
FOR THE YEAR 2011
BOARD OF SUPERVISOR'S MINUTE BOOK
CHEROKEE COUNTY, IOWA
OCTOBER 25, 2011

The Cherokee County Board of Supervisors met in regular session on Tuesday, October 25, 2011 in the Board Room with Larry Prunty, Dean Schmidt, Jeff Simonsen, Mark Leeds, and Terry Graybill present. Mike Leckband, *Chronicle Times*, and Terry Holub, *Aurelia Star* represented the press. Unless otherwise indicated, all votes were offered as follows: Ayes - Schmidt, Graybill, Prunty, Leeds, Simonsen; Nays – none; Abstentions – none.

Motion by Leeds, seconded by Prunty to approve the agenda and minutes of the previous meeting. Motion carried.

Kristi Petersen, Human Resources Director, presented a \$13.50 wage authorization for Greg Johnson. The wage increase was approved by the Conservation Board after completion of the standard six month probation.

Petersen reviewed a quote she had requested from Plains Area Mental Health for counseling sessions for employees and their families with the annual cost being paid by the county. Graybill asked what the employees are doing now to receive needed counseling services and Petersen indicated it is covered by the county's health insurance but employees pay a \$10 office call fee. Schmidt stated that the county needs to be concerned about its employees but the supervisors were elected to watch out for the tax payers as well. Leeds expressed concern that this would be an additional employee benefit that would have an effect on union contracts. The supervisors asked what surrounding counties are doing. Petersen will report back with more information at a later date.

Petersen brought to the board's attention that there were three employees who were out on sick leave and did not inform her. Petersen stated that the employer has a legal responsibility to notify employees of their rights under the Family Medical Leave Act (FMLA) and since these employees had been gone for 10 days, she would be sending them FMLA packets to complete.

Petersen also discussed the need to implement a Physical Capacity Profile (PCP) test for all new hires and employees returning to work after an injury. The test includes an intensive physical, baseline hearing, and drug test. Petersen recommended that the PCP be conducted on all current employees to establish a baseline and an indication of an employee's ability to perform their job duties in a safe manner. Petersen suggested that if an employee is off work for 10 days due to an injury, the PCP should be administered with a satisfactory result before the employee is allowed to return to work. The supervisors were in agreement that the PCP test will be used for all new hires and the county personnel policy will need to be updated to address Return to Work Policy requirements.

Graybill asked Petersen about a timeline for required training sessions for employees. Petersen assured the supervisors that she has a lot of ideas for training and will be working on implementing a health and safety fair.

Dave Shanahan, County Engineer, presented utility permits and quotes for a new loader.

Motion by Schmidt, seconded by Graybill to approve an underground utility permit for Cherokee Rural Water in Section 32 of Liberty Township. Motion carried.

Motion by Graybill, seconded by Leeds to approve an underground utility permit for Iowa Lakes Electric Cooperative in Section 22 of Spring Township. Motion carried.

Shanahan reported that he has requested quotes for a new loader to replace the 27 year old loader currently being used. Cole Knapp, John Deere representative, presented his quote of \$118,087 and Mike Brown, Caterpillar representative, reviewed his \$110,880 quote. The supervisors will consider all quotes received at their next meeting.

Mark Buschkamp, CAEDC Director, provided information to explain the different pros and cons of tax incentives through tax abatements or tax increment finance (TIF) districts. No action was taken regarding the TIF agreement requested by Sand Seed of Marcus. The agreement will be considered at the next meeting when all financial figures have been completed by legal counsel.

Motion by Graybill, seconded by Schmidt to approve the claims for payment as presented. Motion carried. A complete listing is available for review in the County Auditor's office and online.

There being no further business, Chairman Simonsen adjourned the meeting at 10:58 a.m.

All board agendas and minutes are available online at www.cherokeecountyiowa.com.

Attest: _____

Jeff Simonsen, Chairman

Kris Glienke, County Auditor