

April 3rd, 2025

The special meeting of the Board of Supervisors was called to order at 9:31 am by Chairman Heath Hansen. Present at the meeting were Heath Hansen, Kent Grabill, Lisa Frederiksen, Justin Veik, John Hansen, Diana Munch, Chassity Musfeldt, Todd Johnson, Melissa Thygesen, Paul Nielsen, Duane Landon, Tim Irlmeier, and Chris Swensen.

Motion- Grabill Second- Hansen to approve the agenda. A potential MOU for Secondary Road's PPME 2003 was discussed. The MOU presented would match the County's 2.5% wages to keep consistency across the board. Comp time amounts were discussed. Reasonings for the increased comp time maximums were to reduce the amount of paid overtime. Taxpayers voiced concerns on the extensive benefits offered to County employees. Chairman Hansen contacted HR Attorney Galloway regarding a potential MOU. Galloway advised that the County could risk being sued if the Union negotiations were re-opened. Previous discussion was held of concerns regarding the Union agreements not done according to Iowa Code, but Galloway advised they were done correctly, but in the future could be done with "best practice" of posting agendas so they public is aware.

ETI Engineer Justin Veik joined the meeting to discuss the HVAC project, address concerns, and go over final punch list items. The jail cell work was completed earlier in the week. Custodian Hansen and Veik discussed a condensation leak on pipes. The Courtroom was visited to have an updated sound reading taken. The HVAC units were turned on while Supervisors, Veik, and Attorney Swensen were present and could analyze the complaints from two separate judges on the noise levels. While the HVAC units were running, conversations held were hard to hear amongst those present. Veik discussed options to help eliminate this while Court is in session. Veik stressed that the County needs to pay the final payments on the HVAC project now that the jail work is complete. Chairman Hansen stressed that they wanted to make sure the project/punch list items are complete before issuing final payments. The warranty date reflects a substantial completion date of January 14th, 2025 because the building was able to be partially occupied. Discussion with Veik to extend the substantial completion date to reflect the date of the jail completion was proposed. The increased Mid-American bill was discussed with Veik. He will be looking into this.

Supervisors met with Sheriff Johnson and Melissa Thygesen to discuss the FY26 Sheriff's Department budget. Johnson explained that the current staff of Sheriff Deputies is on a short rotation where it is proving hard to allow time off, especially if anyone is sick. The FY26 budget included the salary of an additional Deputy to eliminate the overtime on the current staff and provide an adequate rotation. If Supervisors do not approve hiring an additional Deputy, the savings will be around \$70,000, but the amount of overtime will increase significantly. The rotation of vehicles was discussed. If another Deputy is hired, they will not be purchasing an additional vehicle. Sheriff stated that he felt the County would be better served with an additional Deputy. Body cameras and weapons were taken out of the budget, and the Department will be using the older ones to eliminate new expenses. Thygesen will email Supervisors the FY26 budgets for review. No decisions were made on any budget changes. More discussion will follow at next week's meeting. Meeting adjourned at 12:14 pm.

/s/Heath Hansen

Attest: /s/Chassity Musfeldt

Chairman, Board of Supervisors

Audubon County Auditor Clerk