

**December 23<sup>rd</sup>, 2025**

The meeting of the Board of Supervisors was called to order at 9:03 am by Chairman Heath Hansen. Present at the meeting were Heath Hansen, Kent Grabill, Don Mosinski, Chassity Musfeldt, Mitch Rydl, Mike Galloway, John Hansen, Jotham Arber, Joel Rattenborg, Dalton Christensen, Mark Hubbard, and Chris Swensen.

Motion- Grabill Second- Mosinski to approve the agenda with the additions of budget work session, Supervisor meeting updates, and updates on ACED agreement with County Attorney. Vote-all in favor. Supervisors gave recent updates from various meetings attended. Chairman Hansen said he has added two upcoming meetings to January agendas with Snowfox Discovery and Iowa Geological Survey. A freon leak in the basement was discussed. Hansen has been in contact with Graphite Construction and ETI and both instructed to get the HVAC issues fixed before the warranty is up next month. Supervisor Mosinski had a recent ACED meeting. They are welcoming two new members to the ACED board, trying to get a local property sold, and are continuing to work with the County Attorney to get an updated agreement on funds received from Audubon County. Supervisor Grabill said he recently contacted Bomgaars corporate office regarding the Retail Rebel building location to see if there was any interest in having a Bomgaars located in Audubon. The East/West Nishnabotna quarterly meeting was tabled due to not having enough items for an agenda so they will be meeting in March or April. Motion- Mosinski Second- Grabill to approve the meeting minutes of 12-16-25. Vote-all in favor.

Engineer Rydl gave construction and maintenance updates for Secondary Roads. Motion- Grabill Second- Mosinski to approve the hiring resolution 2025-68 for Jacob Lebeck as follows. Vote- all in favor.

Resolution 2025-68

**BE IT HEREBY RESOLVED**, by the Audubon County Board of Supervisors that Jacob Lebeck be hired as Grade 1 Classification, Equipment Operator A, Start column, for the Secondary Roads Department effective December 29<sup>th</sup>, 2025. Hourly wage will be \$23.31 with benefits as per the contract between Audubon County and Public, Professional and Maintenance Employees, Local Union #2003. Insurance coverage shall begin February 1<sup>st</sup>, 2026. Pending drug screening results.

Passed and approved this 23<sup>rd</sup> day of December, 2025.

Audubon County, Iowa Board of Supervisors

/s/Heath Hansen

ATTEST

By: /s/Chassity Musfeldt

Rydl had a recent meeting with the City of Exira regarding the East Side Drive project and plans. Crews have been cutting down trees and may do some controlled burns. An electric fence that was located in the right of way on Dove Ave was discussed. Rydl explained that fencing cannot be in the right of way and he will discuss with landowners.

HR Attorney Mike Galloway met with Supervisors and Custodian John Hansen for a potential closed session. Galloway recommended the closed session and explained the protocol, but Hansen denied it and chose a public discussion. Chairman Hansen explained the issue that recently occurred and was discussed at last week's meeting where a verbal warning was issued to Custodian Hansen for unacceptable behavior at work. Galloway discussed the severity of the unacceptable behavior, the hostility it has created, and possible consequences that the Supervisors can enforce. Supervisors agreed to have Galloway draft a written final warning for the unacceptable behavior. Supervisors inquired if there have been any apologies made. Hansen then gave an apology in the meeting. Supervisors suggested a written apology to others involved. Galloway reiterated what Supervisors have explained regarding compensation time and overtime to Custodian Hansen. Even if an employee requests it to be one or the other, it is the Department Head's decision as to what is approved, regardless of whether the employee agrees. Grabill stated he thinks the compensation time should be eliminated and overtime should be used to eliminate the issues. Mosinski and Hansen were okay with future compensation time earned if the current balance is used. A reminder was given that the compensation time for Custodian Hansen was supposed to be used by June 30<sup>th</sup> but was extended to the end of 2026 for a harvest time exception and still has a balance. Hansen asked to use it next week. Supervisors agreed and said they are available, if needed, to fill in. Galloway received numerous concerns from employees regarding Hansen's behavior and job performance. Cleaning issues were addressed.

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Galloway suggested a clarification to Supervisors with regular updates on what tasks are being completed. Hansen was instructed to communicate regularly with each department on what needs cleaned.

Public Health Director Jotham Arbor gave recent updates and reports from November 2025. They are coming out with a new flyer that will include all services available for Audubon County residents. Free clinics will be starting at the beginning of next year. Five providers have agreed to help with this, focusing on primary care. A grant was received for the purchase of medical equipment. The Parents as Teachers program is continuing to work well, with great outcomes. The Thursday walk in immunization clinics in Exira have had large turnouts. Radon testers are in and available, at no cost, to rent from Public Health. That State is looking into paying for training for local plumbers on radon education.

At 11:00 am, under Iowa Code 20.27(3), the Exchange of Initial Proposals with PPME was held. Attorney Galloway, Union Representative Mark Hubbard, Joel Rattenborg, Dalton Christensen and Engineer Rydl were present. After the exchange, under Iowa Code Section 20.27 (3)- an exempt session for Union negotiations was held.

The regular meeting went back into session at 12:31 pm. Attorney Galloway answered questions regarding FMLA and Compensation Board recommendations. The Compensation Board recommendations for all departments besides Supervisors can be raised or lowered. If any FMLA paperwork is completed it needs to be placed in the Employee's confidential file in the Auditor's Office. Motion- Mosinski Second- Grabill to accept/file the Sheriff's Asset Deletions for the 2015 Chevrolet Tahoe and various cameras sold on Purple Wave auctions. Vote-all in favor. Motion- Mosinski Second- Grabill to approve two invoices to Schmidt Funeral Home for general relief assistance for cremation. Vote-all in favor. Motion- Mosinski Second- Grabill to approve Dr. Vampola as County Medical Investigator. Vampola will receive \$100 for MI, \$300 for MEI and paid mileage. Vote-all in favor. Motion- Grabill Second- Mosinski to approve claims submitted by various departments to be paid in the amount of \$28,043.84 and published in a separate publication at the end of the month. Vote-all in favor. Motion- Mosinski Second- Grabill to approve the deadline for Department Heads to turn in budgets as January 12<sup>th</sup>, 2026. Vote-all in favor. The meeting went into recess at 1:00 pm. The meeting was reconvened at 1:35 pm. Attorney Swensen gave an update on the status of the ACED agreement. Swensen still needs to meet with Slater to finalize the updated agreement. Meeting went into recess at 2:00 pm for a meeting on the motor grader loan signing. Meeting was reconvened at 2:23 pm. FY27 Health Insurance rates were discussed. Supervisors will make a decision on the employee paid percentages next week. FY27 allocation amounts will be discussed next week. Meeting adjourned at 2:44 pm.

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/s/Heath Hansen

Chairman, Board of Supervisors

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/s/Chassity Musfeldt

Attest: Audubon County Auditor Clerk