over a two week period employees would work three, 12 hour shifts one week, and four, 12 hour shifts the next week, for a total of 84 hours in one pay period.

Croken said this is a symptom of under staffing.

Thee said the issue could be addressed when the staffing study is completed in the next few months.

Thee reviewed Policy K, Holidays and said the change was removal of a

provision for holiday pay for contract nurses which has never been utilized.

Thee reviewed Policy L, Vacation and said one change removes language related to the Hay system. She said the other change decreased the number of years worked to over 20 years before an employee is granted five weeks of vacation.

Knobbe asked what the policy on accumulation of unused vacation is.

Thee said the policy allows accrual of up to two years of vacation time based on the employees anniversary date of employment.

Thee reviewed Policy P, Insurance and Deferred Compensation and said the changes include encouraging employees to contact the Auditor's Office if they believe there is an error in their insurance or flexible spending account deductions. She said the other change removed reference to the Hay system for group life benefits, and instead makes this benefit available to exempt employees whose salary range is 27 or more, with employees who previous received this benefit grandfathered in.

Kinzer asked why the policy excluded employees covered by a collective bargaining agreement from participating in the Y@Work program.

Thee said everybody will be eligible for the Y@Work match, including union employees after July 1st when their current collective bargaining contracts end. She said changes were not recommended to this program because staff is reviewing and benchmarking insurance this year, and staff would like to change the Healthy Lifestyle Program so it comes from a more positive perspective. She said when Healthy Lifestyles was implemented the County did not charge single premiums, and so charged employees more for insurance if they did not participate in Healthy Lifestyles. She said that changes will be recommended between now and October.

Thee reviewed Policy S, Employee Grievance Procedure and said that at the request of the Board, the Board of Supervisors was taken out of this policy.

Thee reviewed Policy U, Separation of Employment and said the changes clarify that employees have to work on their last day of work and add some language to include catastrophic events in layoff situations.

Thee reviewed Policy V, Employee Recognition and said the change recognized part-time employees for their years of service based on their hiring date rather than prorating their hours of service. She said the recognition team was reorganized to create balance between management and non-management employees.

Mahesh Sharma, County Administrator, reviewed two tax suspension requests and appointments to boards and commissions as routine items.

Matt Hirst, IT Director, and Speidel reviewed a cost estimate report for adopting a

meeting management system from Granicus.

Croken asked if anything was missing from the report that should be included.

Hirst said that some employee time was estimated but that future staff time commitments could not be determined and that the amount of future staff time was concerning.

Croken asked if the report had been made in collaboration with the Auditor's Office.

Hirst said that some of the information in the report was obtained from the Auditor's Office.

Roxanna Moritz, County Auditor, said that she is concerned about the amount of staff time currently used to produce minutes of Board meetings. She said that she observed a Board meeting in Linn County to see how the Granicus system works. She said that she was amazed by how easy to the system was. She said three staff attended the meeting to assist the Board, including one deputy auditor to take minutes, one Board staff to control a touch screen which operates the Granicus video system and one Board staff to run the agenda screen display. She said the staff member running the agenda screen produces the indexing after the meeting, and that a 90 minute meeting would take about a half hour to load into the indexing system and then 15 to 20 minutes to complete the indexing. She said that she was not sure how Linn County's system complied with ADA requirements.

Hirst said that the transcription service offered by Granicus costs \$120 per hour.

Speidel said that the report estimated 170 hours to transcribe Board meetings.

Moritz asked how other counties deal with ADA requirements.

Hirst said that often these requirements are not addressed.

Croken said the Web Content Accessibility Guidelines require screen readers and closed captioning.

Hirst said transcription was needed to meet the closed captioning requirement.

Moritz said her concern was the amount of staff time required to produce the minutes. She said she originally thought an audio system would meet that need, but the video system she observed in Linn County was easy and efficient to use.

Hirst said that if this is the direction the Board wants to go then detailed meeting minutes are no longer needed as the video documents meetings, and summary minutes would be sufficient to meet the obligation to the public with the use of an indexed video solution.

Knobbe asked how many hours staff time are used to produce minutes.

Moritz said that an audit was conducted showing 16 hours of staff time. She said that times would vary greatly depending on the length of the meeting, and even with a voice to text transcription it takes time as Supervisors talk over each other. She said statements are edited for clarity. She said this system would reduce that time, although minutes would still be needed to be kept but not as detailed as currently.

Knobbe asked for further clarification of staff time.

Speidel said that the staff time reflected in the report included 16 hours per Board cycle for the Official Records Clerk and the Operations Manager, respectively, to prepare minutes.

Knobbe asked how many hits were recorded in the Linn County system.

Moritz said that the Linn County Board had younger members and took the perspective that information should be put out to the public in this format.

Hirst said that the number of hits was in line with other government websites.

Croken said that impact on staff time and number of website visitors is not the reason to adopt this system, and that this is about transparency, and that traffic to the website will increase when the public discovers it is available, easy to use and helpful. He said it was the Board's obligation to engage with the citizenry.

Beck said that current minutes meet state law. He said the costs were staggering especially given the low number of hits. He asked what is transparency and if the County has not been transparent in the past. He said the cost for 100 people to view the proposed videos would be \$400 per person. He said the Board should focus on what we are trying to do, is it so the public can hear our conversations, rather it is the decisions we make that ultimately provide the public with transparency. He said he wanted to see the costs of audio.

Maxwell said \$250,000 is better spent in other areas and he struggles with the costs. He said transparency is different for everybody and there is no measurement of transparency. He said he was not sure how he would vote but struggled with the costs.

Croken said the Board budgeted \$50,000 and then another \$250,000 for the video or audio recordings and the Board now has a cost estimate of \$177,000. He said he was confused by the position of some Supervisors, the Board had earlier agreed to make improvements in this area, and to raise budget concerns after appropriating funds is surprising. He said transparency is the ability to understand what our government is doing, how the government does it and why the government does what it does. He said transparency is more than reporting resolutions and votes. He said many times the language in resolutions is obscure. He said this is a critical issue for the credibility of

county government. He said he has heard many people pejoratively comment on the level of obscurity in county government.

Maxwell said that budgeting funds does not actually commit the Board to spending those funds, but rather sets aside those funds to be spent if the Board so chooses.

Beck said he agreed that budgeting funds does not commit to spending the money but is a placeholder to see where it goes. He said he did not know that ongoing costs could be as much as \$40,000 per year.

Kinzer questioned why the Board would budget funds with no intention of spending the money. He said if a Supervisor objected to spending the money then the time to make that case was during the budget deliberation. He said that the County may be transparent, but the County is not convenient. He raised the issue of changing the times of Board meetings. He said it does not matter how many people attend or watch video of meetings and that the County owes it to the public to make meetings more convenient. He said the money is there because the Board set aside money for this program and that the issue has been repeatedly pushed down the road for years.

Croken urged the Board to recognize the technological trend and to lead rather than be dragged into the future. He said the comparison of Scott County to all other counties in Iowa was invalid, and rather the comparison should be with similar urban counties, and when compared to those counties, Scott County is the only one not achieving this level of transparency and openness to the community.

Knobbe said the Granicus system would be really cool and he agrees with saving staff time, but he thought the cost given the number of potential users would be insufficient to merit proceeding. He said that the money could fund other more worthy efforts, such as abating lead in more homes, providing more services to veterans, etc. He said that he has never heard from anyone about not being able to attend meetings.

Beck asked if a vote was needed to direct staff.

Knobbe said that staff would understand the direction of the Board.

Croken said that he intended to bring the issue up for a vote at Thursday's meeting.

Kinzer said that he thought funds could be found for a veteran's outreach worker and for lead abatement. He said he believed that the Board should follow through after committing the funds during the budget process.

Angela Kersten, Assistant County Engineer, reported on the condition of county roads.

Kinzer said that he received many calls about the condition of county gravel roads, that most callers recognized the harshness of the past winter and how the weather affected

the roads, but that callers raised the perceived decline in attention to the gravel roads over the past few years.

Maxwell said that he heard similar comments regarding the decreased amount of rock applied to the county roads. He said he heard of fuel trucks getting stuck and creating huge ruts in the road, school buses being called off the gravel roads and children being forced to walk from the stop sign back to their homes because the school bus cannot safely travel on the gravel.

Kersten said this was the worst winter for creating frost boils both in Scott County and throughout the state. She said frost went four and a half feet deep, as the top starts to melt the water cannot saturate through to the water table, then mud sits on top of ice and when a heavy load goes over it the road collapses and ruts are created. She said the County's equipment is too heavy to drive on roads when they are in this condition. She said that in 2008 the attempt to repair frost boils created more problems for the affected gravel roads. She said putting down more rock on a frost boil will not help.

She said blading the road surface may scarify the rock back up and then apply a smaller amount of virgin rock as a repair, or in more severe cases the base may need to be cored out and larger stone put back in, possibly macadam, to form the base. She said Secondary Roads has \$750,000 budgeted for granular surfacing and will add \$125,000 with the May budget amendment.

She said in fiscal year 2018 her department spent \$337,000 on road rock, but in prior years spent closer to the full budgeted amount. She said she did not think the gravel roads were neglected. She said gravel is an economical solution for low traffic roads but that it is susceptible to freeze/thaw.

Knobbe asked when repairs could start.

Kersten said as each day goes by, staff have been able to haul rock further from the paved roads. She said rock hauling began three to four weeks ago but trucks had to stay close to paved roads. She said an option is to embargo roads which other counties have already done.

Knobbe expressed concern for farmers with contracts for delivery of corn or soy beans in April and the financial burden not being able to use the roads places on them.

Kersten said that is the main reason that the roads are not embargoed. She said a few farmers have contacted the department and the department works with farmers to assist when possible.

Beck said the rock is there to spread the load out and to reduce the load to the strength of the soil underneath. He said there are many construction situations where three feet of rock is needed. He said the problem can be solved by putting in three feet of rock or more throughout the County. He said unless there is three feet of rock built up over the

years these situations with frost boils will continue.

Maxwell asked normally how many miles of rock are put out every year.

Kersten said at \$9.00 per ton the County normally can cover 107 miles of road per year. She said that does not include the numerous applications of spot rock which reduces the mileage. She said in calendar year 2015 the County put down 75,000 ton of rock, in 2016 it was 77,000 tons, in 2017 it was 65,000 tons and in 2018 it was 42,000 tons. She said a limitation is the size of staff and equipment available to do the work and competition with other roads projects.

Robby Ewoldt, 10306 130th Street, Davenport, spoke to the Board about his personal observations of the condition of the road near his farm. He said he noticed a drop off in the quality of the road for the past ten years. He said of the one mile of gravel road, one quarter is very dangerous. He said the road has gotten wider and the rock thinner. He said there is no crown on the road and gravel is being washed into the creek. He asked why the rock budget has not been used up in past years. He said that the rock budget should be completely spent each year to build up the base and narrow the roads.

Jerry Kruse, 2193 290th Street, New Liberty, spoke to the Board about the condition of the gravel roads in the western part of the County. He said the roads in this area have been neglected for many years. He said most of the rock is not put where it is needed. He said that a culvert in the level B road near his property has a bow in it and was not placed properly in the flow of water.

Kinzer asked how deep the base should be on gravel roads.

Kersten said the County applies about 700 tons of rock per mile of road which would roughly translate to two to four inches of rock. She said ideally there would be two inches of rock before applying new rock for resurfacing. She said rock easily degrades due to weather and traffic, and the County tries to resurface about one third of the gravel roads each year. She said a depth check would probably show an average of two inches of rock.

Kinzer asked if the base could be added to take care of the issue.

Kersten said to deal with frost boils, they would need to have three feet of rock which is not realistic. She said putting twice the amount of rock would not deal with frost boils. She said that best practices call for a four percent crown on gravel roads to allow for proper drainage, but the topography of hilly areas will lead to drainage problems. She said the County plans to blade roads once per week, but on hilly roads the crown will erode faster because the water runs down the road and not into the ditches.

Kinzer asked if the rock budget was dedicated to maintenance of gravel roads.

Kersten said the rock budget is dedicated to gravel roads and nothing else.

Croken asked when it becomes economically more sensible to hard surface.

Kersten said there are eight factors to consider in rating a road for hard surfacing including the number of homes and businesses on the road and traffic counts.

Croken asked for a cost comparison of continual road maintenance versus the cost of hard surfacing.

Kersten said it costs \$400,000 to resurface a hard road versus \$750,000 to put rock down on one third of the gravel roads in the County meaning the cost to hard surface all roads would be astronomical. Kersten said the department is committed to repairing all of the soft spots and it is a priority to do this as soon as possible.

Kinzer said that the hard winter brought out a lot of pent up problems and concerns that the roads have not been maintained as well as in the past, but that the workers in the Secondary Roads Department do good work in difficult situations.

Maxwell asked Kersten to follow up with those who addressed the Board.

Dave Cousins, 2605 290th Street, New Liberty, asked if the County could put up a warning sign on the B level road so that drivers do not get stuck in it during bad weather.

Kersten said the department is aware of the problem, and that the County Engineer is putting together a program to rate B level roads and improve them to A level roads when appropriate.

Sharma spoke the Board about pending legislation to cap property tax revenue for Iowa counties and cities, and asked the Board if members wanted to address the issue. Board members expressed support for adding this issue to the next agenda.

Sharma spoke to the Board about river flooding and adding a local county disaster resolution to the agenda. Members expressed support for adding a declaration to the next agenda.

Knobbe informed the Board that he would be speaking to the Emergency Management Agency Board about the details of the upcoming bond issue for emergency radio upgrades. He invited Board members to attend.

Moved by Beck, seconded by Kinzer at 10:29 a.m. a motion to adjourn. All Ayes.

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

ATTEST: Roxanna Moritz
Scott County Auditor