

Jasper County, Iowa

Joe Brock

Denny Carpenter

Doug Cupples



Board of Supervisors

Courthouse

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JASPER COUNTY BOARD OF SUPERVISORS AGENDA

www.co.jasper.ia.us

August 28, 2018

9:30 a.m.

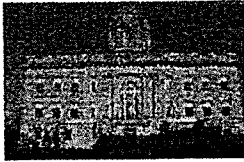
Pledge of Allegiance

- Item 1 **Human Resources – Dennis Simon**
 - a) Secondary Roads/PPME Memorandum of Understanding
 - b) Employee Hiring Resolution – Elderly Nutrition

- Item 2 **Approval of Board of Supervisors minutes for 8/21/2018**

- Item 3 **Employee Evaluation**

PUBLIC INPUT & COMMENTS



Jasper County Human Resources

101 First Street North
Newton, Iowa 50208
641-787-1024

Memorandum of Understanding

Based on language in the current 2016 – 2020 Collective Bargaining Agreement between Public Professional & Maintenance Employees (PPME) and Jasper County (County), the County was required to conduct a summary of entry and top wage rates of comparable classifications. The following is the specific language:

Beginning July 1, 2018, the County shall compare the entry and top wage of Grade III to the comparable classification in the five (5) larger and five (5) smaller counties (by population). The County will ensure the entry and top wage rate shall be a minimum of five percent (5%) greater than the comparability average. If an increase is warranted, then all classifications shall be adjusted upward by the percentage that equates to five percent (5%) above the average.

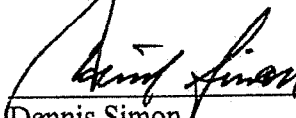
*The summary is attached as Exhibit A.

As a result, it was determined that the entry rate for Grade III was above the agreed upon 5% and no change or increase is warranted. It was determined that the top rate for the Grade III did not meet the agreed upon 5% and would need to be increase by \$0.11 per hour to maintain the 5% above the average. The new top rate of pay for the Grade III classification will be increased from \$24.17 per hour to \$24.28 per hour effective July 1 2018.

It was determined since the two-tier wage scale was implemented on July 1, 2016, all newly hired Grade III employee(s) would still be in progression and no current employee(s) have been affected by this deficiency.

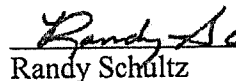
Doug Cupples
Chairman, BOS

Date



Dennis Simon
Director of Human Resources

8/13/18
Date



Randy Schultz
PPME Local 2003

8-13-18
Date

Jasper County Human Resources

101 First Street North
 Newton, Iowa 50208
 641-787-1024

Exhibit A:

Below is the comparison as of July 1, 2018 wages of comparable counties / positions:

Ranking	County	Position	Hire-In	Position	Top Pay
13	Clinton	Truck Driver	\$23.42	Truck Driver	\$23.42
14	Cerro Gordo	Gen. Maintenance	\$16.54	Gen. Maintenance	\$23.63
15	Muscatine	Maint. Worker I	\$19.00	Maint. Worker I	\$23.00
16	Marshall	Truck Driver I	\$24.38	Truck Driver II	\$24.73
17	Des Moines	Maintenance	\$20.04	Maintenance	\$25.05
19	Webster	Equip. Operator A	\$19.10	Equip. Operator A	\$23.87
20	Wapello	Labor I	\$20.76	Operator I	\$21.24
21	Sioux	All Employees	\$20.15	All Employees	\$23.57
22	Lee	Maint. Class III	\$18.50	Maint. Class III	\$21.32
23	Marion	Equip. Operator I	\$19.00	Equip. Operator II	\$21.45
		Average Hire-In Rate	\$20.09	Average Top Rate	\$23.13
		Average plus 5%	\$21.09	Average plus 5%	\$24.28
18	Jasper	Grade III	\$21.81	Grade III	\$24.17

August 21, 2018

Tuesday, August 21, 2018 the Jasper County Board of Supervisors met in regular session at 9:30 a.m. Supervisors Brock, Carpenter and Cupples present and accounted for; Chairman Cupples presiding.

Brian Friedman and Natalie Umsted with Goldfinch Growth Developers made a presentation to the Supervisors concerning the potential sale of the County building located at 113 W 2nd St S in Newton, Iowa. Goldfinch Growth envisions a restaurant/bar going into the building.

Motion by Carpenter and seconded by Cupples to approve to have the property appraised.

YEA: CARPENTER, CUPPLES, BROCK

Motion by Brock and seconded by Cupples to offer the property located at 113 W 2nd St S, Newton Iowa for sale and for economic development purposes in accordance with parameters set by the Jasper County Board of Supervisors.

YEA: CARPENTER, CUPPLES, BROCK

County Attorney Scott Nicholson asked the Supervisors to approve the hiring of a replacement for Jill Barr who stepped down from her position as Legal Assistant.

Motion by Carpenter and seconded by Brock to approve the hiring of a Legal Assistant for the County Attorney's Office.

YEA: BROCK, CARPENTER, CUPPLES

Chairman Doug Cupples read the following statement concerning the Courthouse clock.

The Jasper County Board of Supervisors wants to inform the public on the installation process of the Courthouse clock and bell. We have gone to great measures to restore this clock to its original grandeur. Unfortunately, the clock and its operating mechanism are not presently working. We will keep you informed on the progress of the clock and the bell. Please be patient as we work out the details.

Motion by Brock and seconded by Carpenter to set a public hearing dates to repeal and replace the Floodplain Management ordinance 15D with 15E for 9:30 a.m. September 4th, 11th and 18th, 2018. The public hearing will be held in the Board of Supervisors Room of the Jasper County Courthouse.

YEA: CARPENTER, CUPPLES, BROCK

Motion by Carpenter and seconded by Brock to approve the Board of Supervisors minutes for 8/14/2018.

YEA: BROCK, CARPENTER, CUPPLES

During the Public Comments Dale James, Mayor of Reasnor asked the County to mow the grass on a piece of property owned by the County in the City limits of Reasnor. The Board said that they would take care of the issue.

Jody Eaton requested that her employee review be held in closed session.

Motion by Cupples and seconded by Carpenter to go into closed session in accordance with Iowa Code Section 21.5(i) to enter into a closed session to evaluate the professional competency of an individual

whose appointment, hiring, performance or discharge is being considered when necessary to prevent needless and irreparable injury to that individual's reputation and that the individual requests a closed session.

YEA: CARPENTER, CUPPLES, BROCK

The Supervisors came back into open session.

Motion by Cupples and seconded by Carpenter to enter into closed session in accordance with Iowa Code Section 21.5(c) to discuss strategy with legal counsel in matters that are presently in litigation or where litigation is imminent.

YEA: CARPENTER & CUPPLES

The Supervisors came back into open session.

Motion by Carpenter and seconded by Brock to adjourn the Tuesday, August 21, 2018 meeting of the Jasper County Board of Supervisors.

YEA: BROCK, CARPENTER, CUPPLES

Dennis K. Parrott, Auditor

Doug Cupples, Chairman