

March 25, 2025

The Benton County Board of Supervisors met in regular session with Supervisors Seeman, Tippet and Volz present. Chairman Seeman called the meeting to order at 9:00 a.m. at the Benton County Service Center. Members of the public are invited to join in during open session or watch the livestream at <https://www.youtube.com/bentoncountyiowa>. *Full Resolutions will be available in the Auditor's office and at: www.bentoncountya.gov*

Tippet moved/Volz seconded: To approve agenda. All members voting aye. Motion carried.

Volz moved/Tippet seconded: To approve the minutes of March 18, 2025. Tippet, Seeman and Volz voting aye. Motion carried.

Tippet moved/Volz seconded: To approve payroll checks numbered 143739 through 143752, ACH Deposits 60551 through 60708, claims numbered 253133 through 253269 and vendor checks 253270 through 253276. Tippet, Seeman and Volz voting aye. Motion carried.

Tippet moved/Volz seconded: To approve fireworks permit for Iowa Pyrotechnic Association for April 26, 2025 and June 7 and June 8, 2025 pending approval of the local fire chief and if there is a burn ban in place, this would become null and void. Tippet, Seeman and Volz voting aye. Motion carried.

Bruce Volz started the discussion regarding elected officials salaries following last week's meeting. He visited with the Auditor and observed who all this affected, he apologized for not educating himself prior to that and he apologized for that. Volz had Auditor Rippel place it back on today's agenda.

Volz moved/Tippet seconded: To approve Resolution #25-14, Amending Resolution #25-13, Elected Official's Salaries for FY 26. Before Voting on the motion. Sheriff Upah wanted to show his work and listed out details of the departments work since Jan 1, 2025 and pointing out areas they have already provided savings to the county including increasing the revenue coming in from law contracts with the cities and dispatching services. Also mentioned other things and pointing out , they are trying to do what's best for everybody. Tippet told him that his work was appreciated. Other comments were heard from Treasurer, Melinda Schoettmer along with her deputy Treasurer, Joy Wieditz also spoke up. Treasurer's office also is an office that generates money in addition to taxes from the fees collected from vehicle registrations from citizens outside of the county. Wieditz stressed how the boards actions were not fair last week giving examples and comparing how many years of employment some employees had vs others, along with additional duties and not being compensated, she didn't feel their action was justified. Recorder Lexa Speidel re-iterated the "show your work piece" and pointing out that the amount of an increase to her department would be \$6,720 and a compiled amount from her department along with Treasurer and Sheriff, combined was under the amount of increase granted to the Attorney's office. Speidel was for saving the county money, but if \$0 was going to be given, then that should have been same across the board. After no further discussion the Board voted on the motion as follows: Volz, Seeman and Tippet voting aye. Motion carried.

RESOLUTION #25-14

AMENDING RESOLUTION #25-13

ELECTED OFFICIALS' SALARIES

WHEREAS, the Benton County Compensation Board met on January 28, 2025, and recommended the following increases in the salaries of all the elected officials pursuant to Iowa Code Sections 331.905 and 331.907; and

WHEREAS, the Benton County Compensation Board recommended the following increases for FY 26;

Auditor-\$3,000

Treasurer and Recorder-\$2,800

Attorney-\$6,000

Sheriff-\$4,000

Supervisors-\$0

WHEREAS, The Board of Supervisors approved Resolution #25-13 on March 18, 2025 and would like to amend that;

WHEREAS, The Board of Supervisors approve the following:

<u>Official</u>	<u>Current Salary</u>	<u>Increase</u>	<u>Recommended Salary for FY26</u>
Auditor	\$98,441.46	\$3,000	\$101,441.46
Treasurer	\$93,097.07	\$2,800	\$95,897.07
Recorder	\$93,097.07	\$2,800	\$95,897.07
Attorney	\$140,534.51	\$6,000	\$146,534.51
Sheriff	\$136,290.32	\$4,000	\$140,290.32
Supervisor	\$51,664.61	\$0	\$51,664.61

NOW THEREFORE BE IT RESOLVED that the Benton County Board of Supervisors adopts the salary recommendations for elected officials for the fiscal year beginning July 1, 2025, as recommended by the Benton County Compensation Board.

Dated this 25th day of March, 2025.

Tracy Seeman, Chairman

Ronald J. Tippet

Bruce Volz

ATTEST:

Hayley Rippel, Benton County Auditor

Tippet moved/Volz seconded: To approve 40 hours of vacation carryover for Mark Erickson, Transportation director to be used within 6 months. Tippet, Seeman and Volz voting aye. Motion carried. Mark Erickson, Transportation Director also wanted to get clarification on the wage increases that were given last week. Erickson explained how he showed his work justifying the amount of increase he had originally asked for and would like to be treated equally. There was no action taken, the Board will address this next week.

Sheriff Upah presented a resolution that is in place that they would like to make some changes in the area for reserve part-time utility deputies and clarifying security officers in the courthouse. The current wages, with years of service versus union or not, was all over the place and this needs to be cleaned up for liability reasons. Supervisor Tippet agreed this needed done.

Tippet moved/Volz seconded: To approve Resolution #25-15, Amending Resolution #24-52, Wages and Benefits for Part-time Employees in the Sheriff's Office. Tippet, Seeman and Volz voting aye. Motion carried.

RESOLUTION #25-15

Amending Resolution #24-52

RESOLUTION WAGES AND BENEFITS FOR PART-TIME EMPLOYEES IN THE BENTON COUNTY SHERIFF'S OFFICE

Part-time Correctional Officers, Part-time Communications Specialists, Part-time Food Service/Custodian, Part-time Office Secretaries, and Part-time and Reserve Deputies.

WHEREAS, the Benton County Board of Supervisors adopted Resolution #24-52 on May 14th, 2024;

WHEREAS, the Benton County Sheriff has requested that the Resolution be revised to clarify the language and terms related to starting wages and wage growths for part-time Sheriff's Office employees, ensuring a consistent and equitable pay scale for the future.

WHEREAS, the terms "union contract" or "union agreement" refer to the most current master contract negotiated between the Benton County Sheriff's Office and Chauffeurs, Teamsters & Helpers Local No. 238, an affiliate of the International Brotherhood of Teamsters, Chauffeurs & Helpers of America.

WHEREAS, all part-time Sheriff's Office employees are non-union members and observe the Benton County employee handbook pertaining to part-time employees;

WHEREAS, Reserve Deputies are regarded as part-time county employees and non-union members;

WHEREAS, in accordance with the Benton County employee handbook "Definition of Employee Status", Chapter 3.1, part-time employees are non-temporary employees scheduled to work less than 37 ½ or 40 hours per week dependent upon job classification or hired to work up to 40 hours per week on a seasonal basis;

WHEREAS, the Benton County Board of Supervisors believes that establishing wages and benefits for said employees is necessary to provide for the efficient operations of the department through the hire and retention of qualified employees;

NOW THEREFORE BE IT RESOLVED that the following policies are amended accordingly and adopted for the part-time employees in the Benton County Sheriff's Office:

1. Currently employed part-time employee wages will not be reduced and considered "grandfathered in", effective this date.
2. All part-time and Reserve Deputies, that are recognized as state certified by the Iowa Law Enforcement Academy Council, will now be consolidated and classified as Utility Deputies, establishing a force of Reserve Peace Officers in accordance with Iowa Code 80D.1.
 - a. A Reserve Deputy is a Peace Officer if they are under the direction of a regular Peace Officer, and shall be vested with the same rights, privileges, obligations, and duties as any other Peace Officer. The Patrol Division Captain is the direct supervisor for Utility Deputies.
 - b. The job specifications for Utility Deputies are in accordance with terms outlined in the union contract.
 - c. Full-time Utility Deputies remain in this job classification. Full-time Utility Deputies are union members and follow union contract pay scale rates.
 - d. All Utility Deputies will be state certified Peace Officers recognized by the academy and will maintain training standards as outlined in Iowa Code 80D.3.

- e. Newly hired Reserve Deputy training, for both certified and non-certified, will be in accordance with the Iowa Law Enforcement Academy rules and Iowa Code section 80D.3 training standards.
 - i. The Benton County Sheriff's Office will cover the cost of a non-certified Reserve Deputy's training course, as required by academy rules. However, the non-certified Reserve Deputy will volunteer their time to complete the course. Additionally, the Reserve Deputy will volunteer their time to complete the required weapons training course as outlined in 80D. Once these training and weapons courses are completed, the Reserve Deputy will begin a field training program at the Benton County Sheriff's Office, which will consist of at least 80 hours of on-the-job training. During this period, the Reserve Deputy will be compensated at their designated classification rate of pay per hour.
 - ii. A newly hired state-certified Reserve Deputy will begin a field training program at the Benton County Sheriff's Office, consisting of at least 80 hours of on-the-job training. During this time, the Reserve Deputy will be paid at their designated classification rate per hour.
- f. Any job classification pertaining to "county security officer", "security guard", or "security officer" is abolished effective this date.

3. Part-time starting wages per hour and future wage growths:

- a. Part-time wages will initially match the starting wage rate in the current 2024-2025 union contract, aligning with the first-year wages for full-time employees in their respective job classifications, as outlined below:

Utility Deputy: \$28.32 per hour
Communication Specialist: \$21.92 per hour
Correctional Officer: \$21.92 per hour
Office Secretary: \$21.58 per hour
Food Service/Custodian: \$19.51 per hour

- b. Part-time employees, being non-union members, gain no benefits defined in the union contract other than what is listed in sections 7 and 8 of this resolution, and are not eligible for years of service step increases outlined in the union contract.
- c. Step raises for part-time Sheriff's Office employees will increase by an amount corresponding to the county's annual pay rate adjustment, as determined by the Compensation Board and Board of Supervisors, defined in the county handbook.
- d. After July 1, 2025, part-time starting hourly wages will be aligned with the current wages of part-time employees in their respective job classifications at that present time.

4. Moving from part-time to full-time status:

- a. Any part-time employee advancing to a full-time position, with the same job classification, shall start at the first-year wage for that job classification set by the union agreement.
- b. Any part-time employee advancing to a full-time position, and the job classification is new or different from their current job classification, shall start at the first-year wage for that job classification set by the union agreement.

- c. Part-time employment will not be used for seniority, years of service step increases, or calculations of any other type of benefits for employees going from part-time to full-time.
 - d. Any full-time employee moving to part-time status will start at the hourly wages aligned with the current wages of part-time employees in their respective job classifications at that present time.
- 5. Part-time Sheriff's Office employees shall receive compensation at the rate of 1.5 times their regular hourly pay for hours worked on a holiday, or for each hour worked in excess of 40 hours per week.
 - a. For the purposes of this section, holidays are defined as outlined in the most recent Benton County employee handbook. However, for Sheriff's Office employees, holidays will only be observed on the designated calendar holiday.
- 6. Part-time employees are not entitled to longevity pay.
- 7. Part-time employees shall receive a \$0.50 per hour shift differential for night shifts worked after successful completion of training. A night shift, for purposes of this section, is as defined in the most current union contract.
- 8. Part-time employees shall receive a \$0.75 per hour shift differential for weekend shifts worked after successful completion of training. A weekend shift, for purposes of this section, is defined in the most current union contract.
- 9. Newly hired part-time employees are subject to a probationary period of 180 days, aligning with probationary periods outlined in the union contract.

BE IT FURTHER RESOLVED that any prior agreement relative to wages and benefits of part-time employees in the Benton County Sheriff's Office is repealed upon adoption of this resolution.

Dated this 25th day of March, 2025.

Tracy Seeman, Chairman

Ronald J. Tippet

Bruce Volz

ATTEST:

Hayley Rippel, Benton County Auditor

The Board discussed the quotes received for updating the Benton County, Iowa Multi-Jurisdictional Hazard Mitigation Plan. Dean Vrba, Emergency Management Director shared some input on what he found doing some background checking on a few. Although the one was cheaper than others, he didn't hear positive things. He was leaning towards Two Rivers, even though they are based out of Texas, they have done many in Iowa. The Board wanted to have more time to read through all the proposals and act on at a later date.

Volz moved/Tippet seconded: To table action on awarding the quote for the update for Benton County, Iowa Multi-jurisdictional Hazard Mitigation Plan until April 8, 2025 at 9:45 a.m. Tippet, Seeman and Volz voting aye. Motion carried.

Supervisor Tippet had to excuse himself from the meeting to attend a funeral.

Eric Shares, Weed Commissioner explained the requirements to update the IRVM plan in order to qualify for Iowa's Living Roadways Fundings, this needs to be done every five years.

Seeman moved/Volz seconded: To approve the 2025 Integrated Roadside Vegetation Management (IRVM) Plan. Volz and Seeman voting aye. Motion carried.

Mona Onken and Sarah Wagner prepared a plan for contingency for when Onken leaves the position and Wagner will take on some of her duties regarding the MHDD of the East Central Iowa's Regional work.

This can also be tweaked as we go and learn more how to proceed in the future. The Board and Auditor thanked them for doing so.

Supervisor Seeman reported on his recent meetings including the Landfill Commission. They have approved bids for their new lagoon along with trading in their Compactor. Seeman also reported on the water line that needs done between the Transportation building and Service Center. They may be obtaining quotes for this. Mid -American Energy will start hauling their gas lines south of Vinton around April first, but the work won't start until July.

Bob Cue visited with the Board about the carbon pipeline that is also up for discussion in legislation and wanted to be sure they were keeping up with that and voicing opinions.

Tippett moved/Volz seconded: To adjourn at 10:37 a.m. Tippett, Seeman and Volz voting aye. Motion carried.

Tracy Seeman, Chairman

ATTEST: _____

Hayley Rippel, Benton County Auditor